MASS
CLEAN ENERGY CENTER

Request for Proposals: Climate-Critical Workforce Training, Equipment, and Infrastructure Grants FY27

Date of Issue: October 20, 2026

Anticipated Available Funding: $7,885,000

(Additional funding may be added, or the total amount awarded may decrease, based on changes to available funds)

All proposals must be submitted via the
Workforce Development Data Solutions Platform

by 11:59 pm EST on November 23, 2026
by 11:59 pm EST on February 26, 2027
by 11:59 pm EST on May 3, 2027

I. SUMMARY

Through this Request for Proposals ("RFP"), the Massachusetts Clean Energy Technology Center ("MassCEC") is offering Climate-Critical Workforce Training, Equipment, and Infrastructure Grants ("Climate Training Grants"). The Climate Training Grants will increase access to relevant training equipment and infrastructure, provide direct funding and technical assistance support to organizations that can build and scale career pathways and upskilling programs that help Massachusetts residents access and advance in climate-critical priority occupations, and support the infusion of additional skilled instructors into the climate-critical training ecosystem.

Massachusetts is a global leader in clean energy and home to the highest-earning clean energy workers in the country. Between 2010 and 2023, the clean energy industry doubled, accounting for more than 12% of all net jobs created in the state during that time.[1] Massachusetts has committed to reducing greenhouse gas emissions – first cutting emissions by 50% by 2030 and then achieving net zero greenhouse gas emissions by 2050 — policies that will further cement the state's leadership in decarbonization and drive clean energy job growth at a rapid pace for decades to come. In 2024, MassCEC's Industry Report projected that the state's decarbonization plan would require the clean energy workforce to expand by 28,900 workers by 2030..

The increased demand for clean energy workers has also created a greater need for qualified instructors equipped to train additional labor. Existing training providers have noted that identifying instructors with relevant industry and occupational knowledge is challenging, and competition from trade industries makes successful hiring of those instructors difficult. The existing and projected pool of experienced qualified instructors also does not match the diversity of the trainee pool, with more than half of students expected to be students of color by 2030 compared to only 14% of teachers. The constantly changing landscape of clean energy and climatetech, with new and evolving certifications and licensure requirements, can also create gaps for the existing instructors to provide sufficient training.

The Climate Training grants are designed to help Massachusetts meet clean energy and climatetech employer needs while providing high-quality training and support opportunities for residents across the Commonwealth. Applicants may apply for Climate Training Grants for programming that fall within one (1) or more of the following categories:

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

[1] "2024 Massachusetts Clean Energy Industry Report," https://reports.masscec.com/2024/jobs-and-businesses/.

- **Strand B:** Climate-Critical Upskilling for Incumbent Workers;
- **Strand C:** Equipment, Infrastructure, and Training Ecosystem Support; or
- **Strand D:** Capacity for Climate-Critical Educators and Trainers

Depending on the type of request, Applicants may apply for Twenty Thousand Dollars ($20,000.00) to Eight Hundred Thousand Dollars ($800,000.00) in funding for work completed over a period of one (1) to two (2) years.

Details about the range of acceptable funding requests across the various grant options are outlined in Section 6: Budget.

Details about the application process are outlined in Section 9: How to Apply.

Funds for this program will be expended from funding provided to MassCEC through the Renewable Energy Trust Fund and the Climate Protection and Mitigation Expendable Trust made available by the Massachusetts Department of Environmental Protection (DEP). Should additional relevant funds become available, MassCEC may add funding to this RFP.

II. ABOUT MASSCEC

The Massachusetts Clean Energy Technology Center (MassCEC) is a quasi-state economic development agency dedicated to accelerating the growth of the clean energy sector across the Commonwealth to spur job creation, deliver statewide environmental benefits and to secure long-term economic growth for the people of Massachusetts. MassCEC works to increase the adoption of clean energy while driving down costs and delivering financial, environmental, and economic development benefits to energy users and utility customers across the state. Since 2010, MassCEC has awarded $990 million in programs and investments and attracted $3 billion in private and public funds.

III. PROGRAM GOALS AND DESCRIPTION

Climate-Critical Workforce Training, Equipment, and Infrastructure FY27 Grants Goals:

This solicitation is intended to help build job training and support capacity to fill gaps in the workforce for climate-critical sectors through a range of project and program models, all of which should center employer and participant needs in the design and program implementation. These funds will enable Applicants to:

- **Expand recruitment pipelines** to broaden access to climate-critical priority occupations.
- **Create new and/or expand technical and job readiness training opportunities** to provide the skills necessary to attain placement in climate-critical priority occupations.

- **Create new and/or expand career advancement programming and upskilling training opportunities** to help workers gain valuable skills while businesses expand capacity to support the state's climate goals.
- **Leverage effective workforce development models like registered apprenticeships and pre-apprenticeships** by providing the resources to launch and/or expand programs.
- **Develop and nurture new relationships with employers** in climate-critical sectors to develop job placements and identify avenues for career growth.
- **Establish and grow wraparound and retention support services** to address potential barriers to entry and advancement in climate-critical occupations.
- **Expand the availability and/or effectiveness** of climate-critical training by securing modern equipment and infrastructure resources for their programming.
- **Strengthen the Climate-Critical Occupational Training Ecosystem** through system-wide approaches to standardization, career navigation, industry coordination, and learning resources and certification.
- **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.

Key Considerations in Program Design: While by no means exhaustive, the list below highlights relevant design considerations and best practices:

- **Determining Occupational Focus** – Awardees must provide programming that prepares participants to enter and succeed in occupations critical to the Commonwealth achieving 2030 emission goals and net zero emissions in 2050. Applicants are strongly encouraged to consult the Massachusetts Clean Energy Workforce Needs Assessment, available at https://www.masscec.com/resources/massachusetts-clean-energy-workforce-needs-assessment, and other direct sources of industry and labor market intelligence to identify and consider anticipated demand for priority occupations. Additionally, MassCEC will be releasing an online Climatetech Labor Market Intelligence Hub in late November 2026 which will offer insights on climate-critical occupations within MassCEC's focus areas using a customized analysis of online job postings. When available, this source will be linked at workforce.cleanenergyeducation.org as well as MassCEC's website. Based on current and continued demand, applicants proposing training for occupations in clean heating and cooling, electrification, and clean transportation may be viewed more favorably. However, applicants proposing training that supports other climate-critical occupations directly contributing to the design, manufacturing, installation and maintenance of clean energy and climatetech projects are welcome and will be scored based on prior applicant success, program design and adherence to workforce development best practices, and responsiveness to regional

occupational demands and barriers, with a lens towards the likelihood of program design leading to strong employment outcomes.

