



Climate-Critical Underrepresented Business Support (CUBS) Support Pre-Application Webinar

December 10th, 2025



AGENDA

Background Information

Hub & Spoke Model

Funding Details and Eligibility

Selection Criteria

Hub Expectations

Spoke Expectations

Application Process and Timeline

Office Hours and Networking

Additional Resources & Funding

MassCEC Workforce Development Team



Jennifer Applebaum
Managing Director



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Deputy Director



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Program Director



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Senior Program Manager



Edward Hsieh
Program Director



Jenna Wills
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Lindsay McCluskey
Senior Program Manager



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Program Manager



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Program Administrator



Kira Nolan
Program Administrator



Maeve Singer
Program Administrator



Rylan Gonzalez
Workforce & EJ Fellow

**Strategy, External Engagement
and Research**

**Student and Young Adult
Pathways**

Training and Small Business Support

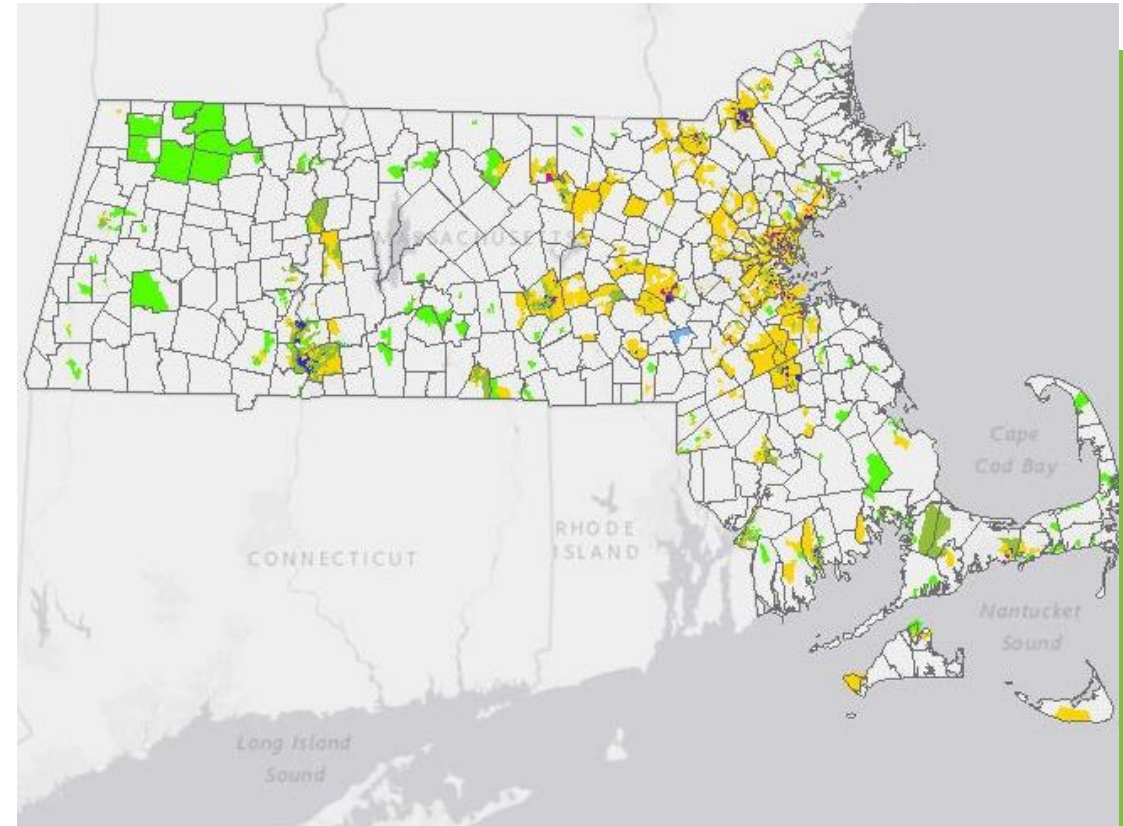
Act Creating A Next-Generation Roadmap for Climate Policy

\$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.





Also included in the 'Massachusetts Clean Energy and Climate Plan for 2025 and 2030'
(Executive Office of Energy and Environmental Affairs)

The Equity Workforce Program was initially created through the March 2021 Climate Legislation, An Act Creating a Next Generation Roadmap for Massachusetts Climate Policy and re-defined by the August 2022 Climate Legislation, An Act Driving Clean Energy and Offshore Wind. The program provides a minimum of \$12 million annually from the utility Program Administrators (PAs) to support workforce training, educational and professional development, job placement, startup opportunities, and grants promoting participation in the Commonwealth's energy efficiency, clean energy, and clean heating and cooling industries for:

- **Certified minority-owned and women-owned small business enterprises (MWBEs);**
- **Other businesses or communities underrepresented in the clean energy workforce or clean energy industry;**
- Individuals residing within an environmental justice or low-income community;
- Current and former workers from the fossil fuel industry;
- and federally recognized and state-acknowledged tribes within the Commonwealth.



ACCELERATING DECARBONIZATION

We contribute to meeting our state's ambitious climate goals by tackling barriers to widespread use of clean energy and climate technology in buildings, transportation, and the grid.



MASSCEC'S WORK BY FOCUS AREA

EMERGING CLIMATE TECH

We help new climate-focused businesses grow faster by backing a vibrant community of researchers, startups, and established industry players - creating an ecosystem where they connect and thrive.



