A woman wearing a blue hard hat and an orange safety vest is working on a server rack. She is holding a yellow multimeter and testing a component. The server rack is filled with various electronic components and cables.

RFPs: Equity Workforce and Climate-Critical Training, Equipment, and Infrastructure Grants

Dedicated to innovating energy solutions



MassCEC Workforce Development Team



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Program Director



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Senior Program Manager



Edward Hsieh
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Program Administrator



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Program Administrator



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Workforce & EJ Fellow

**Strategy, External Engagement
and Research**

**Student and Young Adult
Pathways**

Training and Small Business Support

AGENDA

Funding Sources

Target Occupations & Populations

Side-by-side Comparison

Eligibility

Questions & Answers

Application Process & Timeline

Office Hours & Networking

ET Overview

CCT Overview

Questions & Answers

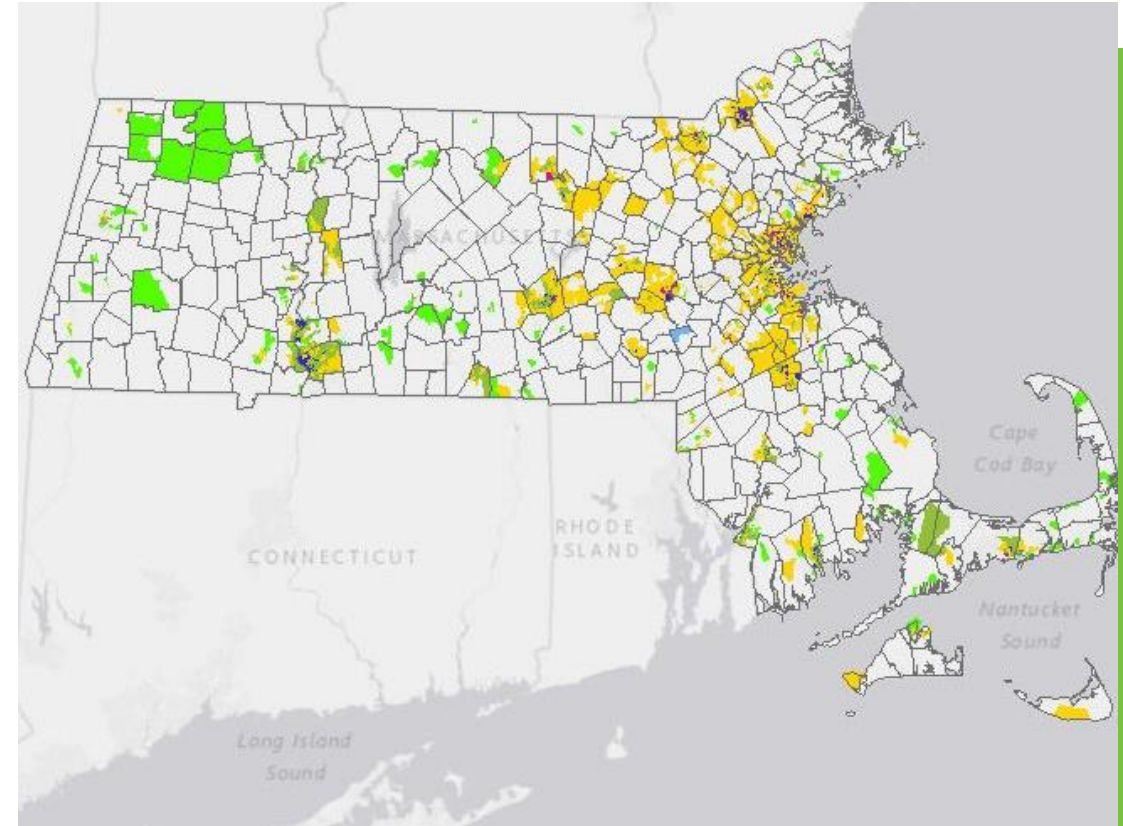
Act Creating A Next-Generation Roadmap for Climate Policy

\$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.



FY26 State and Organizational Budget

\$9 MILLION FOR FY26 TO FUND WORKFORCE INITIATIVES FOR ALL MASSACHUSETTS CITIZENS

The \$9,000,000 in available funding, draws from the Renewable Energy Trust Fund, the FY25 State Budget, and the Climate Protection and Mitigation Expendable Trust made available by the Massachusetts Department of Environmental Protection for the expansion of clean energy workforce development initiatives, as directed by the Massachusetts Clean Energy and Climate Plan for 2050.

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



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.



MASSCEC'S WORK BY FOCUS AREA

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.