- **Defining and Targeting Living Wages** – To advance Massachusetts' clean energy workforce equity goals, Applicants should design programming that expands workforce development pipelines and provides long-term economic stability to participants in the form of careers that offer living wages[2]. Certain climate-critical priority occupations start at lower hourly wages. However, they may still be appropriate target occupations for this program if they enable expedited entry into high-growth career pathways, so long as they offer wages more in line with living wages within a reasonable timeframe of six (6) to twelve (12) months.

- **Providing Transparent Career Fit Counseling** – To ensure the long-term success of training participants, potential recruits should be interested and able to work in the target occupations. Recruits should be aware of the job description, duties, work environment, requirements, salary range, and potential career pathway before applying for and enrolling in the program.

- **Designing and Delivering Quality Training** – Applicants who are in the process or intend to develop training curricula are encouraged to reach out to MassCEC to determine the availability of quality curricula to use as exemplars or as the basis for customization. Additionally, skills training should be informed by employer input and differentiated to meet the learning needs of the participant population.

- **Support Training for Instructors from Varying Backgrounds** – To support training of instructors, Applicants should design programming responsive and targeted to the varying backgrounds of prospective targeted instructors. Existing trades instructors may benefit from externships or on-the-job training to gain additional technical knowledge, licensures, or certifications to continue and/or enhance provided training. Existing tradespeople that lack prior teaching experience may be well suited to collaborate with other workforce, vocational technical schools, or educational entities and be matched with trained educational providers to deliver highly effective and collaborative instruction. Applicants providing this training and support should ensure that provided instructor training results in increased and/or enhanced training for students, with a clear prospective impact and potential to scale across the region with the right partnerships.

- **Designing for Inclusivity and Addressing Barriers** – From the initial outreach all the way through retention services, Applicants are encouraged to design programming that mitigates barriers and provides more inclusive training and advancement opportunities for the targeted populations. While this solicitation does not require the target populations include individuals from priority populations identified in other Equity

[2] The MIT Living Wage Calculator (https://livingwage.mit.edu/states/25/locations) is a helpful tool.

Workforce solicitations, MassCEC is committed to creating an inclusive and diverse clean energy workforce, so Applicants are encouraged to consider including individuals from Burdened Areas including Environmental Justice (EJ) Neighborhoods [3] and Low-Income Neighborhoods, current and former Fossil Fuel Workers, members of Federally recognized and State-acknowledged tribes, and other underrepresented populations in the program design. Applicants are encouraged to design and budget for programs that can offer strong support services with clear intake assessment and case management practices to determine initial and ongoing needs. Additionally, Applicants are encouraged to explore strategic usage of training stipends, paid on-the-job learning, and initial wage subsidies combined with ongoing mentorship and support service during the early period of placements.

- **Massachusetts Climate Careers Fund –**Where appropriate for program design and target population served, Applicants may consider learning about and utilizing the MA Climate Careers Fund, administered by Social Finance, to address barriers outside of the scope of this funding. The Fund provides flexible, 0% interest, no-fee financing for eligible learners participating in climate career training programs. The Fund is intended to complement, not replace, grants, stipends, and other forms of financial assistance by helping cover costs that are not typically addressed through traditional funding sources, such as transportation, childcare, housing-related expenses, tools, and other training- or employment-related needs. Applicants may consider the Fund as an additional resource to support participants facing financial barriers during training or the transition to employment. Applicants interested in learning more about the Fund, participant eligibility, and partnership opportunities may check the appropriate box on the application. To expedite enrollment and integration of Climate Career Funds resources, MassCEC will transmit certain portions of the Applicant's application to Social Finance for initial review.
-

- **Designing for Success** – Strong workforce development programs typically strive for at least 80% completion, 70% placement of participants in target occupations within thirty (30) days after completion, and 60% retention of participants in target occupations twelve (12) months after initial placement. Please note that in a shifting labor market, successfully placing participants into permanent employment may take longer, and successful applicants are required to address job placement during the program design and training phases. Additionally, applicants should consider the costs and supports required to provide longer engagement and support for placements that may require more time to complete. Finally, for Applicants seeking to serve participants with higher initial barriers, it is helpful to reference any comparable outcome data. In cases where the proposed target rates for a program are lower than 80%/70%/60%, Applicants are

[3] To learn more about Burdened Communities, see MassEnviroScreen: https://storymaps.arcgis.com/stories/536e0efba7a64103aa0055f1f98a26c3

encouraged to detail strategies and support that can lead to increased outcomes over the performance period of the grant.

Examples of Appropriate Programs:

MassCEC supports diverse approaches to achieving the goals of this solicitation. Some examples of appropriate proposed programs include, but are not limited to:

Strand	Examples
Strand A: Career Pathway Training Leading to Employment in Climate-Critical Priority Occupations	A for-profit solar energy company recognizes the need for more trained workers in customer service and installation roles, so it stands up an academy to provide this training. At the same time, the company engages local community-based organizations to ensure that underserved individuals from their constituent communities gain access to these career pathways. A community-based organization works with several Massachusetts HVAC companies to propose a workforce development program focused on equipping individuals with the technical, safety, and customer service skills needed for careers in HVAC installation, maintenance, and building systems operations. The program is designed to meet employer workforce needs while expanding access to quality career opportunities.
Strand B: Climate-Critical Upskilling for Incumbent Workers	A training provider works with a group of climate tech employers to design and deliver a program to better meet the skills gap needs and logistical constraints of current workers so that they can be upskilled for advanced positions or expanded work duties. A community college with an existing HVAC training curriculum works with an employer partner to develop an additional heat pump curriculum and partners with a community-based organization providing training stipends and wraparound support services to ensure that current HVAC technicians can gain access to the upskilling program and area employers can expand their service offerings.
Strand C: Equipment, Infrastructure and Training Ecosystem Support	A vocational high school with an existing auto technician training program proposes the equipment needed to expand their training to include preparation on electric vehicle repairs. The training center associated with a labor union focused on climate-critical trades proposes additional equipment and access to an online training platform that will expand their apprentices' knowledge of and exposure to new technology critical to the state's decarbonization plans. A Trades Association wants to standardize a training certification across the state for all training providers to adopt to create consistency across the industry.

