

# Equity Workforce Training, Equipment, and Infrastructure Grants RFP

Dedicated to innovating energy solutions



# AGENDA

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Target Occupations & Populations

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Funding Sources

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Questions & Answers

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Strand Overview & Selection Criteria

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Application Process & Timeline

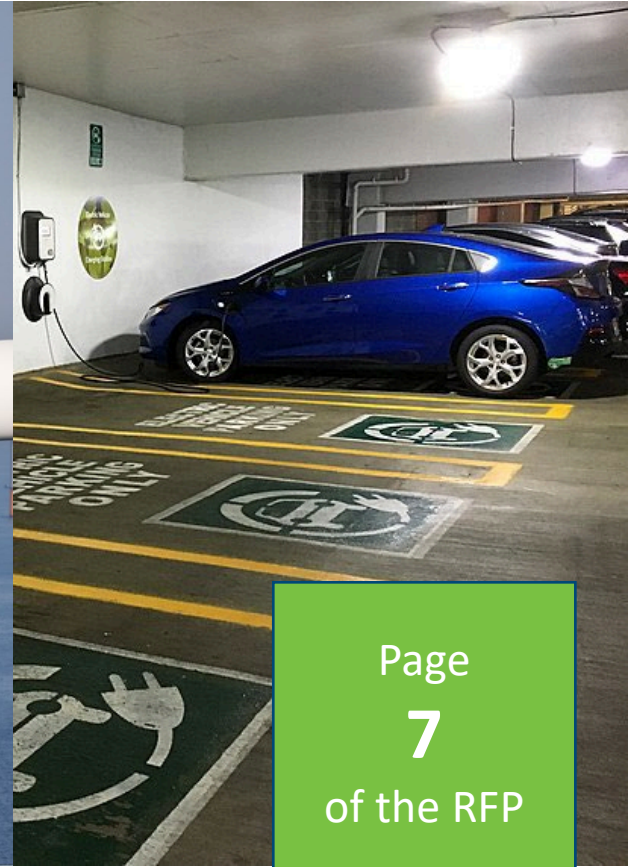
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Office Hours & Networking

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Questions & Answers

# Targeted Climate-Critical Sectors



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# Equitable Workforce & Environmental Justice Populations

## INDIVIDUALS RESIDING IN ENVIRONMENTAL JUSTICE NEIGHBORHOODS OR LOW-INCOME COMMUNITIES

An EJ Neighborhood has one or more of the following four criteria:

- ▶ Annual median household income not more than 65% of the statewide annual median;
- ▶ Minorities comprise 40% or more of the population;
- ▶ 25% or more of households lack English language proficiency;
- ▶ 25% or more are minorities and the annual median household income is 150% or less of the statewide median.

## MEMBERS OF FEDERALLY RECOGNIZED OR STATE ACKNOWLEDGED TRIBES

## MEMBERS OF UNDERREPRESENTED COMMUNITIES IN THE CLEAN ENERGY WORKFORCE

## CURRENT OR FORMER WORKERS FROM THE FOSSIL FUEL INDUSTRY

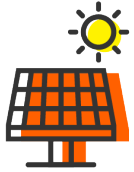
DEFINITION & MAP OF  
EJ NEIGHBORHOODS



[HTTP://BIT.LY/3UOK1QW](http://bit.ly/3UOK1QW)



# Examples of Priority Occupations within Climate-Critical Sectors



## ELECTRICIANS & SOLAR INSTALLERS

Electricians are needed across all sectors, especially in clean transportation. Solar installers are in demand to install and maintain solar on homes, businesses and on solar farms. In Massachusetts, solar installers must be electricians.



## CONSTRUCTION TRADES / PRE-APPRENTICESHIP

Individuals entering construction trades, especially weatherization and building electrification, are needed. This includes construction laborers, carpenters, and plumbers



## ENERGY ANALYSTS & HERS RATERS

Energy Analysts and HERS Raters are needed to evaluate building energy efficiency criteria and identify additional opportunities for energy efficiency gains.



## CUSTOMER SERVICE REPRESENTATIVES

Solar, weatherization and clean heating & cooling installers need representatives to work with individuals in EJ neighborhoods to support adoption of clean energy technologies



## INSULATION WORKERS

Insulation workers install and replace the materials used to insulate buildings or mechanical systems, and may be involved in other weatherization efforts



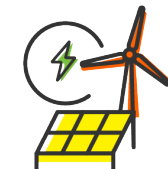
## HVAC TECHNICIANS

Technicians with heat pump and other weatherization expertise are in especially high-demand.



## LINE INSTALLERS & REPAIRERS

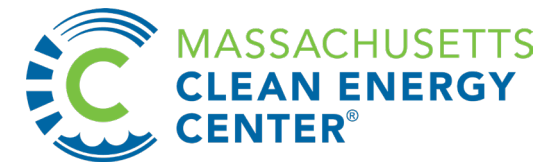
A drastic increase in electricity usage will require upgraded and additional transmission and distribution systems that Line Installers will install and maintain



## EV TECHNICIANS

EV technicians will be needed as EV adoption accelerates. Conversion of medium- and heavy-duty fleets will also increase demand.

