

FY25 EQUITY WORKFORCE PLANNING AND CAPACITY GRANTS



Adult & Community Education Martha's Vineyard - This grant will enable ACE MV to build the capacity required to develop an equitable, climate-resistant local workforce for Vineyard residents from EJ communities and federally recognized and state-acknowledged tribes. The capacity-building period will involve a bilingual community outreach plan, a student recruitment plan, a database of clean energy employment opportunities, a career counseling framework, a pilot curriculum, and the establishment of industry partnerships.



American Apprentices Work - AAW will plan a 12-month apprenticeship training program for underrepresented communities around Boston, Worcester, and Springfield. The program will provide workforce training in project management and office support within the energy construction and electric vehicle sectors. Through expanding partnerships with employers, apprentices will be compensated as full-time employees. The apprenticeship will address industry shortages in professional skills, tech skills, data analysis, business intelligence, and project management capabilities by connecting individuals without a 4-year degree to quality jobs in the Clean Energy industry.



Berkshire Community College - Berkshire County Community College aims to establish educational pathways for electrician training within the renewable energy sector to meet the growing demand for trained electricians in Berkshire County. The training will target workers in the electrician field, contractors, unemployed tradespeople, and would-be energy and efficiency and construction workers. Outreach efforts will encourage women, individuals of color, formerly incarcerated individuals, and new Americans to enroll and complete the training, ultimately joining the clean energy workforce. BCC plans to work with identified partners to develop programming that meets the needs of regional employers, filling employment gaps within electrical occupations in the clean energy sectors.



Boston Green Academy - BGA currently runs a Career Technology and Education Program ("CTE") in Environmental Science available for high school students (9th-12th grade). BGA will use this planning grant to create a 2-year CTE 'preview program' for 7th and 8th graders. This extension aims to encourage middle school students to enroll in the CTE program when they begin 9th grade and to give them exposure to green careers.



Boston Plan for Excellence - Boston Plan for Excellence will work with the Dearborn STEM Academy to expand its current curriculum to include a clean energy pathway to better prepare students for wealth-building careers in STEM. The goal of this program is to ensure students who have been historically underserved have a place in the changing economy while also allowing STEM companies to diversify their workforce and fulfill labor needs. Students will graduate from this program with industry credentials, college acceptances, college credit, and two years of high school coursework in a specific career pathway.



Boys and Girls Club of Stoneham - The Boys & Girls Clubs of Stoneham and Wakefield will launch a pipeline program at the Career & Teen Center to connect young people, especially those from low-income communities, with partners at HVAC, construction, and power companies. Through curriculum(s), internship/first-job apprenticeships, and support services for climate-critical upgrades such as heat pumps or solar panels, this program will expose youth to climate-critical jobs and create a pipeline for young adults into those jobs.



Christa McAuliffe Center for Integrated Science Learning at Framingham State University - The Christa McAuliffe Center at Framingham State University will integrate new work-based learning and a credential process for their Perspectives of Earth Team Mentorship (“PETM”) summer internship. The center wants PETM interns to develop Knowledge, Abilities, and Skills (“KAS”) relevant to the clean energy workforce and, ultimately, create a PETM certification that will make them more desirable employee candidates. This planning project aims to develop partnerships with clean energy employers to understand what transferable skills they seek, pilot career awareness activities with Subject Matter Experts, and facilitate youth understanding of career pathways available to them post internship.



Digital Ready - Digital Ready plans to launch a Clean Energy pathway to increase access to clean energy careers, give no-cost college credits, and provide work experience for Black and Latinx youth ages 16-25. With this grant, Digital Ready will hire a Managing Director to oversee the implementation of the Clean Energy pathway. This hire will improve the recruitment and selection process, refine the curriculum, design work-based learning experiences for participants, design the summer 2025 program, and manage partnerships with employers and apprenticeships.



Emerald Cities Collaborative - ECC will establish a specialized contractor training initiative with the Boston Housing Authority (“BHA”). Through collaborative planning, ECC and BHA will craft a tailored curriculum and

devise supportive strategies to address the key barriers disadvantaged MWBE contractors face during the procurement process. The goal is to foster a more significant number of contracting opportunities for women and minority-owned construction firms and design a replicable strategy that can be adopted by other housing authorities across the state.



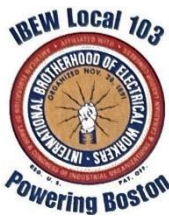
Greenfield Community College- GCC will plan to develop a multi-disciplinary training program offering a foundational course in industrial arts, including electrical, welding, construction trades, and robotics. This planning period shall include an assessment of nationally recognized credentials, facility, equipment, and staff requirements, as well as a timeline and implementation plan. This course aims to recruit historically underrepresented Environmental Justice communities while increasing the number of people trained in high-need energy occupations throughout the region and commonwealth.