Strand D: Capacity for Climate-Critical Educators and Trainers	A vocational high school proposes to provide shop instructors in their carpentry department with access to training and exposure to advanced high-performance building science concepts and materials, which can be incorporated into their classroom curriculum and projects. A regional Workforce Board proposes forming a consortium of automotive technician training programs in their area to give program instructors access to Electric Vehicle (EV) and Hybrid vehicle training and certification, to expand course offerings, and increase student exposure to EV and Hybrid technologies. A community college identifies a tradesperson with extensive industry and technical knowledge that lacks prior teaching experience so develops a co-teaching model where an experienced educator is matched with the tradesperson to deliver the courses.

Note: The hypothetical examples presented above are provided as an illustrative tool and do not necessarily reflect projects that MassCEC would commit to funding – see Section XII: Disclaimer & Waiver Authority of this Solicitation regarding MassCEC's discretion to accept or reject applications.

Program Outcomes and Metrics:

Grantees will be required to track and report outcome metrics using MassCEC templates and standards. Outcome metrics are designed to reflect successful progress toward the overall goals of the MassCEC Workforce Funds. During the grant performance period, MassCEC will transition from collecting participant progress data via excel and will instead have grantees enter data into a secure data platform. MassCEC will provide support and training to grant staff in the transition.[4]

[4] MassCEC will begin collecting social security numbers for enrolled program participants through this secure data platform. This information will be secured and not available for staff to access following data entry. This information is necessary for program evaluation purposes (for example, unemployment insurance wage record matching). Unique participant identifiers will be generated by the platform for day-to-day program management and reporting purposes.

For grantees providing career pathway training to participants entering the clean energy sector under **Strand A**, the goal is to enable job seekers to obtain and retain employment in high-quality climate-critical occupations and to attain career growth. MassCEC tracks the participant data and outcomes of training programs using metrics including, but not limited to:

- Participant demographic information including but not limited to:
    - Employment status at enrollment
    - Income at enrollment
    - Residency
    - Family size
    - Primary/Secondary languages spoken
    - Age, gender, racial/ ethnic backgrounds

- Enrollment rates of target populations;
- Completion rates for individuals enrolled in training programs;
- Placement rates for individuals completing training programs (For Strand A Participants);
- Retention rates for individuals post-placement/promotion for at minimum six (6) months;
- Changes in Job Title or Job Function (For Strand B participants); and
- Changes in salary/hourly wages.

For training programs, completion, placement, and retention rates are typically expected to be at minimum eighty (80) percent, seventy (70) percent, and sixty (60) percent, respectively, except in cases where the targeted population is known to experience significant barriers and challenges.

For grantees providing upskilling for incumbent workers through **Strand B**, the goal is to establish advancement pipelines that move individuals currently working in the clean energy sector to secure advancement in a high-quality, climate-critical career pathway or acquire additional skills to enhance clean energy job functions. MassCEC tracks the participant data and outcomes of upskilling training programs using additional metrics, including, but not limited to:

- Changes in Job Title or Job Function
- Changes in Wages
- Completion of additional industry-recognized credentials

For grantees providing expanded climate-critical pathways through the acquisition of equipment and infrastructure under **Strand C**, the objective is to modernize training facilities with up-to-date equipment and tools that reflect current technologies, thereby enhancing the capacity of training programs through procurement of equipment and infrastructure upgrades.

MassCEC monitors participant data and outcomes for direct users of the equipment, as well as overall exposure to the equipment through non-MassCEC-funded initiatives or awareness programs. The priority of funds allocated for equipment acquisition will support the procurement of hands-on training equipment, referred to as Trainers, along with related curricula. For the purposes of this solicitation, a Trainer is defined as specialized training equipment or systems designed to simulate real-world industrial processes, systems, or machinery for practical skill development in a controlled educational setting.

MassCEC anticipates launching a rolling procurement RFP in early calendar year 2027 to establish a transparent and efficient procurement framework through which eligible training providers may access Trainers needed to enhance, expand, and scale workforce training programs. The RFP will allow relatively quick acquisition of Trainers from standardized equipment lists off-cycle from training implementation RFP cycles to promote consistency across training investments, provide greater clarity for applicants, and support the future development and expansion of clean energy workforce training pathways. Following the release of the procurement RFP, applicants seeking Trainers on the standardized list must apply through the procurement RFP; at that point, Strand C in this RFP will be specifically targeted for Trainers and other equipment and infrastructure not on the standardized lists.

For grantees offering expanded training opportunities for climate-critical instructors under **Strand D**, the goal is to enhance instructor effectiveness and industry relevance through externships, on-the-job learning experiences, and industry-recognized credentials. This will help educators and trainers stay current with evolving technologies and industry practices and expand training program capacity by ensuring dedicated resources are available for instructor development. MassCEC tracks the participant data and outcomes of upskilling training programs using additional metrics, including, but not limited to:

- Changes in Instructor Job Title or Job Function
- Completion of additional industry-recognized credentials
- Number of students trained or impacted by Instructors

For train-the-trainer programs under Strand D, training should follow best practices, be distinguishable from consulting services, be reasonably priced, suitable for the proposed trainees, and logically connected to organizational objectives to enhance the Climate-Critical knowledge base with measurable performance metrics to evaluate the program impact.

For all strands, applicants who demonstrate prior success supported by outcome metric actuals from comparable programming as proposed, provided in the “Applicant and Partner Information” section in the Climate-Critical Workforce Training, Equipment, and Infrastructure Grant Application Form, may be viewed more favorably. Comparable programming, for example, could include similar workforce development career pathway training programs

focused on other hands-on occupations with similar levels of rigor and duration, as well as similar approaches to placement, retention, and wraparound support.

Applicants who have not run comparable programming are encouraged to highlight past success in workforce development leading to placements or additional training and to explain how the proposed partners will enable attaining success with the proposed program. Applicants that lack appropriate experience and/or partners may not be prepared to run implementation on this scale and may be better suited for a planning award, or may not be suitable for this funding opportunity.