# Workforce Training, MWBE Support, and Equipment RFPs



## MA Residents / Incumbent Workers

### Climate-Critical Workforce Training, Equipment, and Infrastructure

**Up to \$800,000**

- Support MA residents with **Career Pathway Training** or **Incumbent Workers** with upskilling
- ARPA funds for **Equipment and Infrastructure** to Support Training (**match required**: 1:1 for private entities; 0.25:1 for public entities)



**Deadlines:**

Jan. 26, 2024

May 1, 2024

RFP available here:

<https://bit.ly/487zICn>

## Priority Populations

(EJ Neighborhoods, Fossil Fuel Workers, Federal recognized/State-acknowledged Tribes, MWBEs)

### Equity Workforce Training, Equipment and Infrastructure

**Up to \$1.2 Million**

- Support individuals from priority populations with **Career Pathway Training** or **Exploration**
- ARPA funds for **Equipment and Infrastructure** to Support Training (match recommended, not required)



**Deadlines:**

Jan. 19, 2024

May 1, 2024

RFP available here:

<https://bit.ly/3Gqe00g>

### Equity Workforce Planning & Capacity

**Up to \$50,000 or \$150,000**

- Plan or add capacity for **Career Pathway Training, Exploration, or MWBE Support**

**Rolling, with Priority Deadlines:**

Feb. 5, 2024

May 20, 2024



<http://bit.ly/43vRtd5>

### MWBE Support

**Up to \$1 Million**

- Address the barriers faced by MWBEs in the clean energy sector

**Deadlines:**

TBA 2024



<https://bit.ly/3N4J4Ha>

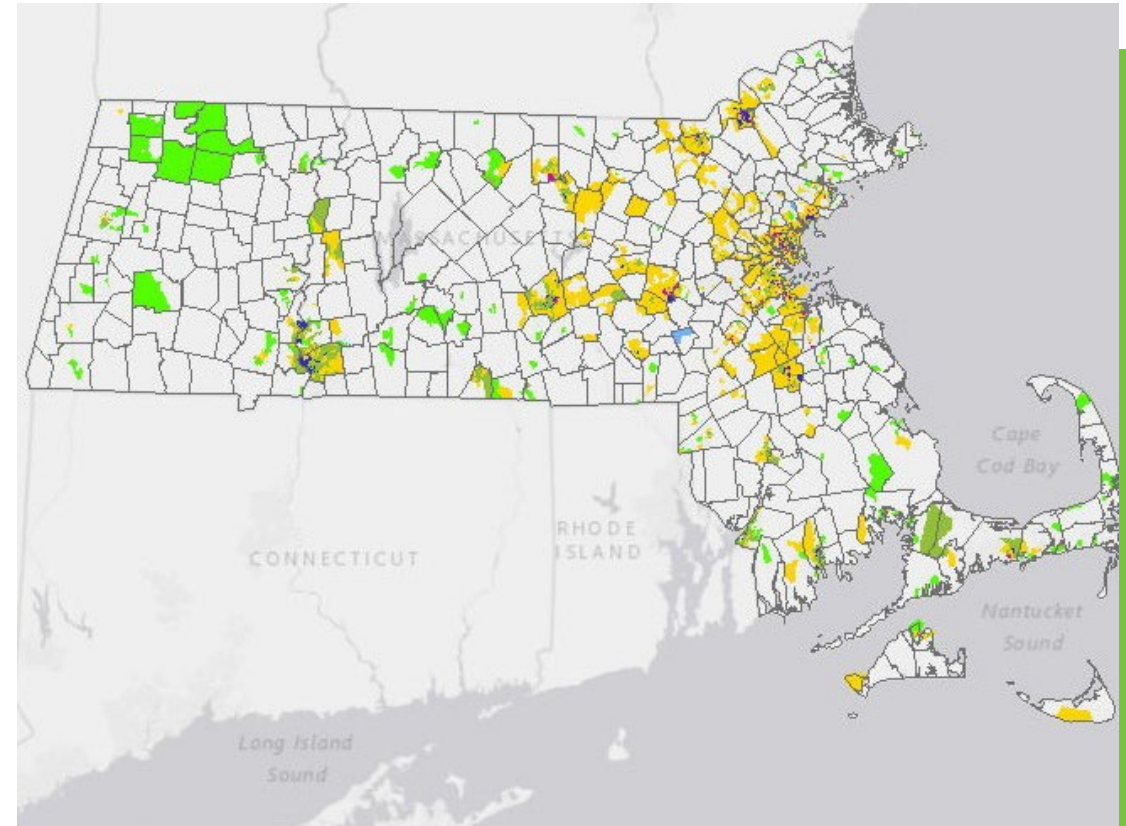
# Act Creating A Next-Generation Roadmap for Climate Policy

## \$12 MILLION ANNUALLY TO EXPAND MASSCEC'S WORKFORCE DEVELOPMENT EFFORTS

In 2021, the MA Legislature passed the Act Creating A Next-Generation Roadmap for Climate Policy setting aggressive net zero emissions goals for 2050 and interim goals and officially recognizing the inordinate impact climate change has on Environmental Justice (EJ) Neighborhoods and other marginalized communities.

Within the Act, the Legislature set aside \$12 million annually to enable MassCEC to expand its workforce development efforts to support individuals living in EJ Neighborhoods, Minority- and Women-owned Business Enterprises in Clean Energy Sectors, and Fossil Fuel Workers transitioning into the sector.

