

Climate-Critical Workforce Training, Equipment, and Infrastructure Grants RFP

Dedicated to innovating energy solutions



12/19/2023

AGENDA

Target Occupations & Populations

Funding Sources

Eligibility

Questions & Answers

Application Process & Timeline

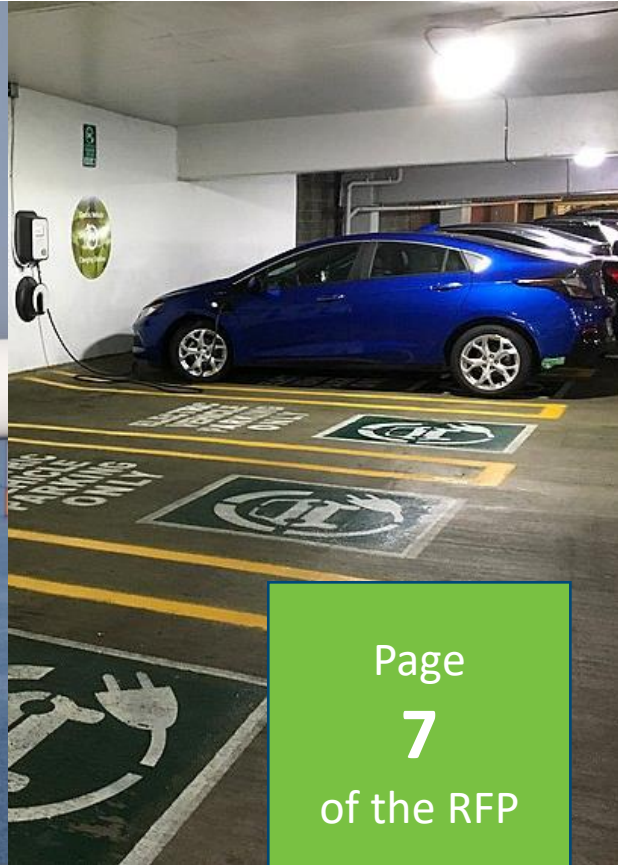
Strand Overview & Selection Criteria

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Targeted Climate-Critical Sectors



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Equitable Workforce & Environmental Justice Populations

MassCEC is committed to creating a diverse, inclusive, and equitable clean energy workforce while investing in projects and climatetech necessary to reach the Commonwealth's 2030 and 2050 Climate Goals.

Some populations prioritized in our RFPs include:

- Environmental Justice (EJ) Neighborhoods
- Low-Income Neighborhoods
- Current and former Fossil Fuel Workers
- Federally recognized and State-acknowledged Tribes
- Other populations underrepresented in the clean energy sector

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>

FY24 State Budget

\$15 MILLION FOR FY24 TO THE CLEAN ENERGY INVESTMENT FUND

The Fiscal Year 2024 State Budget sets aside \$15,000,000 to be transferred into the Clean Energy Investment Fund to be expended for clean energy workforce development initiatives and investments to support emissions reductions in the energy, transportation and building sectors, as directed by the Massachusetts Clean Energy and Climate Plan for 2050. A portion of that set aside has been made available via this funding opportunity.

- ▶ Enables training opportunities for all MA residents
- ▶ Priority populations not required but encouraged
- ▶ Funds do not expire at the end of the fiscal year



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 required in this RFP** (1:1 for private entities; 0.25:1 for public entities)
- ▶ 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



Climate Training Grant Eligibility

Q&A

Climate Training 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.