A sample Progress Report is included as Attachment 5: Sample Progress Report for reference to baseline metrics and participant data to be captured throughout the grant period.

IV. DEFINITIONS

Burdened Areas: A Massachusetts census block group identified through the Commonwealth's MassEnviroScreen tool as experiencing significant cumulative burdens related to environmental exposures, environmental effects, climate risks, sensitive populations, and socioeconomic factors. A census block group is designated as a Burdened Area when it has a MassEnviroScreen cumulative burden percentile score of seventy-five (75) or greater or an annual median household income equal to or less than sixty-five percent (65%) of the statewide annual median household income.

Climate Critical Priority Occupations: Occupations critical to the Commonwealth achieving 2030 emissions goals and net zero emissions in 2050. Applicants are encouraged to consult the MassCEC Clean Energy Needs Assessment, and the companion data workbook, both available at https://www.masscec.com/resources/massachusetts-clean-energy-workforce-needs-assessment for a comprehensive detailing of climate critical priority occupations. Additionally, MassCEC will be releasing an online Climatetech Labor Market Intelligence Hub in late November 2026 which will offer insights on climate-critical occupations within MassCEC's focus areas using a customized analysis of online job postings. When available, this source will be linked at workforce.cleanenergyeducation.org as well as MassCEC's website. The list below provides examples of Climate-Critical occupations by MassCEC focus area and the subsequent table lists them by occupational category. Applicants are welcome to make a case for additional occupations not listed here or in the Needs Assessment's priority occupations list.

- High-Performance Building Sector Occupations (for retrofit and new construction): Electricians and Electrical Contractors with expertise in building service upgrade, knob, and tube removal and/or heat pumps; Insulation Workers; Weatherization Crew Chiefs and Supervisors; Energy Auditors; HERS Raters; HVAC/R Technicians with heat pump expertise; Carpenters and Construction Laborers; Hazardous waste removal specialists (especially for asbestos and vermiculite removal); Building Operators/Maintenance Mechanics; Plumbers and Pipefitters; Customer Service Representatives.

- Offshore Wind Occupations: Installation, Maintenance and Repair Workers; Structural Metal Fabricators and Fitters; Wind Turbine Service Technicians; Metal and Plastic Workers, Assemblers and Fabricators; Customer Service Representatives.
- Net Zero Grid Occupations: Electricians and Electrical contractors specializing in solar, battery storage, grid upgrade, or time of use metering; Electric Power Line Installers and Repairers; Customer Service Representatives.
- Clean Transportation Sector Occupations: Electricians and Electrical Contractors specializing in vehicle charging infrastructure; Automotive Technicians and Repairers with experience in electric vehicle maintenance or large vehicle retrofit; Logisticians and Fleet Managers; Customer Service Representatives.

WORKFORCE PRIORITY OCCUPATIONS BY OCCUPATIONAL CATEGORY.[5] [6]

Occupation Title	2017 EOLWD Star Ranking	Median Wage	Additional Clean Energy Jobs by 2030	% Growth of Clean Energy Jobs by 2030
BUSINESS & FINANCIAL OPERATIONS OCCUPATIONS				
Cost Estimators	3.9	$ 46.87	331	35%
Logistician and Project Management Specialists (Fleet Managers)	3.6	$ 48.86	113	183%
Management Analysts	4.9	$ 52.02	252	15%
COMPUTER & MATHEMATICAL OCCUPATIONS				
Software and Web Developers, Programmers and Testers	4.8	$ 60.56	455	13%
CONSTRUCTION, INSTALLATION, MAINTENANCE AND REPAIR OCCUPATIONS				
Automotive Technicians and Repairers*	3.2	$ 25.06	103	92%
Carpenters	4.1	$ 30.47	398	29%
Construction and Building Inspectors (including Energy Analysts)	3.2	$ 36.58	532	25%
Construction Laborers	4.1	$ 27.90	2,288	33%
Electricians	4.4	$ 37.02	4,444	69%
Hazardous Waste Removal Workers	2.7	$ 22.71	41	22%
Heating, Ventilation, Air Conditioning and Refrigeration Mechanics and Installers	4	$ 31.26	650	17%
Insulation Workers	2	$ 24.75	965	25%
Line Installers and Repairers	3.3	$ 48.02	722	98%

[5] *Designates occupations where clean energy job growth partially offsets projected occupation job losses economywide.

[6] The occupation star ranking was developed by the Massachusetts Executive Office of Labor and Workforce Development in 2017 and is based on a five-star ranking system in which higher-demand, higher-wage jobs are ranked higher, based on short-term hiring projections (2017), long-term hiring projections (2024) and occupation median wage.

Maintenance Workers and Repairers, General (including building operators)	4.1	$	24.62	161	57%
Operating Engineers and Other Construction Equipment Operators	4	$	31.69	321	29%
Pile Driver Operators	4	$	47.86	14	482%
Pipelayers, Plumbers, Pipefitters and Steamfitters	3.6	$	37.91	397	11%
Roofers	3.2	$	30.46	154	25%
Sheet Metal Workers	3.2	$	35.55	281	28%
Surface Mining Machine Operators and Earth Drillers	N/A	$	30.48	16	43%
Wind Turbine Service Technicians	N/A	$	32.38	33	33%
MANAGEMENT OCCUPATIONS					
General and Operations Managers	5	$	60.62	1,579	31%
OFFICE AND ADMINISTRATIVE SUPPORT OCCUPATIONS					
Customer Service Representatives*	4	$	22.72	404	27%
PRODUCTION OCCUPATIONS					
Engine and Other Machine Assemblers	3	$	19.46	52	697%
Miscellaneous Assemblers and Fabricators*	2.5	$	18.94	358	23%
Miscellaneous Metal Workers and Plastic Workers*	1.6	$	21.61	75	1851%
Power Plant Operators, Distributors and Dispatchers	3.8	$	44.11	116	85%
Structural Metal Fabricators and Fitters*	2.4	$	25.43	140	57%
Welding, Soldering, and Brazing Workers	2.5	$	26.31	139	28%
SALES REPRESENTATIVES OF SERVICES OCCUPATIONS					
Miscellaneous Sales Representatives, Services	4.5	$	38.13	333	22%
TRANSPORTATION AND MATERIAL MOVING OCCUPATIONS					
Crane and Tower Operators	2	$	32.47	51	331%
Ship and Boat Captains and Operators	2.5	$	30.81	40	136%

Diversity, Equity, Inclusion Initiatives: Targeted support to disadvantaged business entities (DBE) such as Minority and Women-Owned Business Enterprises (MWBE), underrepresented founders, clean energy workers, etc.