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

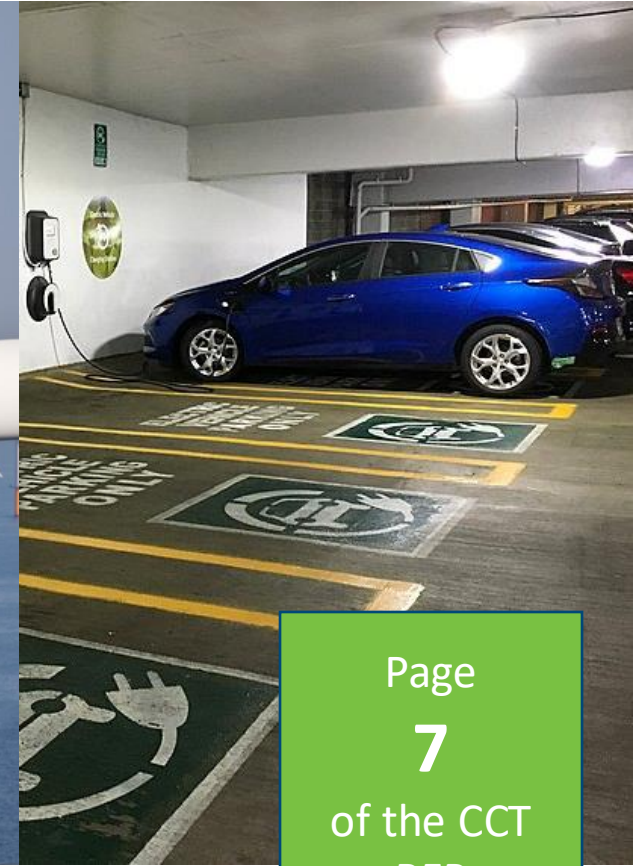
We're growing a diverse and talented clean energy workforce by supporting a dynamic network of community-based organizations, labor, training providers, schools and employers committed to a sustainable future for all.



Targeted Climate-Critical Sectors



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of the ET RFP



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of the CCT
RFP



Targeted 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 underrepresented communities in the clean energy workforce**
- **Current or Former Workers from the fossil fuel industry**
- **Members of Federally Recognized or state-acknowledged tribes**

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
- 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



Deadlines:

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

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**



Deadlines:

2026 (RFP to be released in November)
FY25 RFP – QR code

Which Program is right for us?

	Equity Training	Climate-Critical
Funding Amount per Award	Up to \$1,200,000.00	Up to \$800,000.00
Length of Grant	6 months - 3 years	1-2 years
Target Population	EJ Neighborhood, Federally Recognized and State Acknowledge Tribes, Fossil Fuel Workers, Low/moderate income Populations	<u>Massachusetts Residents</u>
Strands	<p>Strand A: Career Pathway Training Leading to Employment in Climate-Critical Priority Occupations</p> <p>Strand B: Strand B: Clean Energy Pipeline Training Preparedness for Adult Learners and Job Seekers; including pre-apprenticeship preparedness programming</p> <p>Strand C: Planning or Capacity to Prepare for Implementation or to Run a Pilot Focused on Career Pathway Training or Training Preparedness.</p>	<p>Strand A: Career Pathway Training Leading to Employment in Climate-Critical Priority Occupations</p> <p>Strand B: Climate-Critical Upskilling for Incumbent Workers</p> <p>Strand C: Equipment, Infrastructure and Training Ecosystem Support</p> <p>Strand D: Capacity for Climate- Critical Educators and Trainers</p>

Decision Chart: Which RFP best fits your model?

If all your participants are 18 and under and are going to be placed into a career exploration program or internship

Regardless of age, if your model fits the below, you should:

Pre-apprenticeship, technical training, work-based learning, and on-the-job training producing:

- Foundational and Career Readiness Skills
- Career Pathway plans
- Technical Skill Development
- ***Off-ramps to employment (including full-time apprenticeship positions)***

Equipment procurement, regardless of model

Apply to: *Students and Young Adult RFPs*
(coming soon)

Apply to: ***Equity
Workforce/Climate-Critical
Training***

Refer to
Attachment 6



Who is eligible to apply?