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 by 11:59pm on January 26, 2024 OR May 1, 2024, with "Climate Training 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: Climate-Critical Workforce Training 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 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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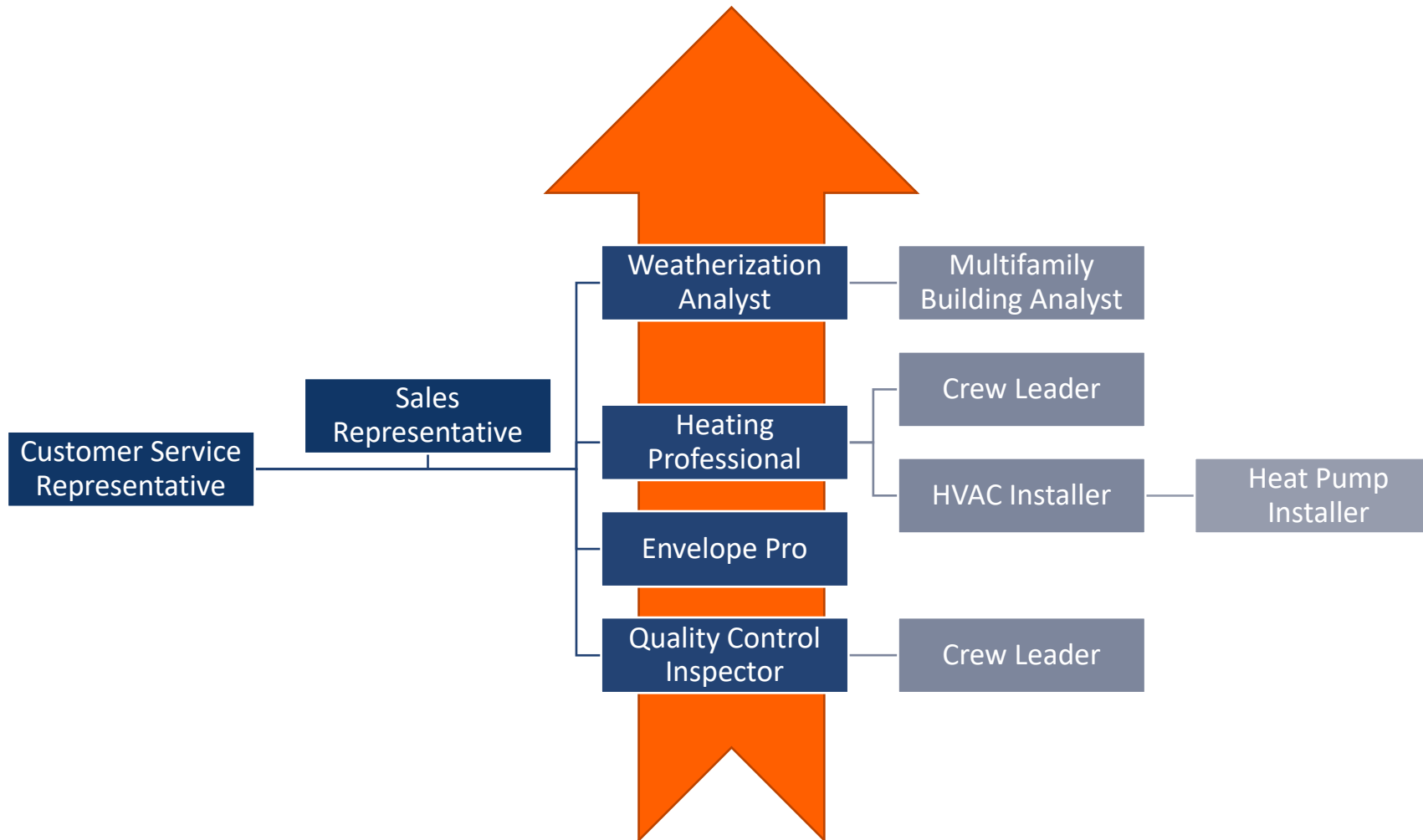


Application Timeline

Process Step	Timing
RFP Release	December 7, 2023
Questions Due to MassCEC via rfpworkforce@masscec.com	Ongoing through April 5th, 2024
Questions with Answers Posted to MassCEC Website	Updated at least every month on the 2 nd Tuesday through April 5, 2024
Pre-Application Webinars	December 19, 2023, at 1 pm March 14, 2024, at 3 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
Proposals Due	January 26, 2024, by 11:59 pm for review during February 2024 May 1, 2024, by 11:59 pm for review during May 2024
Interviews of Applicants (as needed)	TBD
Notification of Award	March/April 2024 if received by January 26, 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