Environmental Justice Populations: As defined by the Massachusetts Department of Energy and Environmental Affairs (EEA), are "segments of the population determined to be most at risk of being unaware of or unable to participate in environmental decision-making or to gain access to state environmental resources, or are especially vulnerable".

- "Environmental Justice ("EJ") Neighborhood" means a census block group where:

    - Twenty-five percent (25%) of households have an annual median household income that is equal to or less than sixty-five percent (65%) of the statewide median income; or
    - Forty percent (40%) of its population is Minority; or
    - Twenty-five percent (25%) or more of the households lack English language proficiency; or
    - Minorities comprise twenty-five percent (25%) or more of the population and the annual median household income of the municipality in which the neighborhood is located does not exceed one-hundred fifty percent (150%) of the statewide annual median household income
- "Minority" refers to individuals who identify themselves as Latino/Hispanic, Black/African American, Asian, Indigenous people, and people who otherwise identify as non-white.
- "Low-income" means median household income at or below sixty-five percent (65%) of the statewide median income for Massachusetts, according to federal census data.
- To see census block groups that meet the Environmental Justice definition, see Environmental Justice Map Viewer[7].

Federally Recognized and State-Acknowledged Tribes: Defined by the US Department of the Interior Bureau of Indian Affairs as a federally recognized tribe that is an American Indian or Alaska Native tribal entity that is recognized as having a government-to-government relationship with the United States, with the responsibilities, powers, limitations, and obligations attached to that designation, and is eligible for funding and services from the Bureau of Indian Affairs. Massachusetts' Commission on Indian Affairs (MCIA)[8] assists Native American individuals, tribes, and organizations in their relationship with state and local government agencies, and more information can be obtained from their website and office support line.

Fossil Fuel Workers: Current and former workers from the fossil fuel industry, including but not limited to oil and propane dealer employees, including fuel delivery truck drivers; oil, gas, and propane heating technicians, sales, and administrative staff; gas station attendants; gas station equipment repair staff; gasoline car repair staff, and natural gas pipeline contractors.

Gateway City: Defined by the Massachusetts Legislature as twenty-six (26) mid-size urban centers that anchor regional economies around the state that face social and economic challenges but retain many assets with unrealized potential. These communities are municipalities with a population greater than 35,000 and less than 250,000 with a median

[7] https://mass-eoeea.maps.arcgis.com/apps/webappviewer/index.html?id=1d6f63e7762a48e5930de84ed4849212
[8] https://www.mass.gov/info-details/indian-affairs

household income below the Commonwealth's average, and rate of educational attainment of a bachelor's degree or above that is below the Commonwealth average.

- These communities include: Attleboro, Barnstable, Brockton, Chelsea, Chicopee, Everett, Fall River, Fitchburg, Haverhill, Holyoke, Lawrence, Leominster, Lowell, Lynn, Malden, Methuen, New Bedford, Peabody, Pittsfield, Quincy, Revere, Salem, Springfield, Taunton, Westfield and Worcester.

Low/Moderate Income Initiatives: Initiatives that serve low and/or moderate-income populations. "Low income" generally is defined as earning 60%-65% of the statewide median income. "Moderate income" varies more; defined as earning 60%-80% to 80%-120% of statewide median income. If your organization uses another definition for low/moderate income than above, please provide your definition on the application form.

MassEnviroScreen: The MassEnviroScreen[9] is a GIS-based mapping tool developed and managed by the Office of Environmental Justice and Equity (OEJE), offering a centralized, publicly accessible platform to visualize the locations of cumulative environmental burdens and to supply indicator data for each census block group throughout the Commonwealth.

Potential Barriers: For the purposes of the solicitation, MassCEC has identified potential barriers to entry and participation in the climate-critical workforce ("Potential Barriers") to include, but not be limited to:

- Childcare and/or other caregiving costs;
- Transportation costs;
- Vehicle and/or public transportation access;
- Lack of a driver's license;
- Lack of a high school diploma or GED;
- Tool/equipment purchase costs;
- Training fees, tuition, or other educational costs;
- Access to Internet and computers or other connective devices;
- Opportunity costs of time spent in training or educational programs;
- Housing and/or food insecurity;
- Short- and medium-term impacts from the COVID-19 pandemic;
- Lack of support systems providing guidance and raising awareness to make training/educational programs and job opportunities more accessible and achievable;
- Cultural barriers; and
- Language barriers.

[9] https://experience.arcgis.com/experience/0e1a1991dd4b4b37ba0298bf74f347a0

V. ELIGIBILITY

Organizations, or a partnership/team, are eligible to apply and are collectively termed "Applicants." Partnerships are strongly encouraged and may be looked upon more favorably when scored on selection criteria to the extent that partnerships can provide a range of expertise and experience to deliver a comprehensive proposal. If multiple parties are jointly applying, one party should take on the role of leading the application team ("Lead Applicant"). If a single organization is applying for this opportunity, that organization would also be the Lead Applicant.

In the context of this solicitation, any organization or individual anticipating receiving a portion of the grant funds for their activities related to the proposed work, through a subcontract or other formalized agreement, should be considered a partner organization ("Partner Organization") and listed in the "Applicant and Partner Information" section of the Application Form. Applicants who provide outcome metric actuals for past comparable work run by partners may be viewed more favorably.

MassCEC may request further information about the qualifications of Partner Organizations during the review process.

The Applicant is encouraged to list other organizations and individuals not receiving a portion of the grant funds but contributing to the proposed work as proposed partners in the "Other Proposed Supporting Organizations" section and indicate their past experience.