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of the CCT RFP

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of the ET RFP

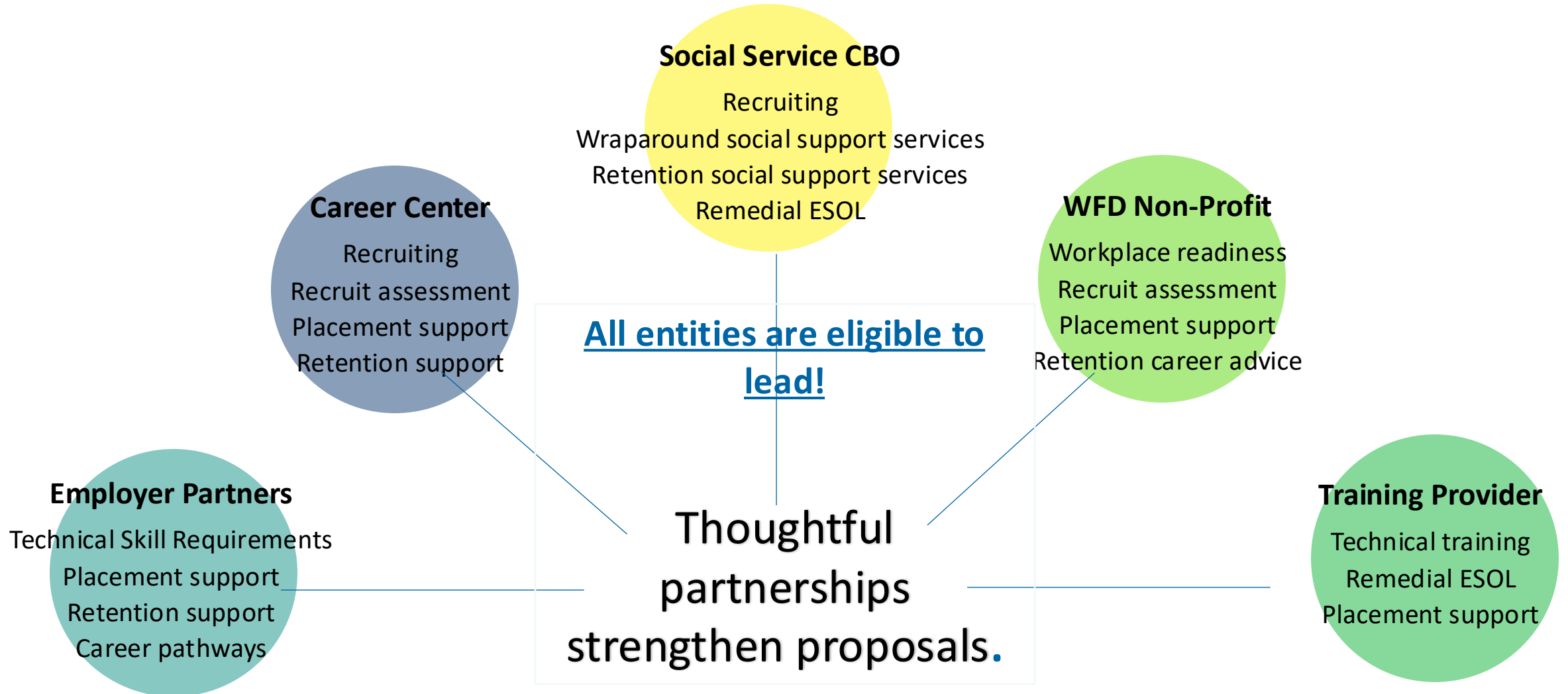
Eligible Lead Applicants:

- Community-Based Entities (CBOs);
- Educational Institutions;
- For-Profit Entities;
- Trade and Labor Entities, Unions;
- Federally and State Acknowledged Tribes; or
- Workforce Development Organizations
(Including MassHire Workforce Investment Boards and Career Centers).

Additional criteria: Lead Applicants must:

- Have a MA-based office or staffing;
- Be in good standing and provide a Certification of Good Standing (COGS)
- Propose a project that is separate and distinct from projects currently funded by MassCEC; and
- Disclose any potential conflicts of interest

Example of an Applicant Partnership



Q&A

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 wfdtraining@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 wfdtraining@masscec.com by 11:59pm on May 1, 2026, with "[Equity Workforce/Climate-Critical] Training Implementation Grant Application" in the subject line.



Application Packet

A COMPLETED APPLICATION PACKET INCLUDES:

- **Attachment 1:** Authorized Applicant's Signature and Acceptance Form
- **Attachment 2:** Equity Workforce or Climate-Critical Training Grant Application
- **Attachment 3:** Program Budget, Organizational Budget, and Proposed Project Schedule
- **Attachment 4:** Cost-Reimbursement Sample Grant Agreement
- **Attachment 5:** Sample Progress Report
- **Attachment 6:** Decision Chart

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

Attachment 3 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.



Application Timeline

RFP Release	October 17 th , 2025
Questions due via wfdtraining@masscec.com and answers posted on website	Ongoing through April 2 nd , 2026
Pre-Application Webinar	October 30 th , at 1:30 pm
Pre-Application Office Hours	Ongoing
1 st Deadline and Review	December 10 th , 2025 (reviewed week of December 15 th)
2 nd Deadline and Review	February 18 th , 2026 (reviewed week of February 23 rd)
Proposals Due	May 1, 2026, at 11:59 pm
Interviews of Applicants (as needed)	TBD
Notification of Award	Spring/Summer 2026



Selection Criteria for ET & CCT

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

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

Program Delivery

- Applicant has intake and assessment plan with clear eligibility criteria
- Dosage and duration of program is reasonable for the goals of the program
- Applicant proposes a clear case management plan
- Career readiness and other soft-skill training included

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of the CCT RFP

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of the ET RFP



Selection Criteria for ET & CCT

Job Placement and Employer Engagement

- Applicant signals high-level of employer engagement through MOUs
- Employers are engaged at multiple stages of project
- Applicant has plans for continued business development to ensure placement pipelines
- Applicant has clear job placement process with dedicated staff or partners