LARGE SCALE DEPLOYMENT: OFFSHORE ENERGY

We're building a cutting-edge offshore energy industry, marshaling world-class ports while addressing supply chain and workforce development challenges.



CLEAN ENERGY & CLIMATE WORKFORCE DEVELOPMENT

We're growing a diverse and talented clean energy workforce by supporting a dynamic network of community-based organizations, labor, training providers, schools and employers committed to a sustainable future for all.

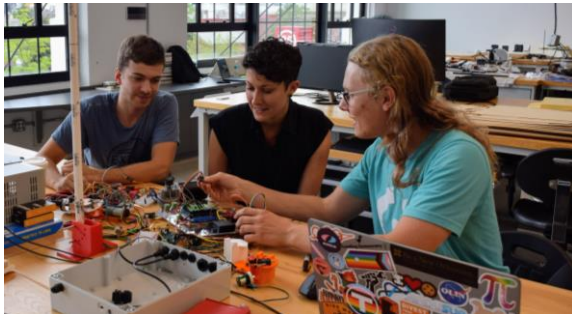


Workforce Development Department at-a-glance



TRAINING & SMALL BUSINESS SUPPORT (TSBS)

Closing critical gaps, increasing diversity, and expanding economic opportunity by supporting job seekers, current workers, and underrepresented small businesses.



STUDENT & YOUNG ADULT CAREER PATHWAYS (SYA)

Building the next generation of clean energy workers through career awareness, work-based learning, and the development of in-demand skills.



STRATEGY, EXTERNAL ENGAGEMENT & RESEARCH (SEER)

Leveraging labor market research, program outcomes insights, and industry partnerships to develop a robust and strategic workforce ecosystem.

- **Definition:** A business that is at least 51% owned and operated by an individual or group that is part of a traditionally underrepresented or underserved group. MWBEs are Underrepresented Businesses. Note: To support equity goals, MWBEs and Underrepresented Businesses can substantiate eligibility for programming based on their home or workplace address.
- **Supplier Diversity Office (SDO):** State office that promotes diversity, equity and inclusion in state contracting by certifying diverse small Massachusetts businesses and connecting them with business opportunities and resources. Certifications include:
 - Minority Business Enterprise (MBE)
 - Women Business Enterprise (WBE)
 - Disadvantaged Business Enterprise (DBE)
 - Portuguese Business Enterprise (PBE)
 - Veteran Business Enterprise (VBE)
 - Lesbian Gay Bisexual Transgender Business Enterprise (LGBTBE)
 - Service-Disabled Veteran-Owned Business Enterprise (SDVOBE)
 - Disability-Owned Business Enterprise (DOBE)



Example of Underrepresented Businesses: MWBEs

MINORITY- AND WOMEN-OWNED BUSINESS ENTERPRISES (MWBEs)

- MWBE are 51% owned and dominantly controlled by minority or women principals
- May have MA, federal or other city specific certifications in place
- May have the ownership structure in place to gain certification but need assistance
- May need support to create a business entity that would be able to gain certification once established
- May be an early-stage start-up with minority founders in executive roles, regardless of equity stake or demographics of other shareholders



Targeted 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:

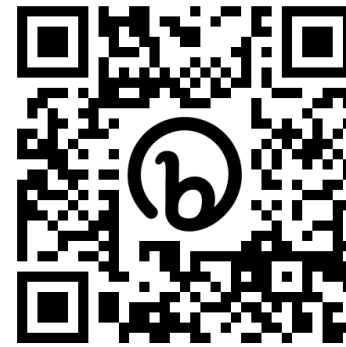
- Annual median household income not more than 65% of the statewide annual median;
- Minorities comprise 40% or more of the population;
- 25% or more of households lack English language proficiency;
- 25% or more are minorities and the annual median household income is 150% or less of the statewide median.

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



Workforce Training and Small Business Support 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
- Funds eligible for **Equipment and Infrastructure**
- Increase **Trainer Capacity**



Deadlines:

December 10, 2025
February 18, 2026
May 1, 2026

Priority Populations

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

Equity Workforce Training for Job Seekers and Adult Learners

Up to \$1.2 Million

- Support individuals from priority populations with **Career Pathway Training**
- Support **Training Preparedness and Pre-Apprenticeships for Adult**
- **Planning or Capacity** to prepare for implementation



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Climate-Critical Underrepresented Business Support (CUBS)

Up to \$800,000

- Support Underrepresented Businesses (e.g. **MWBEs**)
- Core Services, Sector-Specific Services, **Procurement Navigation**
- **Regional Hub and Spoke Model**
- **Planning or Capacity** to prepare for implementation



Deadlines:

January 16, 2026
April 17, 2026

Climate-Critical Underrepresented Business Support (CUBS) Grants RFP



RFP available [here](#)



**\$6,050,000 MILLION
TOTAL AVAILABLE
FUNDING ***

*additional funding may be added as resources become available



**SUPPORTS THE GROWTH OF
UNDERREPRESENTED
BUSINESSES IN CLIMATE-
CRITICAL FIELDS**



**HUB AND SPOKE DELIVERY
MODEL, OFFERING
STATEWIDE CONSISTENCY
AND COORDINATION**

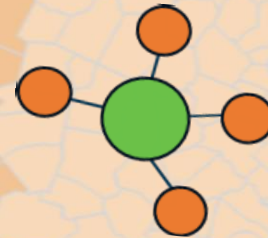
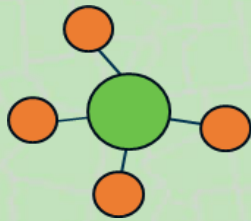
CUBS RFP Solicitation Funding Opportunity