The following entities are eligible to serve as a Lead Applicant with the following conditions:

- Community-Based Entities (often referred to as Community Based Organizations) such as community action partnerships, environmental justice organizations, neighborhood revitalization organizations, advocacy groups, affordable housing providers, affordable housing developers, and non-profits.
    - Note: If Applicant is not an entity with the ability to hire staff or receive funds, consider forming a partnership with another group that can act as a fiscal agent.
- Post-secondary educational institutions, K-12 School Districts, Comprehensive and Vocational High Schools, Middle Schools, and Vocational Schools offering a Career Technical Initiative evening program.
- For-Profit entities such as for-profit training companies, trade associations, unions or other coalitions of businesses, clean energy installers, energy efficiency or home performance contractors, financial institutions, or other clean energy practitioners.
- Workforce Development Organizations, both Non-Profit and For-Profit.
- MassHire Workforce Investment Boards and Career Centers.

Additional eligibility notes:

- Lead Applicant must have a Massachusetts office and must be able to submit a Certificate of Good Standing (COGS) from the Massachusetts Department of Revenue upon request. For more information and to obtain your COGS, please visit: https://www.mass.gov/info-details/dor-certificate-of-good-standing-andor-corporate-tax-lien-waiver-faqs
    - **Note**: COGS requested through the mail may take up to four (4) to six (6) weeks; plan accordingly. Public K-12 schools and public post-secondary institutions are exempt from this requirement.
- Applicants who have received prior funding or are pursuing separate funding opportunities from MassCEC are eligible to apply for this funding so long as the proposed work is sufficiently distinct and does not lead to the same project being funded.
- Applicants who have received prior funding under the Equity Workforce Fund or other MassCEC funding opportunities must be in good standing with MassCEC.
- Applicants will be expected to disclose any potential conflicts of interest created through partnerships or subcontracts with related family members, current and recent employers, or any other involved parties that may create such conflicts of interest and to detail the review and selection processes used by the Applicants to ensure selection of the best parties to perform the related work.

VI. FUNDING AVAILABLE

MassCEC anticipates awarding a total of $7,885,000 in funds through the three deadlines being offered to Applicants, with funds available until expended. MassCEC may increase or decrease funding at its sole discretion.

Grant Strand	**Award Range**	**Cost Share Requirements**	**Duration Options**
Strand A: Career Pathway Training Leading to Employment in Climate-Critical Priority Occupations	$100,000-$800,000	Not required, but encouraged	**One (1) to Two (2) year award.** (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	$100,000-$600,000	Not required, but encouraged	**One (1) to Two (2) year award.** (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,	$20,000-$750,000	Not required, but encouraged	**One (1) to Two (2) year award.**

Infrastructure and Training Ecosystem Support			
Strand D: Capacity for Climate-Critical Educators and Trainers	$50,000 and $400,000	Not required, but encouraged	**One (1) to Two (2) year award.**

All proposals are encouraged to demonstrate a commitment to cost-sharing as MassCEC looks to leverage shared resources with limited funding. Projects with greater levels of cost-share will be prioritized in the selection process. Proposals lacking any cost-share may be considered but must make a clear case for why including a cost-share is not possible or would be prohibitive. In-kind cost-share includes non-monetary contributions to project activities that are not covered by grant funds. Examples of in-kind cost-share can include but are not limited to: personnel time devoted to project activities, facility space used for project activities, materials and supplies necessary for project activities, etc.

If a proposal requests funds for support services (e.g., services to help individuals overcome Potential Barriers such as childcare costs, fees to get a driver's license, programs to help individuals get a GED, etc.), the Applicant must clearly document and explain the basis for determining the amount to be made available and how these services will directly support Priority Group(s)' participation in the proposed project.

Applicants intending to designate thirty (30) percent or more of the proposed budget to subcontractor expenses or have instances of a single subcontractor receiving $50,000 or more must provide the detailed budget for subcontractors using a copy of the provided budget template, Attachment 3: Program Budget, Organizational Budget, and Proposed Project Schedule.

At MassCEC's discretion, applications for Climate Training Grants that are not detailed enough for initial award or need further development prior to implementation may be offered a planning grant or a capacity grant, and if funding is available, an opportunity to reapply in a later round of Climate Training Grants for implementation funds. Planning grants are intended for the exploration, development, or refinement of innovative ideas for potential implementation initiatives to support individuals from target populations seeking to enter climate-critical occupations in the clean energy sector, while capacity grants are designed to enable organizations to add key capacity needed to support programming providing career pathway training or clean energy career awareness, exploration, navigation, or preparedness.

During the review process, MassCEC may deem an Applicant's proposal a stronger fit for other concurrent procurement(s) and Applicant may be asked to submit additional information and/or authorization to consider their application under those procurement opportunities. Applicants are encouraged to proactively submit concurrent applications to open solicitations.

In an effort to accelerate the impact of Climate-Critical programming to achieve the Commonwealth's 2030 and 2050 emission and net zero emissions goals, MassCEC may prioritize proposals for equipment and infrastructure acquisition that support existing pipeline training programs that have demonstrated measurable outcomes. MassCEC reserves the right to request additional information, including current program success metrics.

Additionally, MassCEC may elect to award a portion of Climate Training Grant funds requested by Applicants in their applications in the event a proposed project contains sufficient detail to merit an implementation grant versus a planning grant or capacity grant but does not have sufficient scope to justify the entire amount of the award requested by the Applicant.

All Awards under this RFP are Cost-Reimbursement Grant Agreements. Under this agreement, the grantee is reimbursed for actual expenses incurred in the approved budget. The sample agreement, Attachment 4: Sample Cost-Reimbursement Grant Agreement, is provided as a resource, and MassCEC reserves the right to present Awardees with grant agreements that differ from the example provided. Applicants will have an opportunity to clarify specific budget needs in their application.

VII. ELIGIBLE FUNDING USES

For the Climate-Critical Workforce Training, Equipment, and Infrastructure Grants, Applicants must use funds to implement workforce development programs that lead to careers or advancement in the clean energy sector. Applicants proposing programs leading to occupations in clean heating and cooling, electrification, and clean transportation may potentially be viewed more favorably. Applicants may also propose workforce development programs that support other climate-critical occupations directly contributing to the design, manufacturing, installation and maintenance of clean energy and climatetech projects.