Wraparound Social Support Services

- Applicant proposes a participant case management plan responsive to the barriers of target populations
- Case management dosage and delivery is reasonable
- Applicant presents sufficient staffing or referral partners to signal strong support potential

Retention Services Post-Placement

- Applicant has retention plan for at least 6-months post placement
- Participants will continue receiving support services during the period to enable career growth
- Applicant has accounted for 12-months of post-placement monitoring and tracking

Diversity of Approaches

- Applicants have SDO certification
- Geographic or target occupation
- Support of additional categories of populations
- Novel or impactful approaches

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of CCT RFP

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of ET RFP



Diversity of Approaches

English

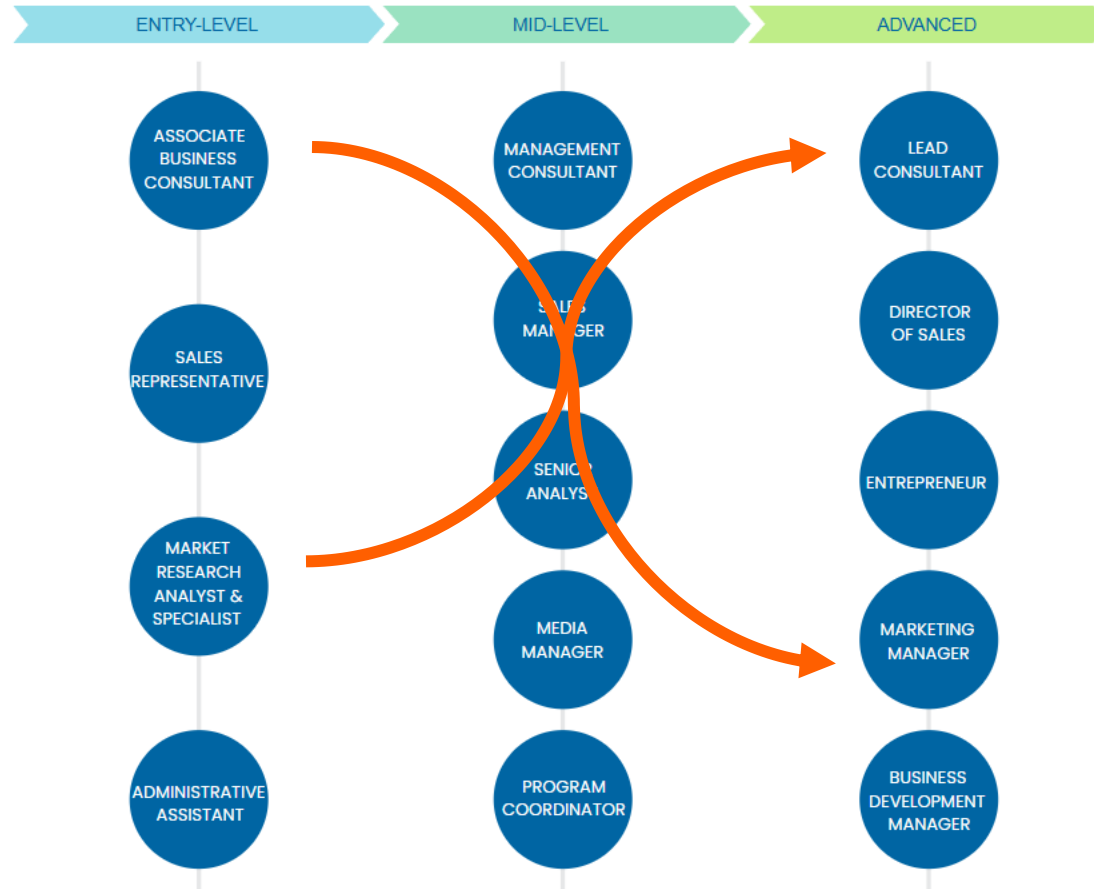
BUSINESS DEVELOPMENT & MARKETING/SALES



BUSINESS DEVELOPMENT & MARKETING/SALES

Business Development is the pursuit and cultivation of strategic partnerships, commercial relationships, new markets, and sustainability practices. Within the clean energy industry, business development teams often collaborate with marketing and sales teams to maximize profits while minimizing environmental impacts, and expand market share of renewable energy sources. Marketing and Sales is the focus on planning and implementing marketing policies and programs through brand development, advertising, promotions, public relations, sales calls. Other tasks include customer interaction, overseeing product development and services, and determining demand and pricing.

➤ Select a job type on the chart to display potential career pathways, then scroll down to view a job profile and discover local education programs.