In 2022, the Legislature expanded the applicability of the Act to also include members of Federally Recognized and State Acknowledged Tribes, as well as members of those populations currently underrepresented in the Clean Energy Sector.



# American Rescue Plan Act (ARPA) of 2021

## ARPA FUNDS FOR EQUIPMENT AND INFRASTRUCTURE

The Federal American Rescue Plan Act (ARPA) seeks to provide relief to American workers and build a bridge to an equitable economic recovery after COVID-19. Certain ARPA funds were allocated to the Commonwealth and a portion of those funds have been made available through this RFP for equipment and infrastructure needed to provide training to individuals from targeted populations.

- Awardees receiving ARPA funds will be required to meet additional terms and conditions pursuant to ARPA
- ANF requires filling a MA Standard Contract Form
- Match encouraged but not required in this RFP
- ARPA funds must be expended prior to December 31, 2026, so **MassCEC expects all awarded projects to spend down funds by December 31, 2025.**





# Who is eligible to apply?

Partnerships are strongly encouraged and may be looked upon more favorably to the extent that partnerships can provide a range of expertise and experience to deliver a comprehensive proposal. One party should take on the role of leading the application team (“Lead Applicant”).

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## The following types of entities are eligible to serve as Lead Applicant:

- Community-Based Entities (CBOs);
- Educational Institutions (colleges and universities, community colleges, vocational high schools, and CTI programs);
- For-Profit Entities;
- Workforce Development Organizations; or
- MassHire Workforce Investment Boards and Career Centers.

### Additional criteria:

- Lead Applicant must have a MA-based office or staffing;
- Must be in good standing with the Commonwealth and can provide a Certification of Good Standing (COGS); and
- Proposed project must be separate and distinct from projects previously funded by MassCEC.
- Disclose any potential conflicts of interest created through partnerships or subcontracts with related family members, current and recent employers, or any other involved parties

# Example of an Applicant Partnership



Implementation Grant Eligibility

Q&A

Implementation Grant Eligibility

# General Application Process

# Application Process

Review the RFP and all forms and attachments to understand the opportunity, requirements, and MassCEC's objectives.



Attend MassCEC informational webinars and/or utilize other informational resources offered.



Contact MassCEC with questions and/or to discuss your idea(s) via email at [rfpworkforce@masscec.com](mailto:rfpworkforce@masscec.com).



Submit all completed forms and attachments, adhering to word limits, format requirements, and other instructions listed within the RFP and each attachment, by email to [rfpworkforce@masscec.com](mailto:rfpworkforce@masscec.com) by 11:59pm on January 19, 2024 OR May 1, 2024, with "Equity Workforce Training Implementation Grant Application" in the subject line.



# Application Packet

## A COMPLETED APPLICATION PACKET MUST CONTAIN THE FOLLOWING:

- ▶ Attachment 1: Authorized Applicant's Signature and Acceptance Form
- ▶ Attachment 2: Equity Workforce Training Planning Grant Application
- ▶ Attachment 3: Budget, Milestones, and Deliverables
- ▶ Attachment 4: Sample Agreement for Strands A & B
- ▶ Attachment 5: Sample Agreement for Strand C: ARPA Funding



Responses must adhere to the instructions within each attachment.

Attachment 3: Budget, Milestones, and Deliverables must be submitted as an Excel file with all tabs filled out.

At least two Memorandums of Understanding (MOUs) or Letters of Support from employer partners must be attached and may be submitted attached to Attachment 2 or as separate documents.

Additional attachments will not be considered during review and scoring.

