

FY23 EQUITY WORKFORCE PLANNING AND CAPACITY GRANTS



All In Energy - All in Energy is developing career pathways for multilingual individuals from EJ neighborhoods to become energy auditors, these pathways involve placement in customer-facing roles at Mass Save programs to give participants the resources and time needed to train to become energy auditors.



Apprentice Learning - Apprentice Learning is developing a multi-year plan to integrate awareness of climate-critical career pathways and real-world learning experiences into its curricula and programming for in-school and out-of-school time activities targeted middle-school youth in Boston's low-income and environmental justice communities.



Automotive Careers Development Center (ACDC) - ACDC is expanding existing hybrid and EV training programs to recruit and train individuals working in the fossil fuel industry from EJ Neighborhoods across the state to work in and service those communities.



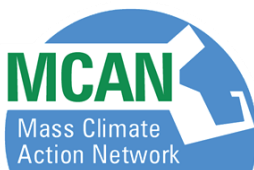
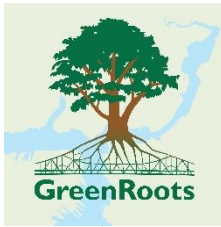
Browning the Green Space (BGS)- BGS is exploring pathways for formerly incarcerated citizens in Boston to receive training and support needed to enter high-performance building retrofits sector, exploring partnerships and solutions that reduce the barriers faced by those with CORI issues.



Codman Square Neighborhood Development Corporation (CSNDC) - CSNDC is exploring career pathways with employer partners for formerly incarcerated citizens to enter the high-performance building retrofits sector, with emphasis on accommodating CORIs.



Greenfield Community College - GCC is developing a co-op model with employer partners throughout Franklin and Hampshire Counties to train workers in fossil fuel industries and individuals in EJ neighborhoods to transition to clean energy job alternatives in the high-performance retrofits sector.



GreenRoots Chelsea- GreenRoots is exploring training a wide range of people of color, workers in the fossil fuel industry, and youth from Chelsea and East Boston to enter the clean energy sector locally in careers related to solar energy and microgrids.

Groundwork Lawrence Technical School- GLTS is developing a customized multi-year training program to train residents of Lawrence and other Merrimack Valley EJ Neighborhoods to enter careers in the high-performance retrofits sector.

Julius Education - Julius Education is developing and deploying a Massachusetts Green Buildings Accelerator Plan that can be deployed across EJ Neighborhoods statewide, providing residents with career navigation to better understand career pathways, access foundational training, and enter curated workforce and educational pathways.

Local Initiatives Support Corporation (LISC) - LISC is exploring the expansion of LISC's existing weatherization training program, Bridges to Green jobs, which provides training for participants from EJ Neighborhoods to become weatherization technicians. Also exploring the addition of an entry-level heat pump tech training.

Madison Park Technical Vocational High School- Is partnering with Career Champions Network to implement recommendations from the school's Clean Energy Task Force, generate a career exploration initiative for students, and develop a plan for an after-hours adult training program for clean energy sector occupations.

Massachusetts Association of Community Colleges (MACC)- MACC is conducting a needs assessment and gap analysis on training for entry to mid-level climate critical careers to inform the execution of programs in Massachusetts' community colleges.

Massachusetts Climate Action Network (MCAN) - MCAN is researching the components of an incumbent worker training program that meet the training needs of black and indigenous people of color (BIPOC) for new entrants and established workers with a focus on occupations in HVAC and building electrification.



MassHire North Shore Workforce Board - MassHire North Shore is developing a regional equitable workforce training plan and training programs leading to jobs in the offshore wind industry supply chain and other parts of the blue economy.

New England Women in Energy and the Environment (NEWIEE) - NEWIEE is developing a fellowship program that seeks to train women in various climate critical occupations, matching selected individuals with companies/organizations operating in the clean energy industry, and will establish partnerships with organizations who will assist in diversifying recruitment processes to engage more women of color in the program and provide mentorship and support services throughout the fellowship.

Northeast Home Energy Ratings System Alliance (NEHERS)- NEHERS is hiring a technical director to expand their existing HERS Rater Trainings to include mentorship and training for Rating Field Inspectors (RFIs) and HERS Modelers as an apprenticeship-equivalent pathway into the industry, specifically targeting underrepresented demographics.

Roads Consulting Group – Roads is creating a plan to design secure business recruitment pathways for Minority and Women Owned Business Enterprises in low-income and Environmental Justice designated communities to enter the clean energy industry.

The Studio for High-Performance Design and Construction (StudioHPDC) - StudioHPDC will create a plan to train carpentry instructors in the high-performance buildings sector at vocational/technical schools in Environmental Justice Communities.

Transform Power Systems - (formerly, Nordee Enterprises) Is providing individuals in Hyde Park and Mattapan-based high schools exposure to clean energy jobs through specialization workshops at local technical school, colleges and neighborhoods associations.

People Acting in Community Endeavors, Inc. (PACE) - PACE is connecting the most underserved individuals in New Bedford and neighboring EJ communities that may be missed by traditional workforce approaches by addressing their skills gaps to prepare them to work in the growing Offshore Wind Industry.



Roxbury Community College - Roxbury Community College is developing a heating, ventilation, air conditioning, and refrigeration (HVAC-R) program for people of color and EJ neighborhoods.

Sustainable Business Network of Massachusetts (SBN) - SBN is developing the SBN Workforce Diversity Program that will support diversifying the solar industry with a focus on EJ neighborhoods. SBN will focus on occupations in project development, sales and marketing, operations, and maintenance.

Tremco CPG Inc - Tremco CPG Inc is exploring the expansion and upskilling of the Rising Stars trades program hosted at Madison Park Vocational Technical School to include high-performance retrofit training and placement pathways.

Worcester Polytechnic Institute (WPI)- WPI is developing a building energy system training program to provide training to underrepresented individuals, focusing on energy-efficient HVAC systems.