Grant funds shall be used for activities including, but not limited to:

- Staff time devoted to the program, including outreach and recruitment, intake and assessment, training delivery, wraparound support services, job placement services, and retention services, or to general operating activities needed to launch and continue the program, where costs related to general operating do not exceed the stated indirect rate;
- Marketing, communications, and outreach activities related to recruitment for the program, such as design costs for marketing collateral, purchasing mass media spots, and website or social media costs;
- Subcontracting with training providers for curriculum delivery or with vendors providing specific training platforms or licensure testing services;
- Purchasing and installing specialized equipment and infrastructure for training;

- Leasing venue space, and other direct startup costs needed for training delivery;
- Training stipends and subsidized wages for on-the-job training/initial placements;
- Subsidized wages for on-the-job training/initial placements; and
- Supporting services to address barrier reduction, including transportation reimbursements, daycare subsidies, and equipment and gear subsidies.

Activities that are NOT eligible for funding include, but are not limited to:

- Purchase or lease of venue space or equipment intended for general operating purposes;
- Costs associated with preparing this proposal;
- Activities that occur before or following the term of an awarded grant;
- Staff costs outside of the allowable cost guidelines; and
- Indirect costs exceeding 15% unless there is an applicable exception (e.g. NICRA).

For additional guidance, see the program budget component in Section 8: How to Apply.

VIII. ESTIMATED TIMELINE

This timeline is subject to change at MassCEC's discretion. Notification of Award timelines may vary based on the number of applications and time of year.

Release of RFP	October 20, 2026
Questions due to MassCEC via email to wfdtraining@masscec.com	Ongoing through May 3, 2027
Questions with answers posted to the MassCEC website	Updated at least every month on the 2nd Tuesday through April 14, 2027
Pre-Application Webinars	October 30, 2026 at 1:00pm via Zoom
Pre-Application Office Hours	Thursday, November 12 at 3:00 PM Thursday, November 19 at 5:30 PM Thursday, December 3 at 1:00 PM Tuesday, December 8 at 12:30 PM Wednesday, December 16 at 1:00 PM Tuesday, January 12 at 12:30 PM Thursday, January 21 at 5:30 PM Monday, January 25 at 1:00 PM Tuesday, February 9 at 5:30 PM Wednesday, February 24 at 12:30 PM Wednesday, March 17 at 12:30 PM

	Tuesday, March 23 at 12:30 PM Thursday, March 25 at 1:00 PM Wednesday, March 31 at 5:30 PM Thursday, April 8 at 12:30 PM
Proposals Due	November 23, 2026, by 11:59 pm for review beginning the week of November 30, 2026 February 26, 2027, by 11:59 pm for review beginning the week of March 10, 2027 May 3, 2027, by 11:59 pm for review beginning the week of May 10, 2027.
Interviews of Applicants (as needed)	Scheduled as needed.
Notification of Award	February 2027 if received by November 23, 2026 April 2027 if received by February 26, 2027 July 2027 if received by May 3, 2027
Expected Contract Execution	Four (4) to six (6) months from deadline applied.

IX. HOW TO APPLY

All applications for this Request for Proposals (RFP) must be submitted through **MassCEC's Workforce Development Data Solutions Platform**. If you encounter issues during the application process, reach out to **WFDtraining@masscec.com.** Email submissions will only be accepted if applicants experience a technical issue with the platform.

Applications are accepted on a rolling basis and must be fully submitted **no later than 11:59 PM ET on May 3, 2027**. Applications submitted after the deadline will not be scored. -

STEP 1: REVIEW THE RFP AND AVAILABLE RESOURCES

Applicants should carefully review the Climate-Critical Workforce Training, Equipment & Infrastructure RFP, including all instructions, eligibility requirements, and required application materials.

Applicants are strongly encouraged to attend pre-application webinars and/or office hours to learn more about program requirements and the application process, including submitting applications through the Workforce Development Data Solutions Platform.

Questions may be submitted on a rolling basis to **WFDtraining@masscec.com.** mailto:WFDtraining@masscec.com

STEP 2: ACCESS THE WORKFORCE DEVELOPMENT DATA SOLUTIONS PLATFORM

To begin an application, applicants must access the Workforce Development Data Solutions Platform at: https://www.workforce.cleanenergyeducation.org/home

All application materials must be completed and submitted directly through this platform.

STEP 3: LOG IN OR REGISTER

- **Current or existing MassCEC Workforce grantees** should log in using credentials previously provided to their organization by **no-reply@careerteam.com**
    - If credentials cannot be located or were not received, applicants should contact WFDtraining@masscec.com for assistance.
- New applicants must register for an account and create an organizational profile by following the on-screen instructions

STEP 4: LOCATE THE FUNDING OPPORTUNITY

Once logged in, applicants must:

- Navigate to the **"Open RFPs"** section of the platform, located at the top of the webpage
- Select the Climate-Critical Workforce Training, Equipment, & Infrastructure funding opportunity
    - Choose "Strand A" if applying for Career Pathway Training Leading to Employment in Climate-Critical Priority Occupations funding
    - Choose "Strand B" if applying for Climate-Critical Upskilling for Incumbent Workers funding
    - Choose "Strand C" if applying for Equipment Infrastructure and Training Ecosystem Support funding
    - Choose "Strand D" if applying for Capacity for Climate-Critical Educators and Trainers funding
- Review the RFP details and required application materials associated with the solicitation

STEP 5: COMPLETE AND SUBMIT THE APPLICATION

Applicants must complete all required application fields within the Workforce Development Data Solutions Platform and upload all required attachments as prompted. The following materials are available within the platform under **Application Materials** and must be reviewed and/or completed as applicable:

Required Application Attachments to Complete and Upload

- CCT26 Program Narrative and Scope of Work – Strand A/B/C/D (.docx)
- Attachment 3 – Proposed Program Budget and Schedule (.xlsx)

Reference Materials (Provided for Review)

- Attachment 4 – Cost Reimbursement Grant Agreements (.docx)
- Attachment 5 – Training Progress Report Template (.xlsx)
- Attachment 6 – Decision Chart (.docx)

Applicants are responsible for ensuring that all required fields are completed and that all required attachments are uploaded prior to submission.

Applicants should note that:

- The application form does **not** automatically save
- Progress must be saved manually
- Once all required components are complete, applicants must click **"Submit"** within the platform to submit a final application.