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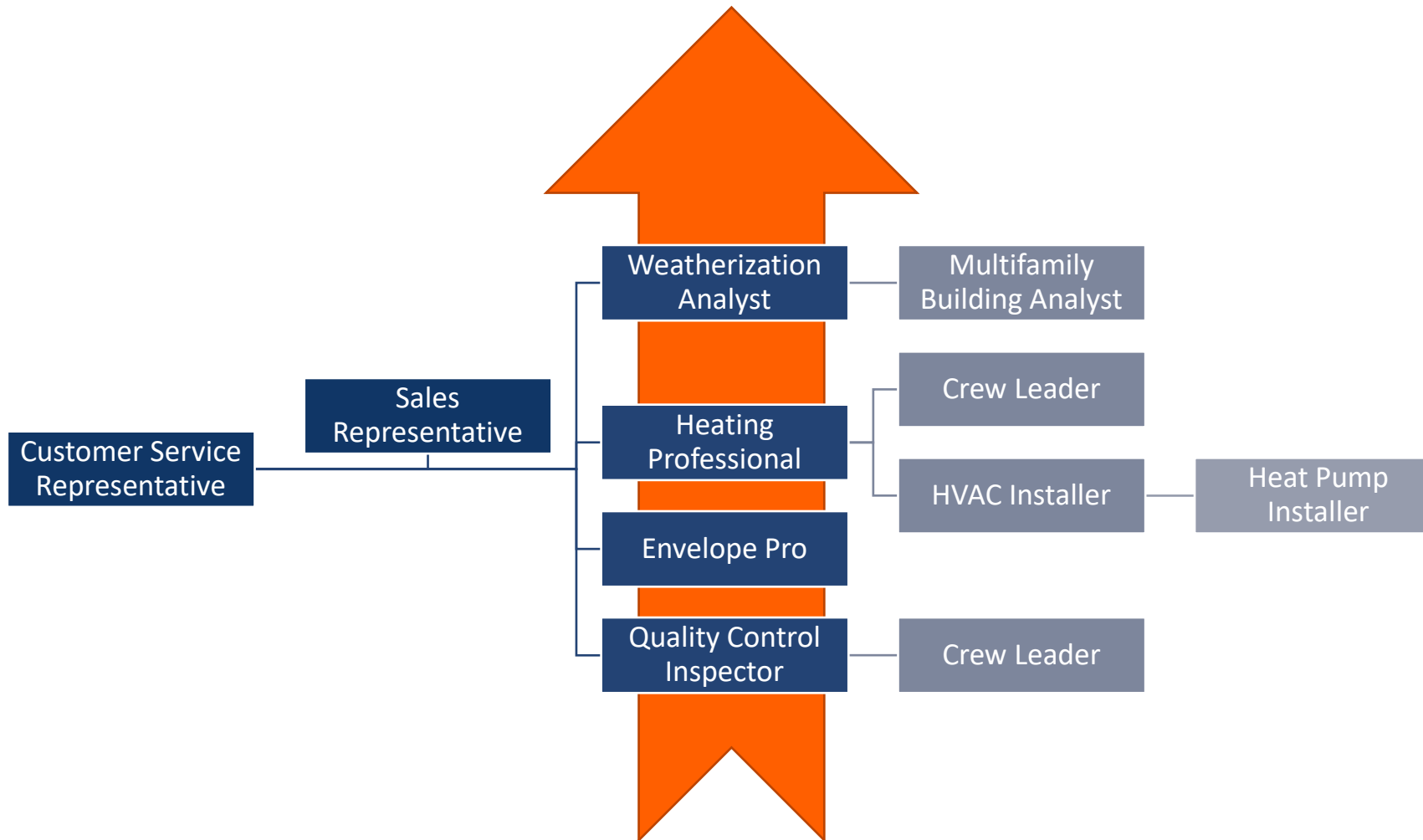


# Application Timeline

Process Step	Timing
RFP Release	November 29, 2023
Questions Due to MassCEC via <a href="mailto:rfpworkforce@masscec.com">rfpworkforce@masscec.com</a>	Ongoing through April 5th, 2024
Questions with Answers Posted to MassCEC Website	Updated at least every month on the 2 <sup>nd</sup> Tuesday through April 5, 2024
Pre-Application Webinars	December 12, 2023, at 3 pm March 12, 2024, at 1 pm
Pre-Application Office Hours	December 20, 2023, at 12 pm December 27, 2023, at 12pm January 3, 2024 at 10am January 9, 2024 at 5:30pm
<b>Proposals Due</b>	<b>January 19, 2024, by 11:59 pm for review during February 2024</b> <b>May 1, 2024, by 11:59 pm for review during May 2024</b>
Interviews of Applicants (as needed)	TBD
Notification of Award	March 2024 if received by January 19, 2024 June 2024 if received by May 1, 2024



# Diversity of Approaches



If your program concept does not squarely fit within the selection criteria but may assist MassCEC in meeting its Clean Energy Workforce goals through other novel and unique approaches, your program may still be eligible for funding under this solicitation. Please take advantage of the office hours or reach out via email to discuss your concept:

[rfpworkforce@masscec.com](mailto:rfpworkforce@masscec.com)



# Selection Criteria

## Applicant and Partner Experience and Qualifications

- Track record of working with target population
- Prior workforce development success
- Defined network of partners

## Target Occupations and Populations

- Target occupation(s) align with climate-critical occupations
- Target population(s) qualify
- Demonstrates an understanding of assets and barriers of the target population
- Target occupation(s) are contextualized into multiple career pathways for advancement

## Employer and Industry Engagement

- Utilize employer partnerships to ensure programming aligns with current demands of the industry

## Outcomes, Budget, Leveraged Resources, and Sustainability

- Strong proposed outcomes and tracking methods
- Proposed budget with a reasonable per-participant cost for the type and intensity of the programming
- Identification of appropriate funding sources to continue programming beyond the grant period

## Diversity of Approaches

- Applicant teams have SDO certification or otherwise diverse
- Additional factors such as geographic diversity, target sector/occupational diversity, and support of additional categories of populations
- Consideration may be given to novel and impactful approaches

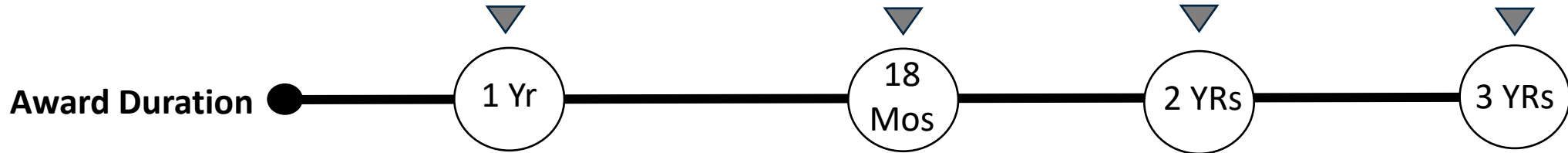
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# Strand Roadmap



**Strand A: Career Pathway Training Leading to Employment in Climate-Critical Priority Occupations**  
**Award Range: \$200,000 - \$1,200,000**