HEET- HEET will plan a driller pre-apprenticeship training program and refine recruitment and retention strategies, supporting the growth of MWBEs in the industry and strengthening partnerships with educational institutions. The program will develop education materials and support student awareness and exploration of geothermal energy careers at universities and community colleges that serve environmental justice (“EJ”) and low-income students. This program will address the shortage of skilled labor in the geothermal industry while prioritizing the advancement of underrepresented populations.



Helfrich Brothers - Helfrich Brothers will launch a welding academy that provides students in the Merrimack Valley with the skills necessary to attain placement in Climate-Critical priority occupations. Helfrich is partnering with MassHire and Northeast Advanced Manufacturing Consortium for program design and curriculum development. This training will allow students to learn the welding skills necessary to fabricate and install parts for these industries.



IBEW Local 103 - The National Electrical Contractors Association and International Brotherhood of Electrical Workers 103 will develop a program to support MWBE contractors, allowing them to grow in the rapidly expanding clean energy market. The program will consist of quarterly MWBE Clean Energy Contractor and Industry Convenings, Continuous Identification and Development of Clean Energy Resources for MWBE Contractors, and Support for the Administration of other MWBE Clean Energy Support Efforts. These components will allow MWBE contractors to overcome barriers and perform in leadership roles, creating a more diverse and equitable clean energy workforce in Massachusetts.



MassMEP - MassMEP will develop its Clean Energy Power Pivot Program, targeted toward MWBEs, to fulfill demand in the offshore wind industry and clean energy supply chain sectors. Through their

partnership with RTI Innovation Advisors, MassMEP will establish processes to train the trainer in Technology-Driven Market Intelligence (“TDMI”). This program will drive long-term equity and is determined to impact diversity and economic vibrancy in the clean energy sector.



Quincy Asian Resources Inc. - QARI will develop a multilingual curriculum targeted at LMI community members with limited English proficiency (mainly Chinese, Vietnamese, and Spanish-speaking communities) from EJ neighborhoods in and around Quincy, MA. The program will introduce participants to climate-critical job pathways. This program aims to bridge communities' knowledge gap around climate careers, including information about climate careers and current/upcoming training and placement opportunities that community members can participate in, along with application processes for such programs that QARI conducts recruitment for.



Rare - In addition to the supportive services offered by the SHINE Coalition's Solar Careers program, Rare will pay ten (10) trainees \$15.00 an hour for its 450-hour training program. The goal is to provide stable employment for residents of EJ communities in the solar energy sector. This incentive ensures positive enrollment and completion outcomes for program participants.



Specialized Career Guidance - SCG will develop a plan for a train-the-trainer clean energy career exploration program that will connect high school graduates from 2 EJ communities in the South Shore to employers in the construction industry. The program will address the gap between sectors seeking talent and young people seeking career pathways by training high schools to empower seniors likely to graduate underemployed or unemployed.



Springfield Technical Community College - STCC, in partnership with the Entrepreneurial and Business Collaborative (“E&BC”), will use planning funds to explore a workforce training curriculum for EV technician training. The goals of the planning process are to identify and solidify employer partners, assess/confirm training and workforce needs of local employers, create training modules/programs in EV technology, and create support service plans for the targeted populations. This project focuses on residents from EJ neighborhoods around Springfield and Greater Boston, ensuring that these populations enroll, persist, and succeed in the workforce after completion.



The Associated General Contractors of MA - AGC MA will expand its existing career awareness and exploration curriculum to include net-

zero building practices and green building curriculum integration into three current programs: Future Builders, Building Advancement Externs, and Power Skills. Expanding these programs will engage non-traditional career pathways for underrepresented communities across the Commonwealth, aiming to serve 225 participants to develop a pipeline of job seekers exposed to topics critical to the state's climate goals.



UMass Boston - UMass Boston will create a micro-credential formatted Offshore Wind workforce training program. It will consist of 6-hour modules, which are more flexible and suitable for a broad range of audiences, allowing students to complete the course at their own pace. This program aims to enable students to receive a badge upon completing a module that can instantly be added to their CVs. This program addresses barriers to entry and is looking to formally establish partnerships and collaborations, develop modules, and facilitate the training's execution.



Urban League of Eastern MA - ULEM will expand its workforce development program, which developed a pipeline for employment opportunities in the clean energy sector for 50 participants. Instead of implementing training, ULEM will focus on planning for a workforce development program that supports communities of color/environmental justice communities who are victims and survivors of domestic violence and sexual assault, returning citizens/formerly incarcerated individuals, as well as the families (mostly women of color) of currently incarcerated individuals.