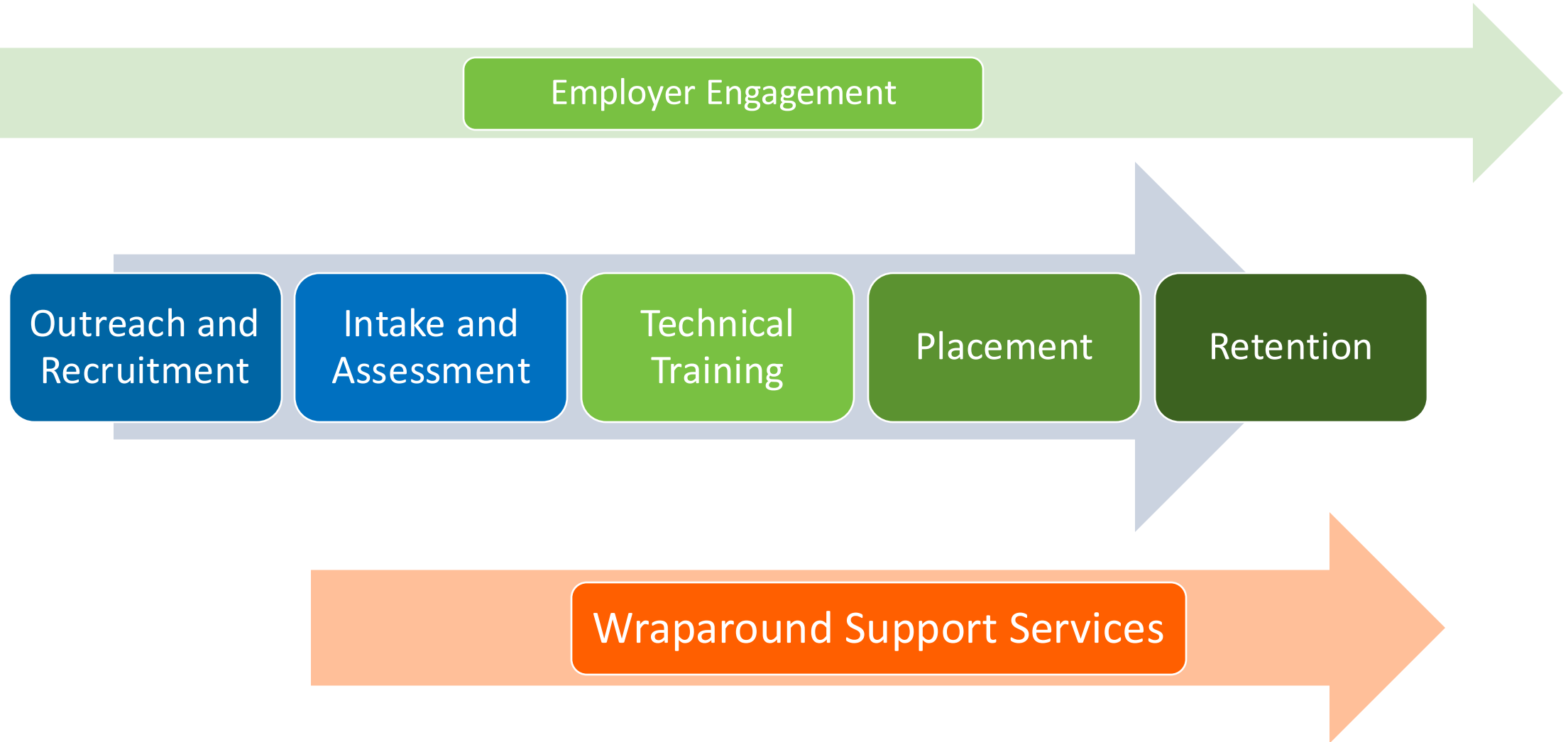


If your program concept does not squarely fit within the selection criteria but may assist MassCEC in meeting its Clean Energy Workforce goals through other novel and unique approaches, your program may still be eligible for funding under this solicitation. Please take advantage of the office hours or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