**Strand B: Clean Energy Career Awareness, Career Exploration, Career Navigation, and Preparedness**  
**Award Range: \$50,000 - \$600,000**

**Strand C: Equipment and Infrastructure to Support Climate-Critical Training**  
**Award Range: \$50,000 - \$750,000**

- New Applicants**
- Strand C Proposal requires submission of Strand A proposal if applicant is not an existing grantee.
- Workforce Equity Grantees**
- Must be a current Workforce Equity grantee to submit a Strand C proposal



# Strand A

# Strand A: Career Pathway Training Leading to Employment in Climate-Critical Priority Occupations

**Award Range:** \$200,000 - \$1,200,000

**Award Duration:** 1 Year – 3 Year Award \*

- **Match** – Not required
- **A Comprehensive Training Plan-** That results in an industry recognized credential
- **Wrap Around Support Services and Case Management-** To meet participant needs and promote completion, retention, and advancement
- **Placement Support into Clean Energy jobs**

\*an additional year of post-program monitoring and metrics tracking is required after the proposed project is complete, so applicants should plan and budget for that obligation.



## Program Design

- Comprehensive training plan with strong vocational and work readiness curricula designed to meet employer needs and maximize participant success
- Training delivery models embrace innovative and proven strategies to increase participant success
- The program design includes case management and support services tailored to meet participant needs and promote completion, retention, and advancement
- Leverages partnerships and resources from relevant stakeholders and additional funding
- Demonstrates commitment to increase access to EJ and disadvantaged communities
- Demonstrates capacity to manage fiscal and administrative obligations with receiving federal funds

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# Strand A Outcomes

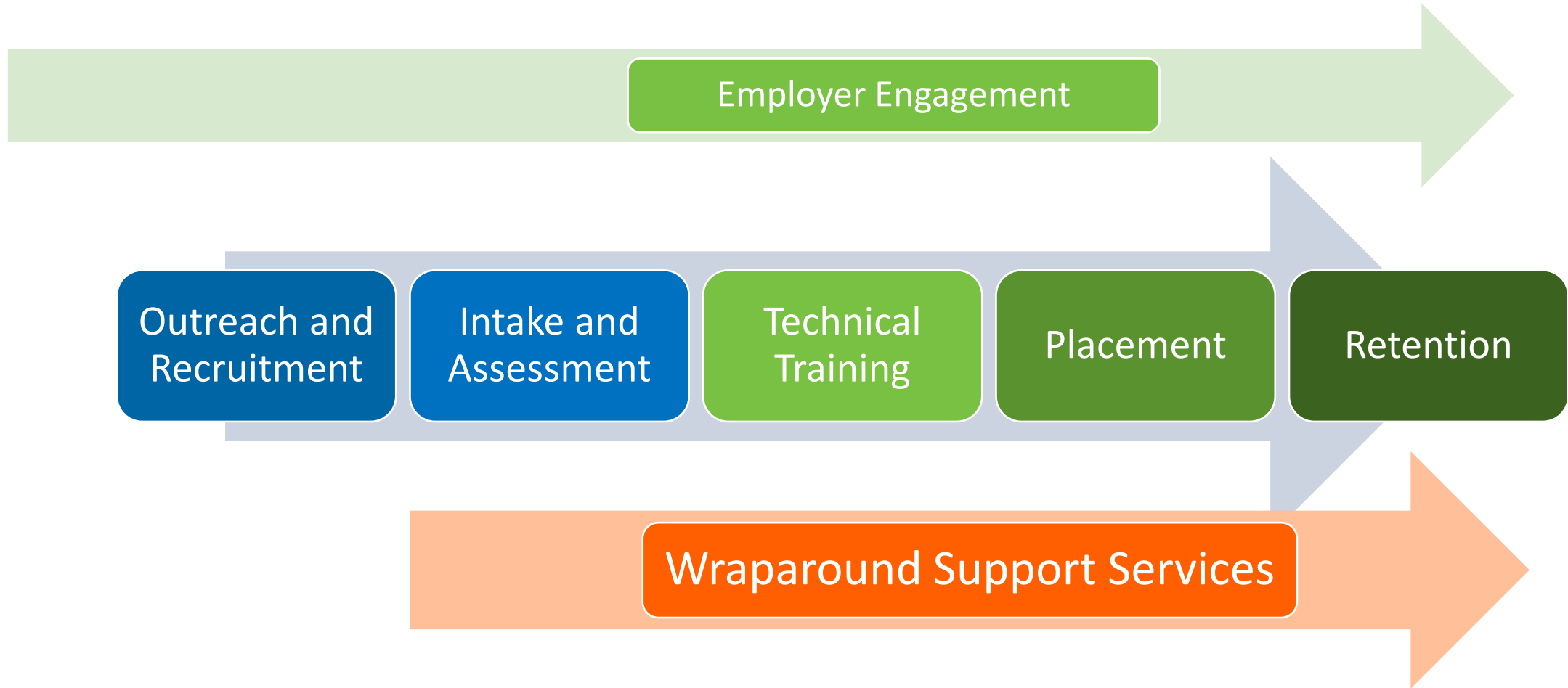
## POST TRAINING ACTIVITIES:

### SUCCESSFUL APPLICATIONS WILL INCLUDE.....

- MILESTONE(S) THAT INDICATE SUCCESSFUL COMPLETION FOR INDIVIDUAL PARTICIPANTS (OFFRAMPS).
  - Attainment of industry recognized credentials/ licenses
  - Case management that successfully removes barriers for participants
  - Placement into a clean energy occupation
  - Job retention for at least one year post program completion
  - Increased wages for incumbent workers
  
- DESCRIPTION OF PLANS TO ENGAGE RELEVANT PARTNERS TO PROVIDE OFFRAMPS TO PARTICIPANTS
  - Employer partners- Comprehensive placement strategy that includes dedicated job development staff through the leader applicant or partner, employer partners with provided letters of support or MOUs



# Program Example – Traditional Pipeline



# Strand B



# Strand B: Clean Energy Career Awareness, Career Exploration, Career Navigation, and Preparedness

**Award Range:** \$50,000 - \$600,000

**Award Duration:** 1 - 3 Year Award\*

- ▶ **Match** – Not Required
- ▶ **Clear and Thoughtful Range of Exposures** and career pathway options
- ▶ **Access to Next Steps** -Leading to offramp into training, employment in clean energy, internships, post secondary education
- ▶ **Wrap Around Support Services and Case Management**- To meet participant needs and promote completion, retention, and advancement

\*an additional year of post-program monitoring and metrics tracking is required after the proposed project is complete, so applicants should plan and budget for that obligation.



## Program Design

- Presents a comprehensive program design that incorporates relevant best practices for target population
- Features a clear and thoughtful range of exposures and career pathway options, including clear access to next steps for participants (Offramps)
- Delivery models embrace innovative and proven strategies to increase participant success
- Design includes case management and support services tailored to meet participant needs and promote successful program participation and transition to next steps including training, internships, and direct employment

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# Strand B Outcomes

## POST EXPLORATION ACTIVITIES:

### SUCCESSFUL APPLICATIONS WILL INCLUDE.....

- Milestone(s) that indicate successful completion for individual participants (Offramps).
  - Submission of a specific exploration project
  - Attainment of an internship
  - Enrollment in a training program
  - Matriculation into a post-secondary institute
  - Placement into a clean energy occupation
- Description of plans to engage relevant partners to provide these offramps to participants
  - Training Providers
  - Employers
- Letters of Support or Memorandums of Understanding from at least two partners that offer offramps.



# Strand C

# Strand C: Equipment and Infrastructure to Support Climate-Critical Training

**Award Range:** \$50,000 - \$750,000

**Award Duration:** 1 Year – 18 Month Award

***Must be submitted with a Strand A Proposal OR must have received an Equity Workforce Grant award***

- ▶ **Match** – recommended, not required
- ▶ **Secure modern equipment and infrastructure** resources for climate critical workforce training programming
- ▶ **Purchase and install** specialized equipment and infrastructure
- ▶ Expended from **American Rescue Plan Act (ARPA)** of 2021
  - ▶ Subject to federal reporting and requirements
  - ▶ Strand C contracts will largely end by **December 31, 2025**
  - ▶ MassCEC will expect Strand C funds be expended by **December 31, 2025**, since ARPA funds must be expended prior to December 31, 2026



## Program Impact on Training

- Increase availability and quality for climate-critical occupations
- Increase number of students able to participate in existing program or create new program to meet demand
- Leads to addition or improvement of climate-critical skills supported by existing training program, especially training that facilitate reskilling or upskilling workers/trainees
- Demonstrates sustainability of training program after the initial award
- Leverages partnerships and resources from relevant stakeholders and additional funding
- Demonstrates commitment to increase access to EJ and disadvantaged communities
- Demonstrates capacity to manage fiscal and administrative obligations with receiving federal funds

# Strand C Outcomes

## SUCCESSFUL APPLICATIONS WILL INCLUDE.....

- Initial Vision of Equipment and Infrastructure
  - Description of capacity building supported by equipment and infrastructure funding
  - Steps to select, procure, and integrate new capacity
  
- Impact of Equipment and Infrastructure
  - Description of how equipment and infrastructure will improve your program
  - Existing training/curriculum/training opportunities
  - Identify programmatic gaps and needs that will be addressed



# Office Hours & Networking

## OFFICE HOURS

Office hours are for all open Equity Workforce RFPs. Drop-in, no registration needed. Ask questions and discuss your specific proposals. Meet other potential applicants to form partnerships.

Dates:

- Wednesday 12/20 at 12 pm
- Wednesday 12/27 at 12pm
- Wednesday, 1/3 at 10am
- Tuesday, 1/9 at 5:30pm

## NETWORKING

- Drop your name, organization, and contact information in the chat.
- Sign up to the partnership list by sending your contact name, contact info, org type, and focus sector to:

[workforce@masscec.com](mailto:workforce@masscec.com)





