State Policy Mechanisms to Support Workers and Communities Through Energy Transition

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THE OPPORTUNITY

Design economies to be clean, regenerative, diverse and durable

Benefit all people – including those who haven’t benefitted from fossil-based energy

Sustain and create good union jobs

Improve community health, longevity and resiliency
IMPORTANT RECOGNITIONS

- Community culture
- Job quality vs quantity
- Transition timeline
- Local tax base
- Local leadership, power dynamics and capacities
- Wide range of worker age and skill
- Direct, indirect and induced impacts
TRANSITIONS MUST BE MANAGED LOCALLY

Ways states are working to improve regional transition outcomes

A. Design and develop systems and practices that consider equity
B. Build regional capacity to intentionally manage transition
C. Establish supports for impacted workers and disproportionately impacted people
D. Empower and equip communities with what they need to shape their own destiny
E. Make better use of existing tools to assist workers and communities
F. Build and enhance long-term regional economic development
G. Improve community health, resiliency and sustainability
Improving Equity through Policy

- Equip people with what they need to shape their own destiny
- Design robust stakeholder engagement
- Build diverse representation into decision making
- Adopt inclusive economic development practices
- Encourage and support unionization
- Prioritize resiliency and sustainability
Eight primary actions are underway in states

1. Avoid job losses
2. Define and agree upon a timeline when a transition is planned or expected
3. Develop cooperation and collaboration among workers, unions, employers, community leaders, families and all levels of government
4. Equip regions with necessary resources to adequately plan and implement their transition strategies
5. Establish programs of support for impacted workers and their families to improve outcomes
6. Streamline state resources to assist workers and communities
7. Support long-term regional economic development efforts
8. Ensure positive health and environmental outcomes
## STATE POLICY ACTIONS UNDERWAY

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<thead>
<tr>
<th>State</th>
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### Actions

1. **Avoid job losses**
   - Incentivize or mandate re-hire of impacted workers
   - Incentivize or mandate hire of disproportionately impacted people

2. **Define and agree upon a timeline**
   - Require advance notice of closures
   - Cause creation of studies or reports to estimate timing and impacts
   - Develop agreed-upon timelines for transition

3. **Develop cooperation and collaboration**
   - Require public meetings prior to closures
   - Creation of transition plan
   - Convening of stakeholders

4. **Equip regions with necessary resources**
   - Consider or establish funding for tax revenue replacement
   - Allocation of technical assistance to local stakeholders

5. **Establish programs of support for impacted workers and their families to improve outcomes**
   - Consider or establish wage supplements for impacted workers
   - Consider or establish wrap-around services for impacted workers
   - Consider or establish training for impacted workers

6. **Streamline state resources to assist workers and communities**
   - Community engagement to assist local access to resources
   - Creation of government structures to coordinate actions

7. **Support long-term regional economic development efforts**
   - Local economic development funding or assistance
   - Incentivize or fund local infrastructure improvement
   - Incentivize or mandate community reinvestment
   - Create business & entrepreneurial supports for impacted workers

8. **Ensure positive health and environmental outcomes**
   - Incentivize or mandate investment in disproportionately impacted areas
   - Additional reporting or funding for site cleanup
**ACTION 1: AVOID JOB LOSSES**

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<th>Action</th>
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<td>Require utilities to develop workforce transition plans</td>
<td>CO HB19-1314</td>
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<td>Allow utility investment in new technology that will employ workers</td>
<td>NM SB489</td>
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<td></td>
<td>CO HB21-1314</td>
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<td>IL SB2408</td>
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<tr>
<td>Incentivize or mandate rehire of impacted workers</td>
<td>CO HB21-1149</td>
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<td>IL SB2408</td>
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<tr>
<td>Incentivize or mandate hiring of disproportionately impacted people</td>
<td>NM SB112</td>
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ACTION 2:
DEFINE AND AGREE UPON TIMELINES

Require advanced notice of closure
• CO HB19-1314
• VA SB1247
• IL SB2408

Develop studies to estimate timing and impacts
• CO SB19-236
• CO HB19-1314
• NY S6599
• VA SB1247

Develop transition timelines and actions
• WA SB5769
• IL SB2408
ACTION 3: BUILD COLLABORATION

Require public meetings prior to closure
VA SB1247

Develop transition plans
CO HB19-1314
NM SB489
NM SB112
NY S6599

Convene broad groups of stakeholders
WA SB5769
CO HB19-1314
NM SB489
NY S6599
WA SB5116
NM SB112
ACTION 4: EQUIP REGIONS WITH RESOURCES TO PLAN AND IMPLEMENT TRANSITION

Develop tax revenue replacement programs
NY S6408C
CO SB19-236
IL SB2408

Provide technical assistance and funding to local initiatives
CO HB21-1290
CO HB22-1394
IL SB2408
ACTION 5: 

ESTABLISH WORKER SUPPORT PROGRAMS

- Consider wage supplements
  - CO HB19-1314

- Design customized wrap-around services
  - CO HB21-1290
  - CO HB21-1290
  - CO HB21-1149
  - CO HB22-1394
  - IL SB2408

- Provide workforce training & tuition assistance
  - CO SB19-236
  - CO HB21-1290
  - CO HB21-1149
  - CO HB22-1394
  - NM SB489
  - IL SB2408
  - MN HF2110
ACTION 6: STREAMLINE STATE RESOURCES

Assist local communities access resources
- CO HB19-1314
- IL SB2408

Create government structures to coordinate actions
- CO HB21-1314
- NY S6599
- NM SB112
- IL SB2408
**ACTION 7:**
**SUPPORT LONG-TERM REGIONAL ECONOMIC DEVELOPMENT**

<table>
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<tr>
<th>Provide local economic development assistance</th>
<th>Invest in local infrastructure improvement</th>
<th>Reinvest in communities</th>
<th>Offer business &amp; entrepreneurial supports</th>
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ACTION 8: ENSURE POSITIVE HEALTH & ENVIRONMENTAL OUTCOMES

Invest in disproportionately impacted communities
- NY SB6599
- IL SB2408

Require and assist with site cleanup
- WA SB5769
- CO SB19-236
- NM SB489
STATE TRANSITION POLICY: AN EYE ON THE FUTURE

Proactive vs reactive

Expect regional needs to evolve

Reinventing an economy can take many years
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