wfdtraining@masscec.com



Program Example – Traditional Pipeline



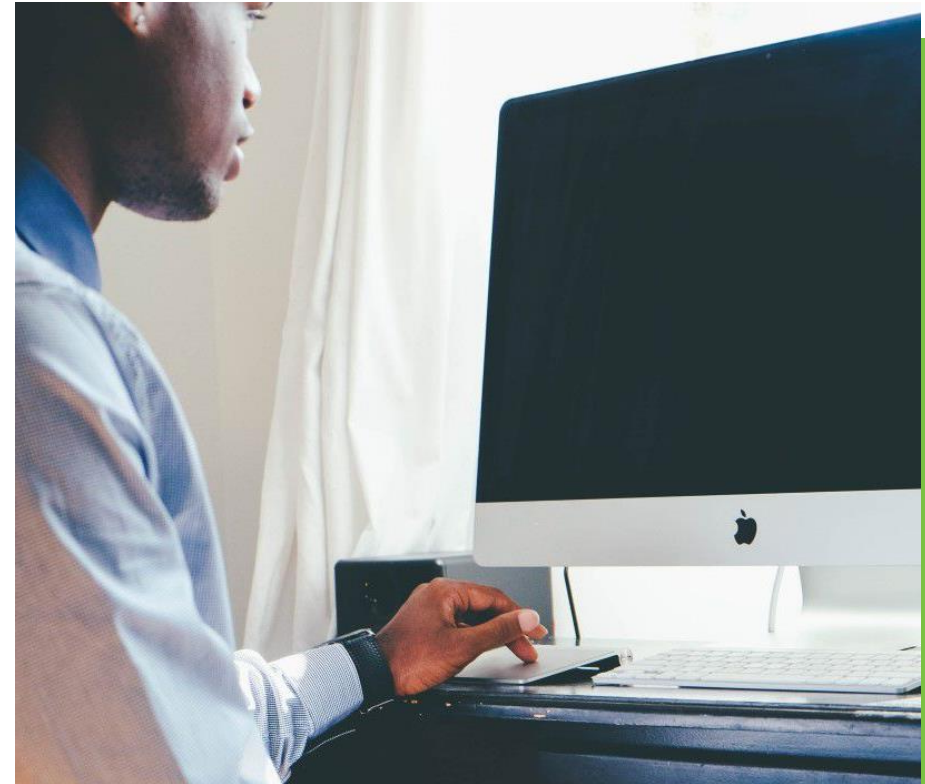
Office Hours & Partnerships

OFFICE HOURS

- Go to the RFP Landing page(s) [[ET](#) / [CCT](#)] 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, **November 4** at 12pm
- Wednesday, **November 12** at 5:30pm
- Tuesday, **December 2** at 5:30pm
- 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*

Equity Workforce Training

Equity Workforce Training Strand Roadmap

Award Duration



Strand A: Career Pathway Training Leading to Employment in Climate-Critical Priority Occupations Award Range: \$150,000 - \$1,200,000	Monitoring
Strand B: Clean Energy Training Preparedness and Pre-Apprenticeships for Adult Learners and Job Seekers Award Range: \$50,000 - \$600,000	Monitoring
Strand C: Planning or Capacity to Prepare for Implementation or to Run a Pilot Focused on Career Pathway Training or Training Preparedness Award Range: \$20,000 - \$150,000	Monitoring



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

Award Range: \$150,000 - \$1,200,000

Award Duration: 1 Year – 3 Year Award *

- **Match** – Encouraged but not required
- **A Comprehensive Training Plan** which results in a high-quality job, and may result in recognized industry credentials
- **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.



Strand B: Clean Energy Pipeline Training Preparedness for Adult Learners and Job Seekers; including Learn and Earn models and pre-apprenticeship preparedness programming

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

Award Duration: 1 - 3 Year Award*

- **Match** – Encouraged but 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, and apprenticeships
- **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.



Strand C: Planning or Capacity Project Leading to Implementation or Pilot of a career pathway training or pipeline training preparedness program

Award Range: Planning: \$20,000 - \$50,000

Capacity: \$30,000 - \$150,000

Award Duration: Planning: Six to Twelve-Month Award

Capacity: One or Two-year award

- **Match** – Encouraged but not required
- Compelling **vision** of the type of equity workforce programming to create or augment and substantiate the need for the project.
- Clearly outline **preliminary steps**, including roles and responsibilities of staff and partners to complete planning or capacity-building, add additional support services, or launch professional development for clean energy employers.



Strand A Career Pathway Training Leading to Employment in Climate-Critical Priority Occupations - Additional Selection Criteria

Training Design and Delivery

- 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

Wrap Around and Post Placement Support

- Comprehensive access to wraparound and support services and retention services, including career counseling and/or mentoring, for at least 6 months post-training, and
- Designated staff or referral partners to provide case management, and
- Applicants offer unique and/or heightened social support and retention services based on population served (e.g., extended retention support, specialized trauma-informed care, stipends, etc.)
- Retention plans include various approaches to support continued participant career advancement in high-quality jobs

Strand B: Clean Energy Pipeline Training Preparedness for Adult Learners and Job Seekers; including Learn and Earn models and pre-apprenticeship preparedness programming

Program Design and Delivery

- 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 and direct employment

Wrap Around and Post Placement Support

- Comprehensive access to wraparound and support services and retention services, including career counseling and/or mentoring, for at least 6 months post-training, and
- Designated staff or referral partners to provide case management, and
- Applicants offer unique and/or heightened social support and retention services based on population served (e.g., extended retention support, specialized trauma-informed care, stipends, etc.)
- Strand B Applicants will be reviewed on the level of support relative to the type of off-ramps

Strand C: Planning or Capacity Project Leading to Implementation or Pilot of a career pathway training or pipeline training preparedness program