Equity Workforce Implementation Grant

Q&A

# Additional Funding Opportunities

# Request for Proposals (RFP): Professional Services and Program Support for Clean Energy Internship Program FY24

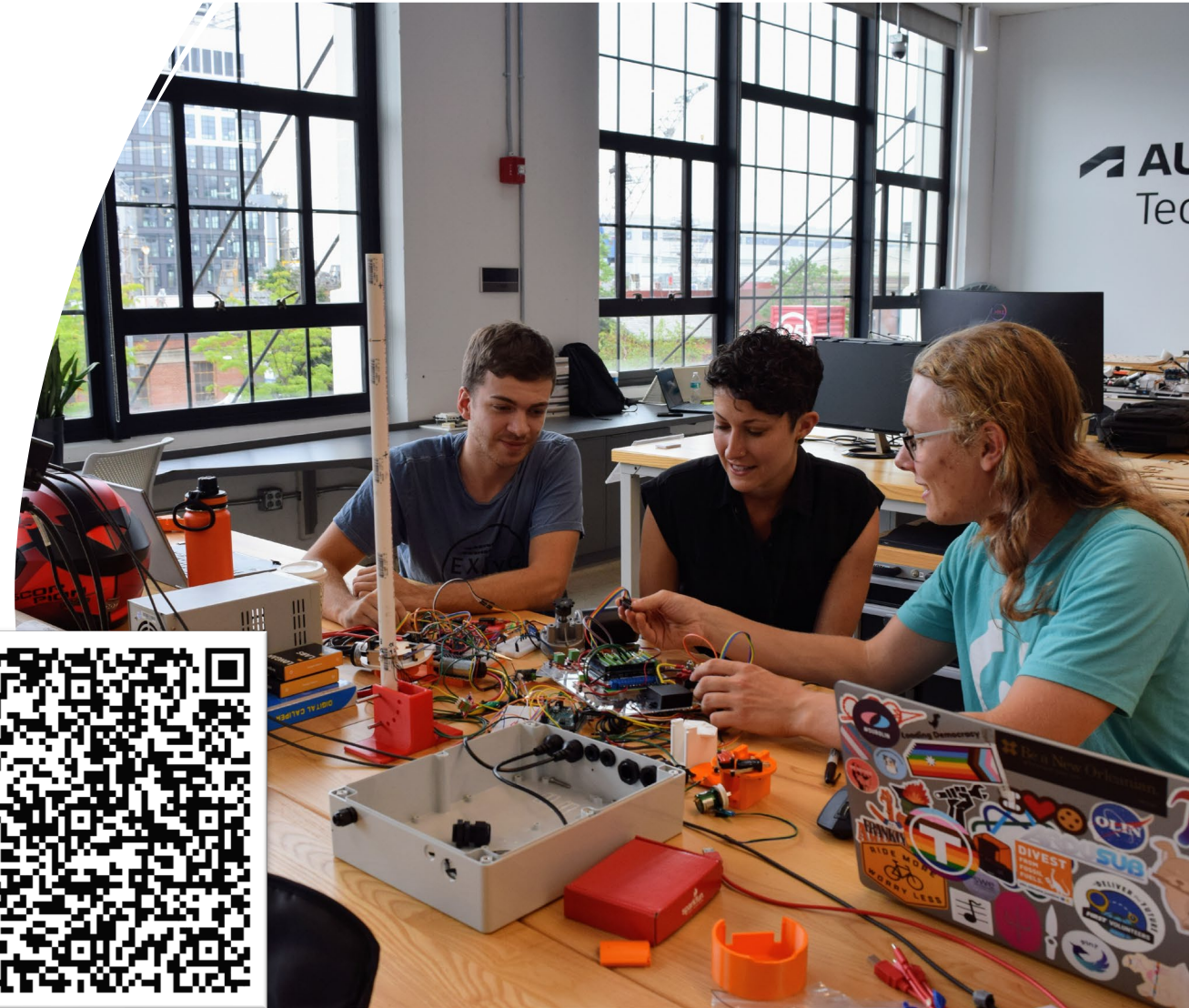
MassCEC is actively seeking qualified individuals or organizations to collaborate with us in expanding our workforce development services. The primary objectives include:

- Directly recruiting and reporting students
- Engaging with employers to strategize optimal outcomes
- Increasing awareness of internship programs and job training opportunities
- Developing a strategic plan for the Massachusetts Climate Service Corps

**Application Deadline: March 1st, 2024**

*Note: We recommend submitting applications for Scopes 1, 3, 4, 6, and 7 by December 20, 2023.*

Scan the QR code for more information!