Selection Criteria

Applicant and Partner Experience and Qualifications

- Track record of implementing workforce development programs
- Highlight history of providing unique approaches to program services

Target Occupations and Populations

- Target occupation(s) align with climate-critical occupations
- Target occupation(s) are contextualized into multiple career pathways for advancement
- Proposed program provides direct or supported access to navigate career pathways

Employer and Industry Engagement

- Maximize engagement with employer partners across program
- Design employer engagement for involvement at multiple junctures
- Use employer guidance to ensure programming or equipment and infrastructure investment align with current demands of 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

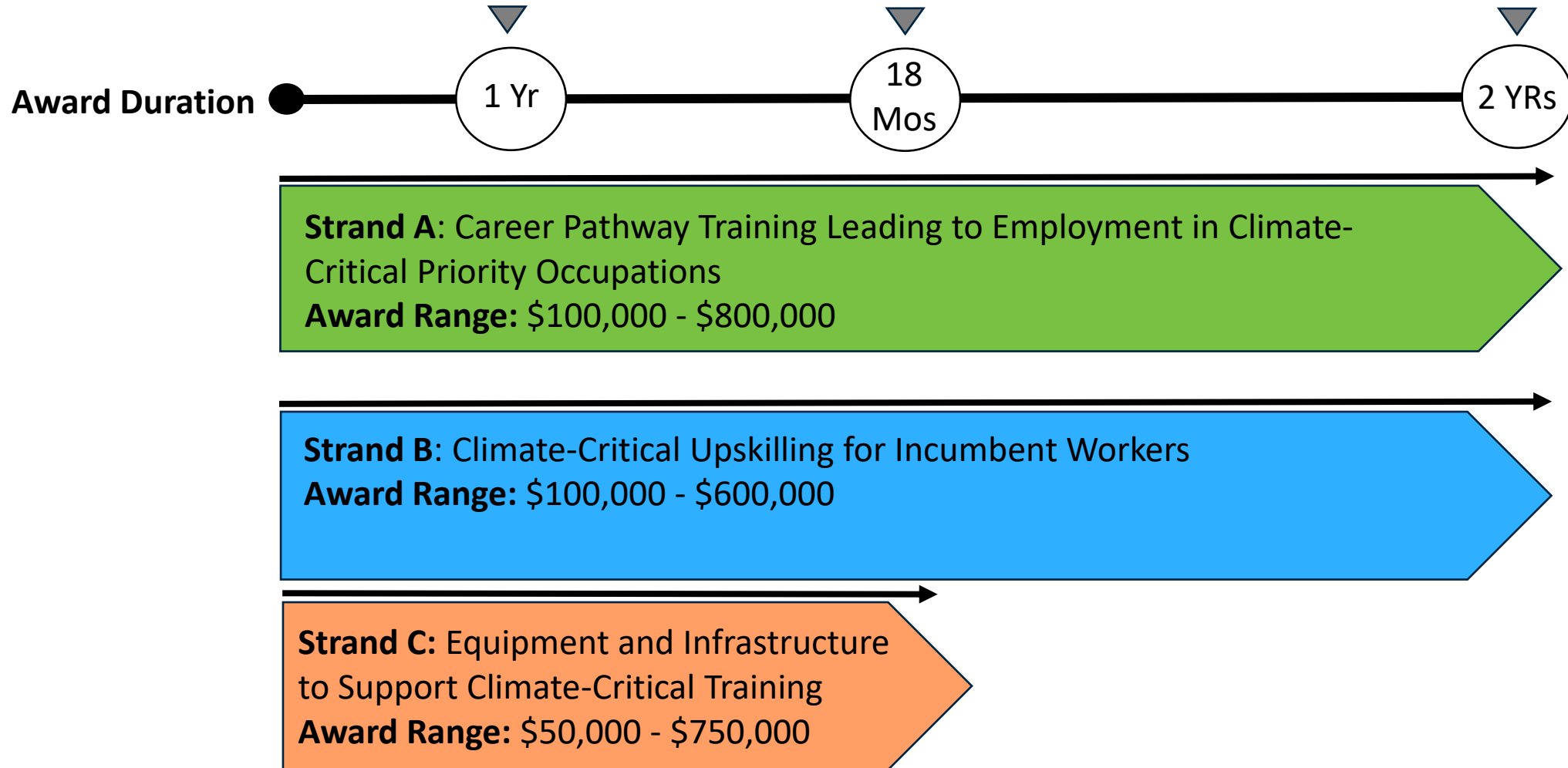
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Strand Roadmap