Applicant and Partner Experience and Qualifications	Target Occupations, Businesses, and Populations	Strength of Initial Plan / Capacity-building Concept	Commitment to Maximizing Partnerships, Resources, and TA	Diversity of Approaches
<ul style="list-style-type: none">• Track record serving the target population, demonstrated capacity for implementing relevant programs, and a track record of effective partnerships to plan and execute programming	<ul style="list-style-type: none">• Target occupations align with climate-critical occupations, the target businesses and fields align with the climate-critical businesses, and the target population(s) meet criteria• Planning and capacity concepts demonstrate understanding of participant assets and address barriers	<ul style="list-style-type: none">• Compelling equity workforce programming to be created or augmented• Meet the core goals of the relevant program strand and offer innovative ideas about how to support the identified target populations• A relevant budget that accurately reflects both direct and indirect costs	<ul style="list-style-type: none">• Identify needed partnerships and resources to execute programmatic vision• Milestones, deliverables timelines, and resource allocations align with the proposed project.• Participate in various components of provided TA	<ul style="list-style-type: none">• 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

Strand A – Outcomes/Post-Training Activities

SUCCESSFUL APPLICATIONS WILL INCLUDE.....

- Milestone(s) that indicate successful completion for individual participants (i.e. 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, with provided letters of support/MOUs



Strand B Outcomes/Post-Exploration Activities

SUCCESSFUL APPLICATIONS WILL INCLUDE.....

- Milestone(s) that indicate successful completion for individual participants (i.e. Offramps)
 - Enrollment in a training program
 - Enrollment in a pre-apprenticeship program
 - Placement into a clean energy occupation
- Description of plans to engage relevant partners to provide offramps to participants
 - Training Providers
 - Employers
- Letters of Support or Memorandums of Understanding from at least two (2) partners that offer offramps



Strand C Outcomes/Post-Exploration Activities

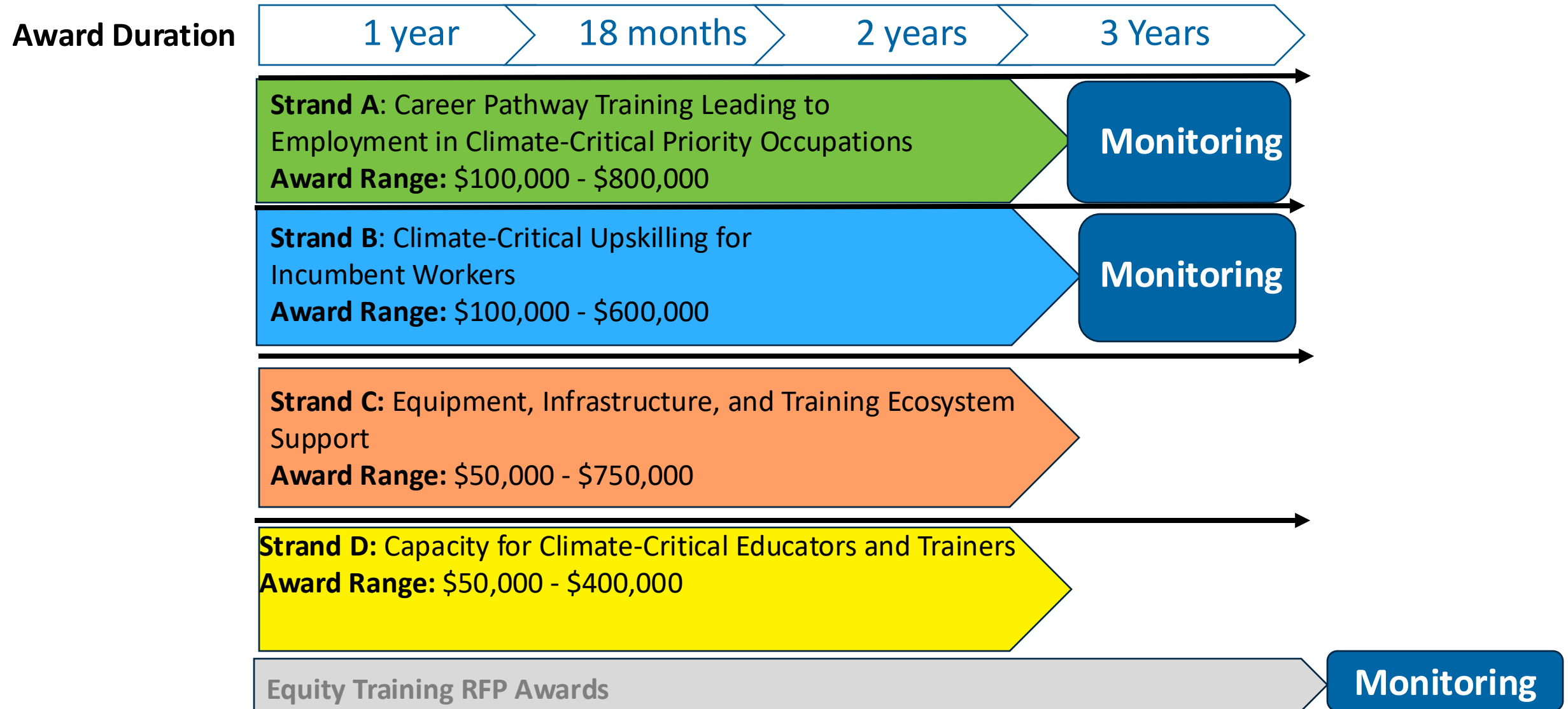
SUCCESSFUL APPLICATIONS WILL INCLUDE.....