- ❖ **\$6.05 million available**
- ❖ **Deadline 1: January 16th, 2026**
- ❖ **Deadline 2: April 17th, 2026**
- ❖ **Impact: Hub and Spoke** model will enable:
 - Access to quality business support services to enable Underrepresented Businesses to reach business ready regardless of location or scale
 - Focus on procurement navigation for Underrepresented Businesses involved in the **design, manufacture, install, and/or maintenance of decarbonization projects**
 - Concerted marketing and communication across each region and statewide
 - Coordination, including referrals, between grantees and MassCEC
 - Responsiveness to unique regional economic barriers and workforce opportunities



Hub and Spoke Model Overview



Centralized Regional “Hubs” that provide consistent baseline core services, coordination, regional programming, and a physical location



Specialized Sectoral “Spokes” that deliver support and services that are designed to address:

- Climate-Critical Sub-Sectors (e.g. Clean Transportation, Net-Zero Grid, Renewable Energy, High-Performance Building)
- Different levels of business support needed by stage and scale
- Local economic and workforce opportunities

Examples of Targeted Climate-Critical Businesses

CUBS grantees will be expected to serve predominantly Underrepresented Businesses that employ workers that are directly involved in the **design, manufacturing, installation, and maintenance of clean energy projects**, who typically fall within the highest growth climate-critical occupations.



Minority or women owned general contractor with experience **designing** and retrofitting buildings that needs guidance on applying for and landing larger scale retrofit contracts



Supply chain **manufacturing** minority owned contractor that needs back office administrative support to enable growth into the heat pump sector

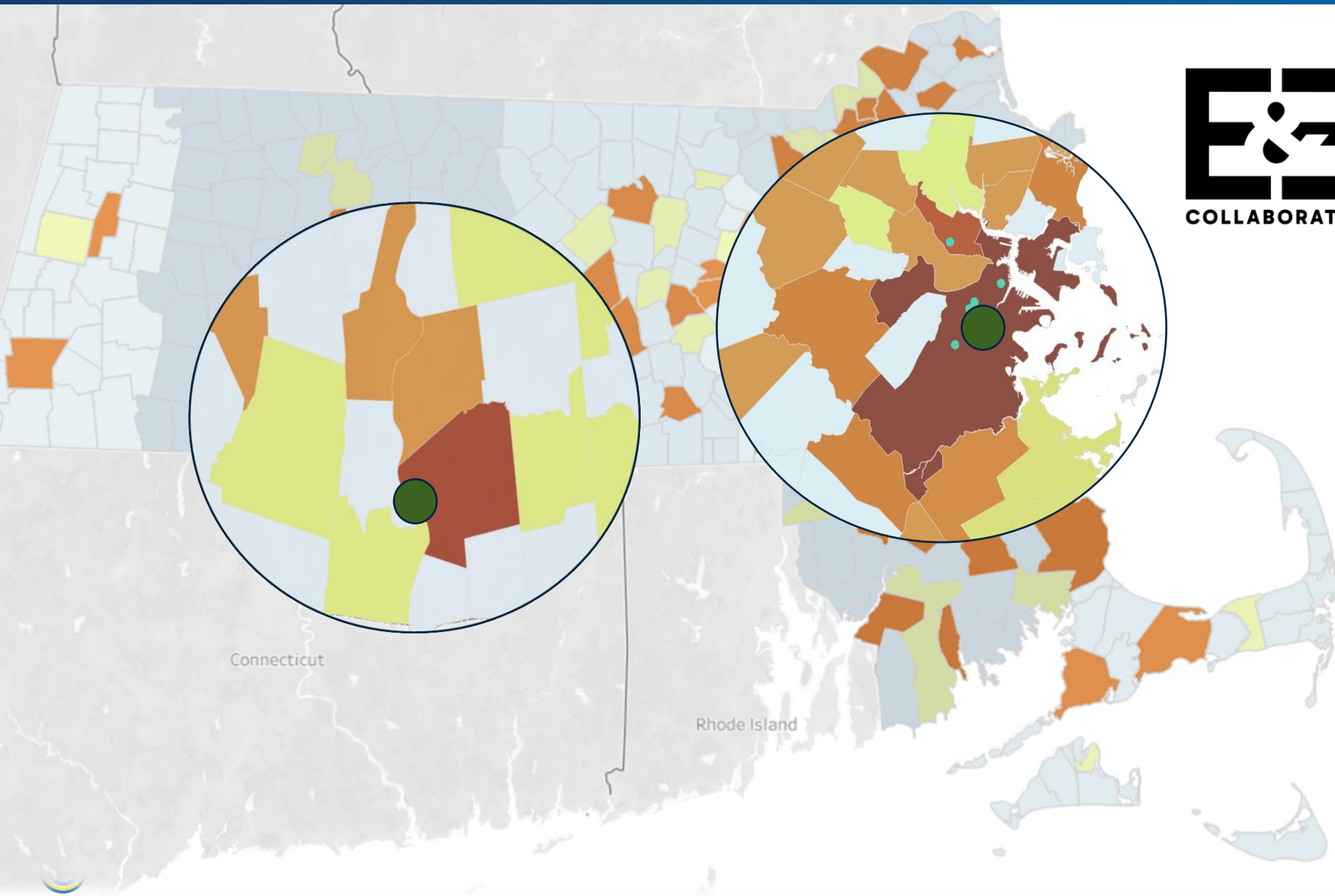


Solar **installers** that are women or minority owned and seeking assistance with capacity growth and recruiting assistance



Minority sole proprietors or small electrical contractors exploring expanding into **maintenance** of: EV infrastructure, solar installation, or building retrofit

FY25 Regional Hubs Awarded



E&BC will serve as the Pioneer Valley Hub delivering all Core Services, offering a combination of direct service delivery including capital access and post-financing coaching, certification navigation, and procurement navigation.



