

## **Offshore Wind Workforce Development**

*Newly created workforce development programs have been created by local governments, NGOs, states and others. Funding comes from competitive federal grants, state grants, and partnerships with private industry. Here, we outline a few programs that highlight geographies, partnerships, and aggressive state action meant to propel the offshore wind industry with a highly qualified and localized workforce.*

### **FEDERAL FUNDING:**

Maryland, Virginia, North Carolina, and Louisiana have all received funding from the Economic Development Administration [Good Jobs](#) and [Build Back Better](#) Challenges to support clean energy and/or offshore wind workforce development. Target populations include formerly incarcerated individuals, veterans and transitioning service members, disconnected youth, historically under-resourced communities, BIPOC communities, rural communities, and displaced workers from the oil and gas industry.

- Virginia: "[Hampton Roads Workforce Training Systems for Good Jobs](#)," **\$11 million**
- Maryland: "[Maryland Works for Wind](#)," **\$22.9 million**
- North Carolina: "[STEPS4GROWTH](#)," **\$23.7 million**
- Louisiana: "[H2theFuture](#)," **\$50 million**

### **STATE FUNDING:**

[New York](#), [New Jersey](#), [Maryland](#), and [Rhode Island](#) have allocated state funding to establish or maintain offshore wind workforce development programs. While funding typically ranges from **\$800k-\$4.5 million** allocated through annual budget cycles, New York has committed **\$20 million** to train 2,500 workers through the newly-established [Offshore Wind Training Institute](#). Target populations include veterans, individuals with disabilities, low-income individuals, individuals experiencing homelessness, and single parents.

### **PRIVATE INVESTMENTS:**

Manufacturers and developers with active projects, like [Orsted](#), [Eversource](#), [Dominion](#), and [Vineyard Wind](#), have committed funding to build workforce development programming. Funding tends to range **\$1 million-\$10 million**, with many developers funding both K-12 programming to build interest, as well as certification programs to support transitions into the industry.

### **EXAMPLE JOBS TRAINED AND SALARIES:**

- Shipbuilding and ship repair [\$54,010<sup>1</sup>]
- Electricians [\$49,800<sup>2</sup>]
- Welders [\$35,920<sup>2</sup>]
- Wind turbine technicians [\$56,260<sup>2</sup>]
- Construction laborers [\$29,110<sup>2</sup>]
- Cybersecurity analysts [\$102,600<sup>3</sup>]

### **IMPLEMENTATION CHALLENGES:**

- Language barriers for individuals and families for whom English is a secondary language
- Delay between program establishment and actual job need: communities are promised jobs that won't become available for months to years at a minimum.
- Past offshore oil and gas projects have had developers bring in their own team with very few jobs being available for locals. Jobs created tend to be relegated to coastal regions with few opportunities created specifically for inland or rural regions.

<sup>1</sup> [U.S. Bureau of Labor Statistics: Ship and Boat Building](#)

<sup>2</sup> [U.S. Bureau of Labor Statistics: Occupational Outlook Handbook, Wind Turbine Technicians](#)

<sup>3</sup> [U.S. Bureau of Labor Statistics: Occupational Outlook Handbook, Information Security Analysts](#)