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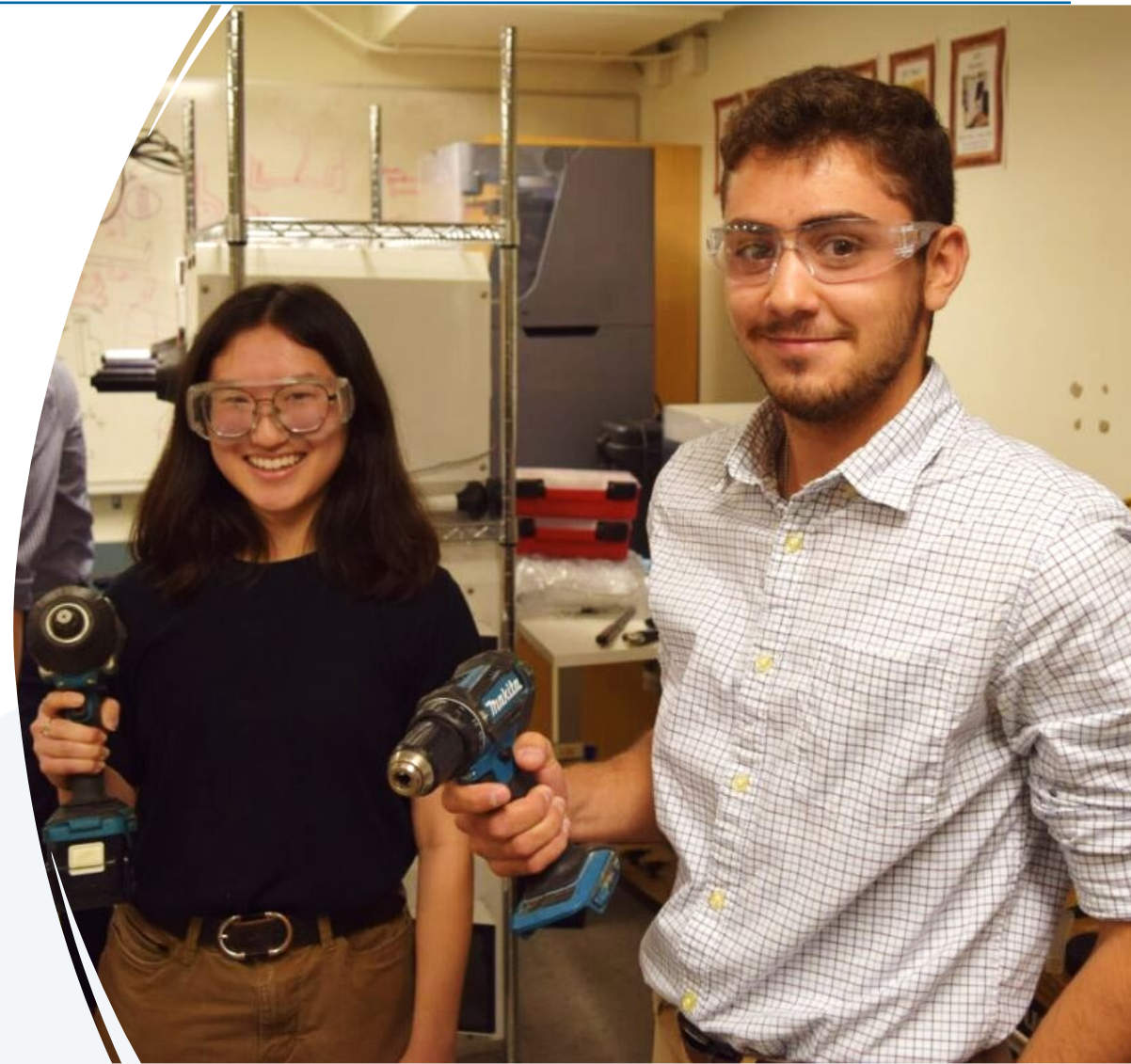


## Clean Energy Internship Program Spring Session open now!

- Tap into a dedicated, enthusiastic workforce that is committed to learning about the clean energy industry.
- Employ students across different majors and training programs.
- MassCEC reimburses for 12 weeks of an intern's work.
- Employers can be reimbursed up to \$18 per hour, or up to \$4,230 per intern.
- Interns can turn into hires!

# Gain valuable work and training experience through the **Technical Trades Work & Learning Program**

- Vocational high school, After Dark, CTI students, and participants of MassCEC-approved programs are eligible to participate.
- Participants receive valuable paid on-the-job training and work experience as they begin their careers in the fast-growing clean energy sector.
- Get paid for work during the academic year and through the summer.
- Clean energy employers (including construction firms) receive reimbursement for wages (for up to **\$8,640** per participant)
- Scan to learn more!



# Climate-Critical Workforce Training, Equipment, and Infrastructure

## Up to \$800,000

- Support MA residents with **Career Pathway Training** or **Incumbent Workers** with upskilling
- ARPA funds for **Equipment and Infrastructure** to Support Training (**match required**: 1:1 for private entities; 0.25:1 for public entities)

Scan the QR code to view the RFP

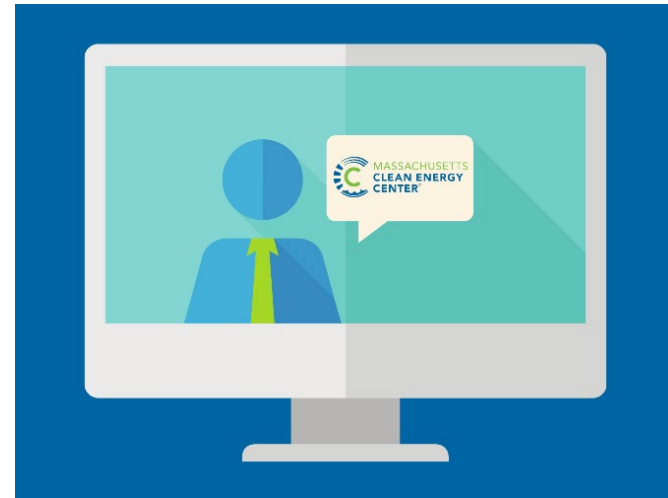


### Deadlines:

Jan. 26, 2024

May 1, 2024

Register for the informational webinar on  
**December 19<sup>th</sup> at 1 PM**



<https://bit.ly/3RDyk52>



Questions can be sent to:

[rfpworkforce@masscec.com](mailto:rfpworkforce@masscec.com)

Equity Workforce Training Implementation RFP Webinar

# Thank You