BECMA will serve as the Greater Boston Hub delivering all Core Services, offering individualized assessments, customized business growth plans, and a structured service delivery workflow

Who is eligible to apply?

Eligible Lead Applicants:

- Community-Based Entities (CBOs);
- Educational Institutions;
- For-Profit Entities;
- Non-Profit Entities;
- Trade and Labor Entities, Unions;
- Federally and State Acknowledged Tribes; or
- Workforce Development Organizations

Additional criteria:

- Have a MA-based office or staffing;
- Be in good standing with Commonwealth of Massachusetts and provide a Certification of Good Standing (COGS)
- **Not intended to benefit a single business but instead support an organization that can help many different Underrepresented Businesses.**
- Disclose any potential conflicts of interest

Program Goals and Outcomes

- **Increase MWBE and other underrepresented business activity** in climate-critical fields
- **Increase expertise of MWBEs and other underrepresented businesses** in climate-critical fields
- **Grow employment and revenue of existing MWBEs and other underrepresented businesses**
- **Create new MWBE and underrepresented business firms**
- **Bridge gaps in existing support systems for MWBEs and other underrepresented businesses**, ensuring alignment with broader clean-energy workforce and economic development initiatives
- **Develop tailored business pathways** supporting MWBEs and underrepresented businesses unique needs and capacity levels
- **Increased access to Capital and Financing**

Additional Consideration: Measurable Outcomes

Goals for Participants

Increased Expertise
Equitable business growth in Massachusetts' clean energy economy

Expected Performance Metrics

Business/Contract-readiness outcomes:

- becoming certified
- being added to vendor/contractor lists
- Submitting Bids

Success Outcomes

Execution of clean-energy contracts,
Measurable revenue or credit growth
Sustained employment growth

Key Considerations in Program Design

➤ **Determine Climate-Critical Business Pathways**

Awardees must provide programming that prepares Underrepresented Businesses to enter and succeed in climate-critical sectors critical to the Commonwealth achieving 2030 emission goals and net zero emissions in 2050

➤ **Support organizations can maximize impact by addressing both “supply” and “demand”**

For example, working with Underrepresented Businesses to ensure that they are certified by the Massachusetts Supplier Diversity Office has great impact when organizations also work to increase the demand for certified MWBEs and help their stakeholders understand how best to access these procurement opportunities.

➤ **Tailor recruitment, retention services, and resources to the specific types of Underrepresented Businesses to be served**

Depending on the sector and stage of businesses that organizations seek to support, different models.

Key Considerations in Program Design

- **Establish clear eligibility requirements and rigorous, transparent, and thorough intake and assessment processes.**

Intake and assessment stages not only allow program administrators to check eligibility and gauge level of need but also serve as important touchpoints to set clear participation and reporting standards with participants that may impact long-term success.

- **Provide post-program supports**

Monitoring and supports at least one year include services such as advanced training, network access, referrals, or ongoing wraparound supports that promote long-term business growth.

Which role is right for us?

	Strand A: HUB Application	Strand B & C SPOKE Application	Strand D: Planning & Capacity Application
Funding Amount per Application	Up to \$800,000.00	Up to \$400,000.00	Up to \$50,000.00 (Planning) or Up to \$150,000.00 (Capacity)
Funding Term	2-3 years	1-2 years	6 months – 2 years
Services	Core Services <ul style="list-style-type: none"> ✓ Financial Planning ✓ Operations ✓ Management ✓ Network Access ✓ Business Development ✓ Certification and Licensing ✓ Sector-Specific Procurement Access and Navigation 	Additional Specialized Services Sector-Specific: <ul style="list-style-type: none"> <input type="checkbox"/> Procurement Navigation <input type="checkbox"/> <i>Certification and Licensing</i> <input type="checkbox"/> <i>Financial Planning</i> <input type="checkbox"/> <i>Business Development</i> <input type="checkbox"/> Pathways for participants to access and advance in the Mass Save® ecosystem 	<ul style="list-style-type: none"> <input type="checkbox"/> Planning Grants to prepare for implementation <input type="checkbox"/> Capacity Grants focused on running a pilot project as a step towards implementation

Examples of Hub & Spoke Roles and Responsibilities

Activity	Hub Roles & Responsibilities	Joint Responsibilities	Spoke Roles & Responsibilities
Case Management and Tracking	Lead case management process for cross-referred participants and direct participants	Maintain an ongoing case file on each participant to ensure participant receives needed supports and reaches success	Provide case management to direct participants and collaborate with Hub when cross-referring
Hub and Spoke Coordination	Act as the central coordination point for cross-referrals of participants in a designated workforce region	Participate in bi-directional cross-referral and information sharing processes and sign MOUs formalizing this process	Collaborate with the Hub and Mass Save® Contractor Pathway Spoke to support efficient cross-referrals and participant support
Physical Location	Maintain regular in-person staffing presence (minimum two days per week)	Raise awareness of inperson support and cross-refer participants	Refer participants to in-person support when appropriate
Performance Metrics and Reporting	Collect and consolidate performance metrics and data from the region and report to MassCEC	Consistently collect and share performance metrics and other data	Report performance metrics and data to both the Hub and MassCEC