Strand A

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

Award Range: \$100,000 - \$800,000

Award Duration: 1 Year – 2 Year Award *

- **Match** – Encouraged, 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 Careers**

*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.
- Programs provide pathways to industry-recognized credentials or licenses and/or articulated higher education credits

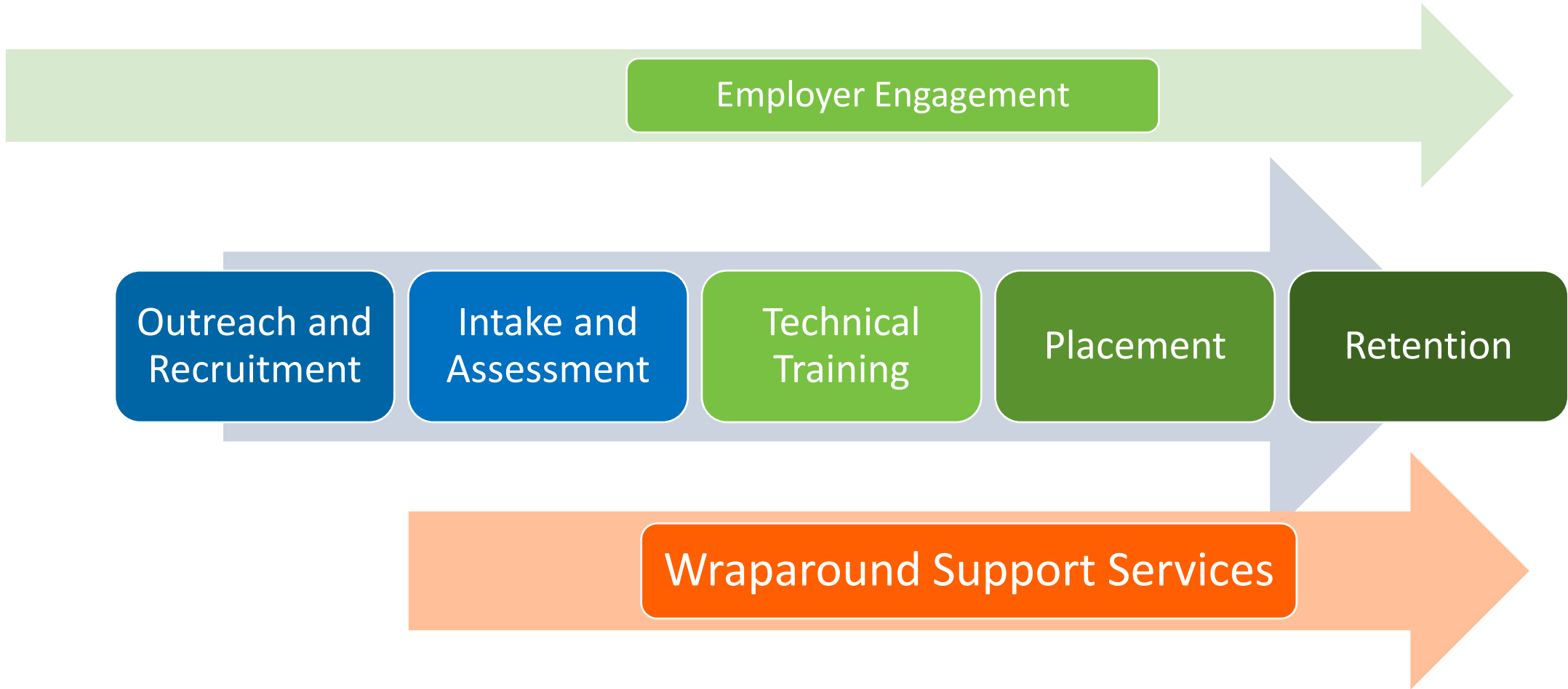
Strand A Outcomes

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
- Description of plans to engage relevant partners to provide offramps to participants
 - Applicants have a comprehensive placement strategy that includes dedicated job development staff through the leader applicant or partner, employer partners with provided letters of support or MOUs, transparent communication with employers about the assets and barriers of the participant population, and alignment between training elements and potential employment placements.



Program Example – Traditional Pipeline



Strand B

Strand B: Climate-Critical Upskilling for Incumbent Workers

Award Range: \$100,000 - \$800,000

Award Duration: 1 - 2 Year Award*

- ▶ **Match** – Not Required
- ▶ **Create New and/or Expand Career Advancement Programming and Upskilling** to help workers gain valuable skills while businesses expand capacity to support the State's climate goals.
- ▶ **Establish and grow wraparound and retention support services** to address potential barriers to entry and advancement in climate-critical occupations.

*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

- Applicants present a detailed training plan with clear benefits to incumbent workers and participating employers.
- Whenever relevant, the training program offers industry-recognized certifications.
- The program design benefits participant skill development without proposing any costs to the worker.
- The proposal includes clear and imminent opportunities for workers to utilize the skills developed in the training.

Strand B Outcomes

SUCCESSFUL APPLICATIONS WILL INCLUDE.....

- Milestone(s) that indicate success in completion of Incumbent Worker Training.
 - Skills gain
 - Obtaining additional certifications/licenses
 - Promotions/Advancement
 - Wage increase
 - Increase in clean energy work
- Description of employer's involvement in the training program as it pertains to:
 - Recruiting
 - Employee supports
- 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

- **Match** – required
 - 1:1 for private entities
 - 0:25:1 for public entities
- **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 of climate-critical occupation training
- 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 from local, state, federal, and private funding
- Demonstrates commitment to increase access to EJ and disadvantaged communities and underrepresented individuals in target occupation
- 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 Workforce Training 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

[Office Hours Meeting Links](#)