- As part of the planning and capacity process, **Strand C** grantees will be expected to consider program outcomes and metrics that MassCEC requires implementation grantees to track and report within the design of final implementation plans
- Description of plans to engage relevant partners to provide offramps to participants
 - Training Providers
 - Employers
- Letters of Support or Memorandums of Understanding from at least two (2) partners that offer offramps



Climate-Critical Workforce Training, Equipment, and Infrastructure

Strand Roadmap



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 but not required
- **A Comprehensive Training Plan-** which results in a high-quality job which may include a recognized industry credential
- **Wrap Around Support Services and Case Management-** To meet participant needs and promote completion, retention, and advancement
- **Placement Support into Clean Energy Careers –** Provide at minimum six (6) months retention support post placement to ensure participant success

*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.



Strand B: Climate-Critical Upskilling for Incumbent Workers

Award Range: \$100,000 - \$600,000

Award Duration: 1 - 2 Year Award*

- **Match** – Encouraged but 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.



Strand C: Equipment, Infrastructure, and Training Ecosystem Support

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

Award Duration: 1 - 2 Year Award

- **Match** – Encouraged but not required
- **Secure modern equipment and infrastructure** resources for climate critical workforce training programming
- **Purchase and install** specialized equipment and infrastructure
- **Development or Expansion** of both digital and infrastructure resources to support the state-wide clean energy workforce development ecosystem



Strand D: Capacity for Climate-Critical Educators and Trainers

Award Range: \$50,000 - \$400,000

Award Duration: 1 - 2 Year Award

- **Match** – Encouraged but not required
- **Expand training program capacity** by ensuring dedicated resources are available for instructor development.
- **Enhance instructor effectiveness** and industry alignment to help educators stay current with evolving technologies and industry practices, to provide experienced trade instructors with necessary skills to provide classroom-based and adult-based education, and/or to match experienced trade instructors with experienced educators.



Program Design (Training Delivery, Outreach, Support Services, Placement, Retention)

- Comprehensive training plan with strong vocational and work readiness curricula designed to meet employer needs and maximize participant outcomes
- Training delivery models embrace innovative and proven strategies to increase participant success with comprehensive placement strategies that includes dedicated job development staff through the lead Applicant or partner
- **The program design includes case management and support services tailored to meet participant needs and promote completion, placement, retention, and advancement**
- Programs provide pathways to industry-recognized credentials or licenses and/or articulated higher education credits



Program Design (Career Advancement and Upskilling)

- 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.



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 additional or improved climate-critical skills, 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 occupations



Program Design

- Applicants present a detailed training plan with clear benefits to expanding Climate-Critical offerings.
- Whenever relevant, industry-recognized certifications are obtained.
- The program design benefits participant skill development without proposing any costs to the participant.
- The proposal includes clear and imminent opportunities for instructors to utilize the skills developed in the training.



Impact on Existing Training

- Contributes to increasing the availability/quality/ effectiveness of climate-critical training in occupations indicated to have additional demand based on the Workforce Needs Assessment and/or through demonstrated employer demand.
- Maximizes the increase of climate-critical skilled instructors in the ecosystem by increasing the number of students able to participate in an existing program or creating a new program to meet demonstrated demand.
- Leads to the increased capacity of climate-critical skills offered by an existing training program, especially those that facilitate the reskilling or upskilling of workers/ trainees who would otherwise be focused on fossil-fuel technologies or non-high-performance building practices.



Strand A - Outcomes

SUCCESSFUL APPLICATIONS WILL INCLUDE.....

- Milestone(s) that indicate successful completion for individual participants (i.e. Offramps)
 - Attainment of industry recognized credentials/licenses
 - 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 lead applicant or partner, with provided letters of support/MOUs



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
 - Increased wages for Incumbent Workers
 - Increase in clean energy sector 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 - 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



Strand D - Outcomes

SUCCESSFUL APPLICATIONS WILL INCLUDE.....

- Initial Vision of Instructor Capacity-Building
 - Description of the climate-critical occupations impacted by an increased capacity of skilled instructors
 - Steps to select, procure, and integrate trained instructors into existing programming
- Impact of Instructor Capacity-Building
 - Description of how instructor training will improve and grow your program (increase in training seats)
 - Additional follow-on training/curriculum/training opportunities available upon completion



Q&A

Additional Funding Opportunities

Clean Energy Internship Program Spring Session opens soon!



- Register in the internship portal
- 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 \$4,320 per intern.
- Interns can turn into hires!



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

Questions can be sent to: wfdtraining@masscec.com