Hub & Spoke Phases

**December Release
of the initial RFP**

**January – May
Initial and Final
Review and
Awards**

**Late FY26-27 -
Initial Awards and
release of
additional RFP to
fund continued
rollout**

**FY28 and Beyond
Program Model
refined based on
feedback and gaps
in services**

Selection Criteria

Selection Criteria

Applicant and Partner Experience

- Demonstrated history of engaging and supporting MWBE and Underrepresented Businesses and have a network established to attract existing Underrepresented Businesses
- Experience in fostering partnerships and collaboration
- Track record of success and use data to demonstrate historical success

Target Sectors/Demonstration of Market Opportunity

- **Defined climate critical businesses to focus on substantiated with data**
- Strong ties to workflow and customers, so MWBEs have a pipeline of work available at completion
- Identifies current gaps in services and has a plan to fill gaps
- Types of target underrepresented businesses and MWBEs are clearly identified

Core and Additional Services

- Clear accounting of services and training to be offered through Additional Services or Core Service category
- Clear delivery and dosage model for each offering, including **defining staff and partner roles and responsibilities**
- Reasonable performance metrics to gauge success of delivery of Core and Additional Services

Page

38-39

of the RFP

Selection Criteria [Continued]

Program Design and Service Workflow Plan

- Comprehensive program design with a clear service plan to deliver Core Services or Additional Services
- Match program design elements to the needs of underrepresented businesses in the region and sectors proposed
- Continuous improvement plan with clear reporting processes for tracking outcomes and data

Outcomes, Budget, Leveraged Resources, and Sustainability

- Propose strong outcomes with reasonable performance metrics
- Clear measurable outcomes aligned with clean energy market growth
- Budget aligned with program needs and competitive MWBE per participant cost
- Leverages and takes advantage of existing government and other business support and workforce resources

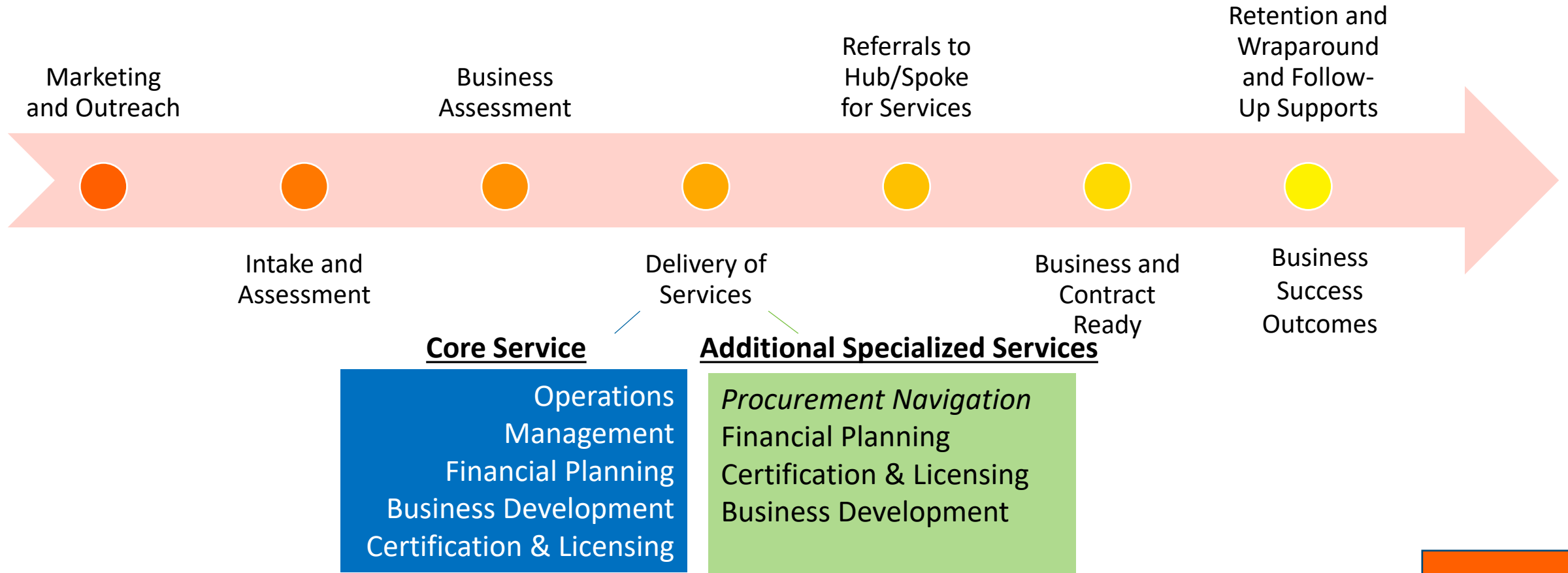
Diversity of Approaches

- Team diversity -applicant teams are diverse, including SDO certified partners
- Geographic diversity - consideration for a spread of communities, variety of climate critical business fields, and diverse project plans
- Sector diversity -consideration for variety of high priority climate critical business sectors
- Heightened and Innovative Support not offered by other programs addressing childcare barriers, food/housing insecurity

Competitive Applications will include...