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



Climate-Critical Workforce Training Grant

Q&A

Additional Funding Opportunities

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

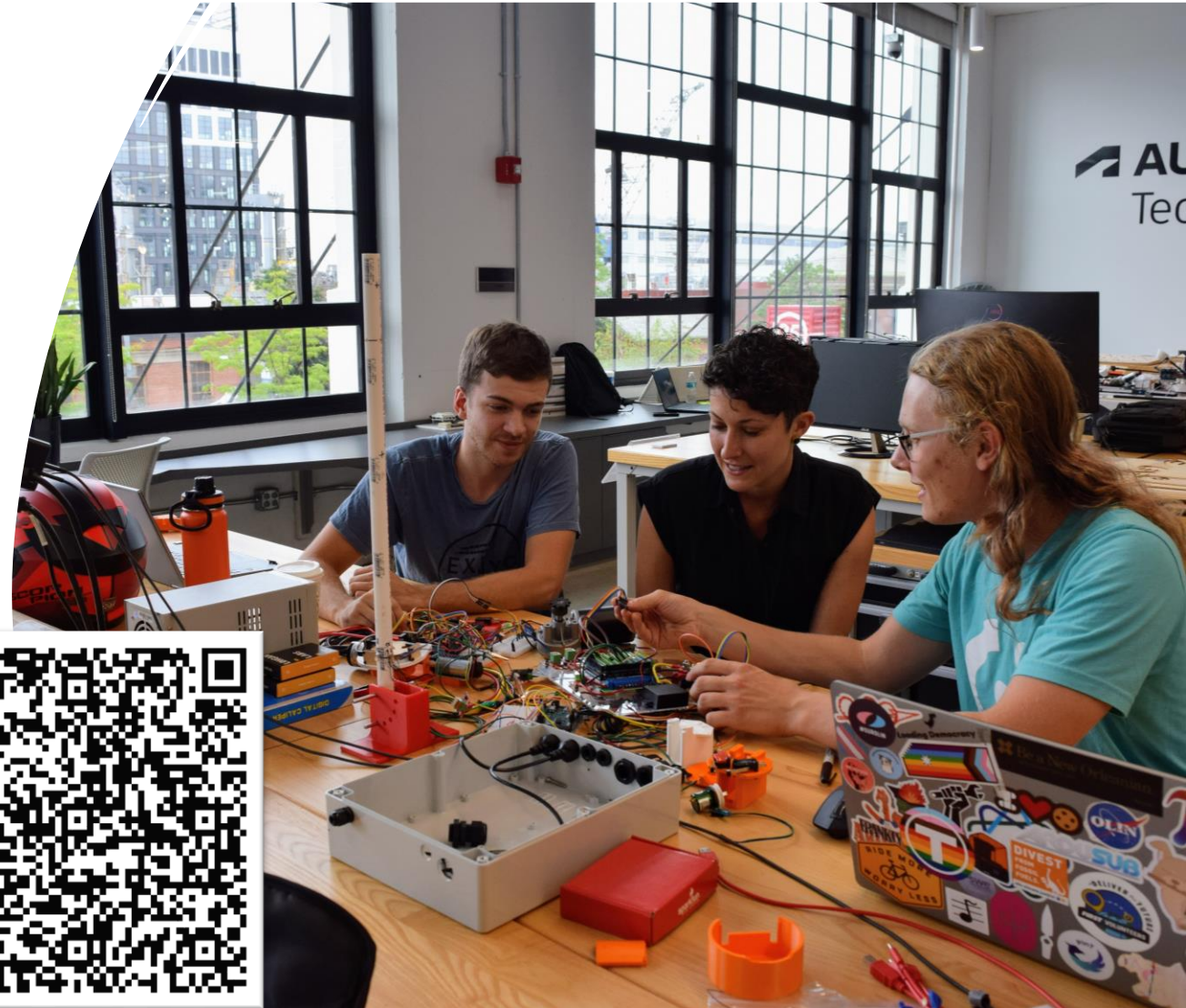
MassCEC is actively seeking qualified individuals or organizations to collaborate with us in expanding our workforce development services. The primary objectives include:

- 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!