- Clearly Defined Service Workflow from intake to outcomes
- Staff Roles and Responsibilities and Wraparound and Support Services that mitigate potential barriers for businesses success
- Spoke Services focused on Procurement Navigation support **in at least one clean energy sector** (e.g clean heating and cooling, electrification, and clean transportation)
- Proposals that move underrepresented businesses closer to, or result, in executed contracts, increased revenue, or verified market entry into clean-energy procurement pipelines

Service Plan Workflow Example



Hub & Spoke

➤ Regional Anchors

- Have the staffing capacity to provide central resources, reporting, and coordination, ensuring alignment with state-level goals in clean energy.
- Provide in-person support to “walk-in” businesses at least two days per week with scheduled and published hours.

➤ Core Services

- Provide services and support on Financial Planning, Operations, Management, Business Development, Certification and Licensing, Network Access
- Additionally, directly provide Sector-Based Procurement Navigation for at least one clean energy sector and other Additional Services through referrals to regional Spokes.

➤ Service Delivery

- Ensure that service offerings meet the needs of businesses at different stages of business development, e.g. through assessments and individualized businesses growth plans as part of defined workflow, service plan



Hub Core Services

Operations

Business Registration
Regulatory Compliance

Business Development

Pitch Development
Customer Discovery

Network Access

Procurement Workshops
Networking Event discovery

Certification & Licensing

SDO Support

Financial Planning

Access to Capital
Tax Incentive Workshops

Management

Human Resources
Streamline Payroll

Sector Specific Access and Procurement Navigation

- Identify Procurement readiness needs
- Relationships with vendors



Hub & Spoke

Goal of the Spokes

➤ Focus on procurement navigation in one sector

The Spoke's goal is to help underrepresented businesses navigate procurement processes and **secure contracts** in the clean energy sector. By identifying opportunities and ensuring businesses are prepared, Spokes aim to drive business growth. This focus requires specialization in **one clean energy sector**.



Spoke Elements

➤ Sectoral or Localized Approaches

- Provide sector-specific Additional Services tailored to the unique needs of Underrepresented Businesses **competing in one clean-energy sector** including Procurement Navigation, Financial Planning, or Certification Support
- Provide sector-specific Additional Services tailored to the unique needs of Underrepresented **Businesses in the region**

➤ Access to Comprehensive Services

- Using case management and service plans, engage in a bi-directional cross-referral system with Hub to ensure that businesses have access to needed core supports
- Like Hubs, Spokes will be expected to navigate businesses towards becoming business ready

➤ Outcomes

- Spokes will be focused more towards securing clean energy contracts but other performance metrics (revenue/credit growth, increase in personnel, inclusion on preferred vendor lists, attainment of licenses or certifications) may also signal success depending on service plan



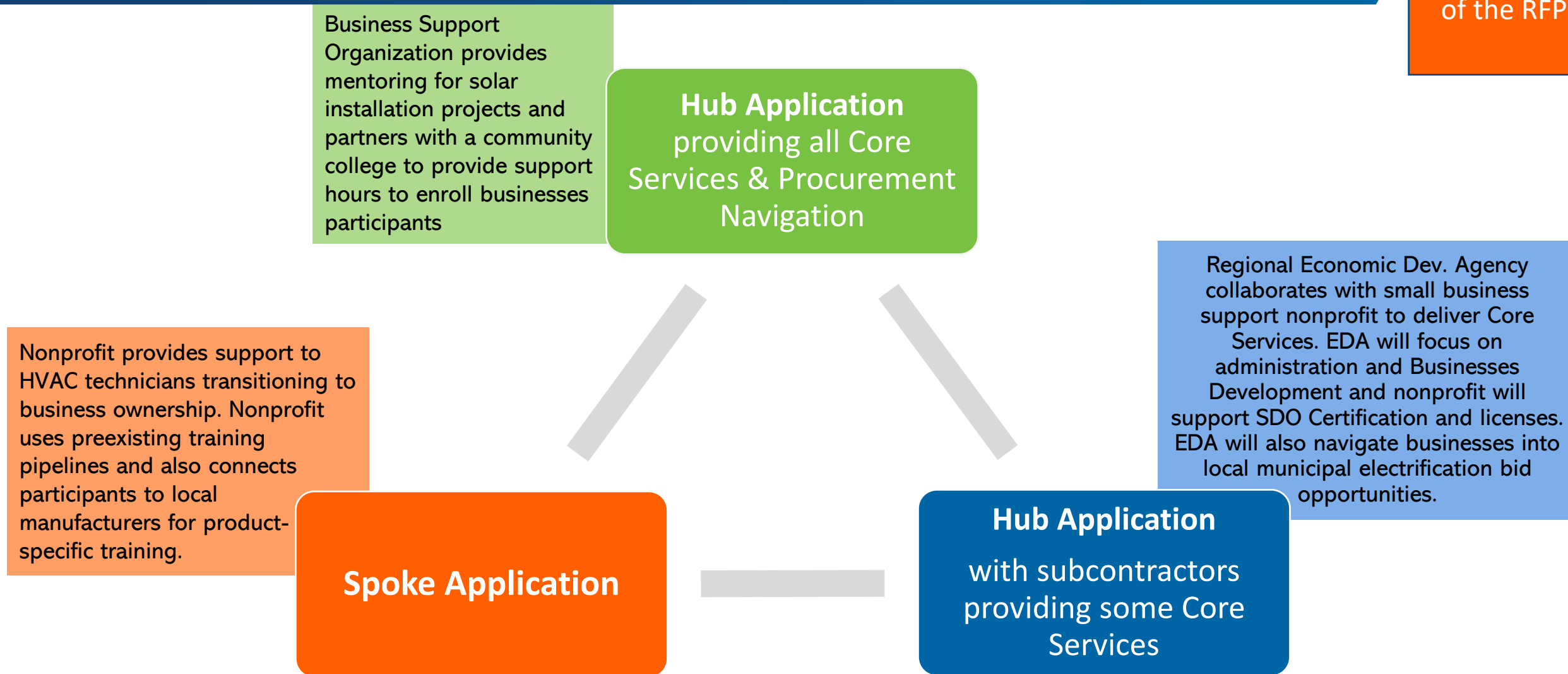
Spoke Outcomes

COMPETITIVE APPLICATIONS WILL INCLUDE.....

- Service Delivery Plan
 - Describing in detail the service workflow including approaches to delivery, dosage, and specific roles and responsibilities for the proposed specialized Additional Services
- Intake and Assessment and Business Assessment
 - Describing the approach to developing sector-specific business growth plans for each MWBE and other underrepresented business participant
- Case Management and additional Wraparound Services
 - Managing the progress of participants through the business growth plan, service delivery, and cross-referrals to the Hub or other partners.
- Retention and Follow-up Supports
 - Case management and monitoring after completion of proposed services for 12 months to track advancements of participants and refer to Additional Services as needed



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, office hours and/or utilize other informational resources offered



Contact MassCEC with questions and/or to discuss your idea(s) via email at CUBSBusinessSupport@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 CUBSBusinessSupport@masscec.com by 11:59pm ET on January 16th & April 17th 2026, with "CUBS25 Grants 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: CUBS Grant Application Form (A,B,C,D)
- Attachment 3: Budgets and Proposed Project Schedule Form
- Attachment 4: Sample Cost Reimbursement and Milestone Grant Agreements
- Attachment 5: Sample Grantee Progress Report
- Attachment 6: Sample Memorandum of Understanding

Responses must adhere to the **instructions** within each attachment.

Attachments 1 and 2 must be submitted as separate documents in PDF or Word format.

Attachment 3 must be submitted as an Excel file.

Letters of Support may be submitted attached to Attachment 2 or as separate documents.

Additional attachments will **not** be considered during review and scoring.



Attachment 3: Budget Form- All Strands

THE FOLLOWING TABS OF THE BUDGET FORM (ATTACHMENT 3) MUST BE COMPLETED:

➤ **Program Budget – Sheet A,B,C,D**

- Personnel Costs & Fringe
- Direct Programmatic Costs
- Matching Funding (optional)
 - *\$50,000 or more of grant funds to a subcontractor requires a separate budget using 'Subcontractor Budget' sheet in Excel workbook Please provide narrative explanations*

➤ **Organizational Budget**

➤ **Project Timeline:** Please refer to the 'Example Project Schedule.' Strand D has a separate Schedule form, 'Payment Schedule.'

➤ **Go-No-Gos based on Metrics:** Includes performance metrics and outcomes for businesses based on the original number of participants (e.g. securing clean energy contracts, loan attainment, increase in personnel, inclusion on preferred vendor lists)

Example Project Schedule:	
Example Timeline	Example Phase
Nov-25	Contract Initiation
November 2025 - January 2026	Program Development, Hiring Grant Staff, Developing Program Materials and Systems including MoU Execution
November 2025 - May 2026	Year 1 - Outreach and Recruitment
Dec-25	Go or No Go based on Performance Metrics
January 2026 - May 2026	Year 1 Eligibility and Intake and Referral
January 2026 - May 2026	Year 1 Business Assessment and Service Planning
February 2026 - January 2027	Year 1 Outcomes and Metrics Reporting, Cross-Referral Activities, and Continuous Improvement
February 2026 - May 2026	Year 1 - Program Delivery and Case Management
May 2026 - April 2026	Year 1 Monitoring, Retention Services, and Referrals
Jun-26	Go or No Go based on Performance Metrics
November 2026 - May 2027	Year 2 Outreach and Recruitment
January 2027 - May 2027	Year 2 Eligibility and Intake and Referral
January 2027 - May 2027	Year2 Business Assessment and Service Planning
February 2027 - January 2028	Year 2 Outcomes and Metrics Reporting, Cross-Referral Activities, and Continuous Improvement
February 2027 - May 2027	Year 2- Program Delivery and Case Management
May 2027 - April 2028	Year 1 Monitoring, Retention Services, and Referrals
Jun-27	Go or No Go based on Performance Metrics
	Grant Completion



Activities that are NOT Eligible for Funding include, but are not limited to:

- Costs associated with preparing this grant proposal
- Activities that occur before or following the term of an awarded grant
- Funding intended to benefit a single business or a very-limited number of Underrepresented Businesses