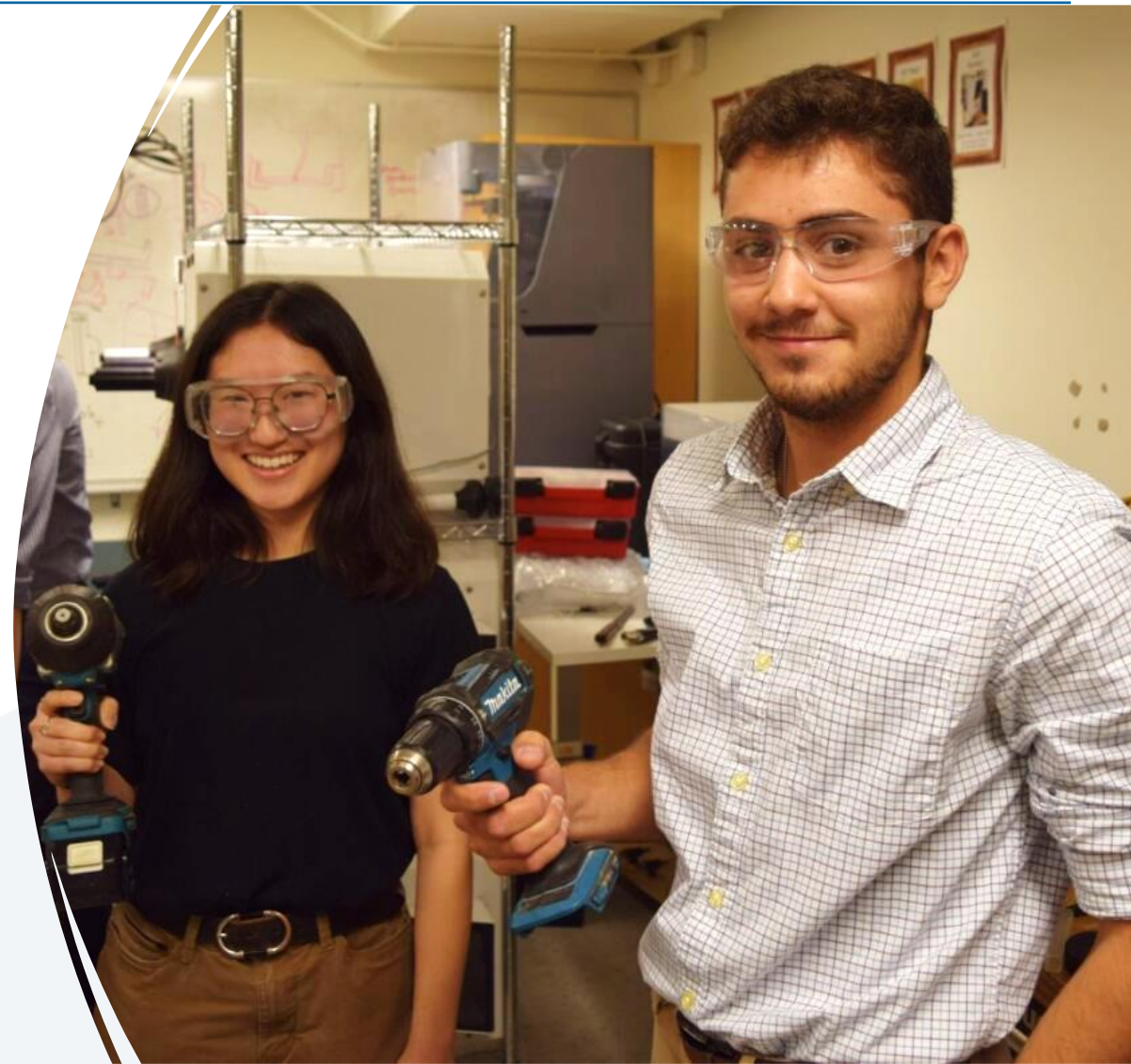


Clean Energy Internship Program Spring Session open now!

- 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!



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)

Scan the QR code to view the RFP



Deadlines:

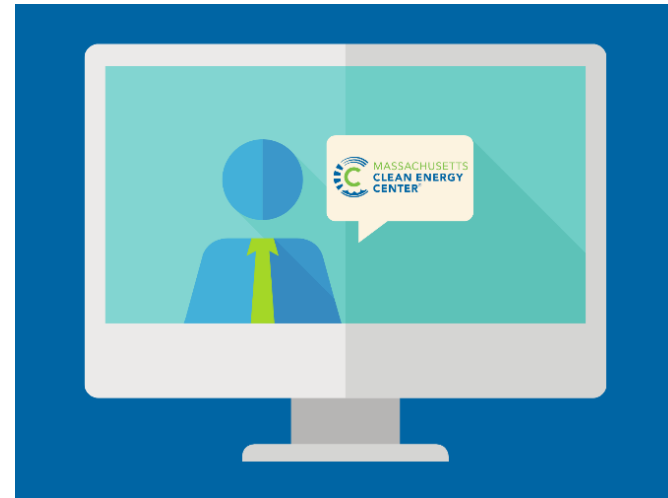
Jan. 19, 2024

May 1, 2024

<https://bit.ly/3Gqe0Og>

View the recorded pre-application webinar

<https://youtu.be/KLuP5IGVbPA>



View the webinar slide deck



Questions can be sent to:

rfpworkforce@masscec.com

Climate-Critical Workforce Training RFP Webinar

Thank You