Application Timeline

Process Step	Timing
RFP Release	December 1 st , 2025
Questions Due to MassCEC via CUBSBusinessSupport@Masscec.com	Rolling, through April 6, 2026
Questions with Answers Posted to MassCEC Website	Updated monthly on the 2 nd Tuesday until March 31 st , 2026
Pre-Application Webinar	December 10 th , 2025, at 2 pm and available online
Pre-Application Office Hours	Ongoing
Proposals Due	January 16th & April 17th, 2026, by 11:59 pm ET
Initial Review and Interviews	January - May of 2026
Final Review and Notification of Award	April-July 2026



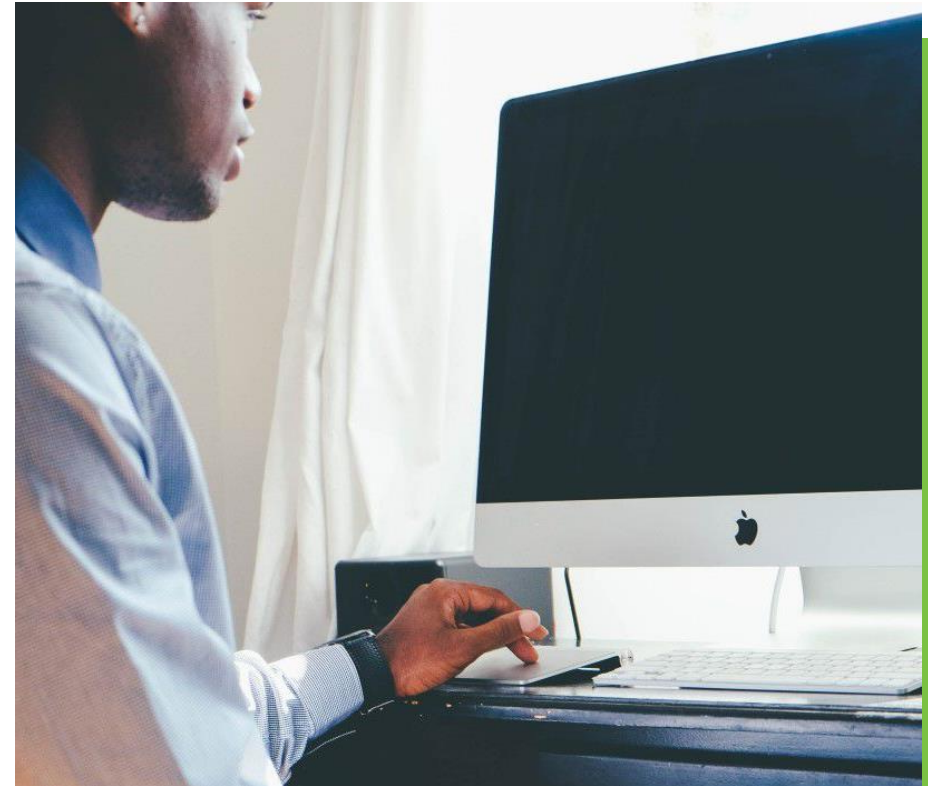
Office Hours & Partnerships

OFFICE HOURS

- Go to the RFP Landing page [CUBS](#) on the MassCEC website to receive the zoom link (QR code on next slide)
- Join anytime during the one-hour block
- Ask questions and discuss your specific proposals.
- Meet other potential applicants to form partnerships.

PARTNERSHIPS

- MassCEC compiles a list of potential applicants interested in forming partnerships for the open Workforce Equity grants. Sign up for this list by filling out this [form](#). The list will be published on the MassCEC website and updated monthly.



Office Hours – Dates & Times

- Thursday, **December 11** at 12pm
- Tuesday, **January 6** at 5:30pm
- Thursday, **January 22** at 12pm
- Tuesday, **February 10** at 12pm
- Thursday, **February 19** at 5:30pm
- Tuesday, **March 10** at 12pm
- Thursday, **March 26** at 5:30pm



scan the QR code for more dates and times

Open Funding Opportunities:

masscec.com/funding

Workforce Training and Small Business Support RFPs



MA Residents / Incumbent Workers

Priority Populations

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

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January 16, 2026
April 17, 2026

Student and Young Adults RFP

Goal: Broaden Awareness of Clean Energy Careers and Pathways for students and young adults under the age of 24

Due Dates:

- January 15
- April 10

Three Strands:

- Clean Energy Career Awareness, Career Exploration
- Career Pathway Training
- Planning and Capacity



Clean Energy Internship Program, Spring Session is now open!



- Students across different majors and training programs can find opportunities.
- MassCEC reimburses for an intern's work.
- Employers can be reimbursed up to \$18 per hour, or up to **\$4,320** per intern for employment between January and May, and **\$8,460** in the Summer session.
- Employers can use the internship program to build their talent pipeline.
- <https://www.masscec.com/program/clean-energy-internship-program-employers>



Massachusetts Climate Careers: Powering The Future

- Clean Energy Career Awareness Curriculum built by MassCEC in partnership with leading curriculum developers and experienced educators within the Commonwealth.
- Designed for Grades 9-12.
- Eighteen modular lessons focused on foundational climate topics, clean energy and climate technologies, and clean energy career spotlights.
- **Massachusetts focused.** Each lesson includes a 3-5 minute video highlighting specific projects and organizations around Massachusetts. Career spotlight videos focus on young people in the clean energy industry throughout the state.
- Available at www.cleanenergyeducation.org



Thank You

Climate-Critical Underrepresented Business Support (CUBS) Grants
RFP Webinar

(End of Recording)

Questions can be sent to:
CUBBusinessSupport@Masscec.com

Q & A