TECHNICAL ASSISTANCE AND ACCESSIBILITY

MassCEC encourages applicants to utilize available resources, including pre-application webinars, office hours, and platform-specific support sessions.

For questions, technical issues, or if submitting an application through the Workforce Development Data Solutions Platform creates an undue hardship, applicants may contact WFDtraining@masscec.com to request assistance or discuss potential accommodations.

Attachment 3 must be submitted as a single Excel file with all relevant tabs completed.

Attachment 4 need not to be returned and is strictly for reference, except in situations where the Applicant is requesting changes to the general terms and conditions set forth within the MassCEC standard grant agreement. Requested modifications to these sections are subject to MassCEC review, must be signaled at the time of application submission to be considered during contract scoping negotiations, and may affect an Applicant's eligibility for funding. **If changes are requested to the grant agreement language, please note that in the CCT26 Program Narrative Scope of Work Strand A/B/C/D Application Form and return an annotated version of Attachment 4, depending on which Strand you are applying to, as part of your application packet**. (Note: MassCEC has limited ability to change contract terms.)

A Cost Reimbursement Grant Agreement (Attachment 4) will be considered for all Grants, except in rare instances where a Cost Reimbursement grant structure would cause undue hardship.

Supporting documents such as Memoranda of Understanding (MOUs) and Letters of Support should be integrated into **the CCT27 Program Narrative Scope of Work Strand A/B/C/D**, but Applicants may also submit these as distinct attachments. Additional attachments, other than those listed above and MOUs/LOSs, will not be considered during review and scoring and may lead to an application packet being deemed ineligible for review.

CCT27 Program Narrative Scope of Work Strand A/B/C/D asks for anticipated recruitment demographics for program participation. Using the program participant definitions and historical recruitment patterns gives the best estimates of the percentages of participants from DEI categories, including EJ Neighborhoods, Low-Income Communities, and Gateway Cities. Please provide figures based on statistics from historical service in the proposed geographic area and for the target populations.

Attachment 5: Sample Progress Report is included to inform Applicants of the required data and metrics to be collected. Additional information under Section 3: Program Goals and Descriptions

Attachment 6: Decision Chart (To Assist Applicants In Determining Proposed Programming Fits Adult Training Focus of this RFP) is included as a guide for Applicants to determine the best funding option for populations to be served – Student and Young Adult vs. Adult.

Using Attachment 3, provide the program's proposed budget, organizational budget and proposed program schedule.

- Program Budget

On tab one (1), provide a standard line-item project budget representing the full term of the proposed project (inclusive of an additional year of post-program monitoring and metrics tracking as required for Strands A and B), including staff salaries, direct program costs, subcontracting costs, indirect costs, and fringe costs. **Each line-item should include rates and units/quantities, as well as detailed narratives that align with the proposed activities described in the CCT26 Program Narrative Scope of Work Strand A/B/C/D and should not reflect lump sums for the associated tasks.** If multiple similar tasks are planned, each unique task with an assigned rate should be detailed on a separate line; for example, if two (2) different types of stipends are being offered to participants, each stipend should be reflected on a separate line under Support Services.

Staff, Fringe, and Indirect Cost Rates

Staff costs must align with documented wages and salaries and cannot be fully loaded rates that organizations associate with the value of specific services provided by staff. Similarly, fringe rates must reflect both existing benefits and costs, as well as projected costs. Applicants must be willing to provide additional details about the breakdown of current and anticipated fringe costs.

Indirect expenses are necessary for overall operations but cannot be identified with a single project, such as general administration, utilities, and office space. For example, the compensation of an organization’s finance, HR, or executive leadership staff who support the entire organization but are not working directly on the funded project.

Indirect costs may be charged to MassCEC grants only when they are reasonable, necessary, and allocable to the funded project. Indirect rates must be calculated only for staff and fringe costs and cannot be applied to other cost centers, such as materials, subcontractors, or equipment. Indirect costs must be clearly distinguished and accounted for separately from direct project costs in all grant budgets and financial reports.

Indirect costs should exclude:

- Capital expenditures for general-purpose equipment (e.g., office furniture, vehicles, buildings, land).
- Capital improvements to buildings or land (construction, major renovations).

Depreciation on capital assets is allowable as part of an indirect cost pool, but the purchase cost itself cannot be charged.

Additionally, indirect costs may not cover entertainment, alcohol, lobbying, or any expenses unallowable under federal or Commonwealth standards. Pass-through grants to subrecipients must adhere to the same indirect cost restrictions and terms of the grant agreement, unless expressly approved by MassCEC.

For grants issued by MassCEC for all funding sources (with the exception of federal funding subject to external audit), indirect costs are capped at 15% of total direct salary and fringe expenses. The 15% cap aligns with federal Uniform Guidance principles (2 CFR 200) and represents a best practice safeguard against excessive overhead charges.

Institutions with a federally negotiated indirect cost rate agreement (NICRA) may request an exception when applying for non-federal funding. Any such request must be reviewed and approved by the MassCEC CFO or their designee in consultation with program staff. Exceptions must be justified and detailed in writing as part of the application process and approved prior to execution of the grant agreement.

Subcontractors

Applicants intending to designate Fifty Thousand Dollars ($50,000.00) or more of the grant funds to a subcontractor for the work proposed must submit a separate detailed line-item budget for the subcontractors using a copy of the provided budget template, Attachment 3. Budget and Proposed Project Schedule.

Cost Share

Applicants are encouraged to demonstrate a commitment to cost-sharing as MassCEC looks to leverage shared resources with limited funding. Projects with greater levels of cost-share will be prioritized in the selection process. Cost share is defined as monetary or in-kind costs supporting the proposed grant program. Cost share cannot include other grants from MassCEC.

- Organizational Budget

  Provide an annual organizational operating budget along with the proposed program budget. Key features of an operating budget include the lead Applicant's projected revenue and expenses and top-level expense categories such as salaries, operational expenses, and administrative overhead.

- Proposed Project Schedule with Milestones and Deliverables

  On tab two (2), provide a proposed project schedule. During the fulfillment of the grant, MassCEC responds to timely invoices that provide documentation of deliverables to disburse grant funds. **Applicants must submit a project schedule outlining the chronological program dates to match the structure of the Cost Reimbursement contract. Project schedules should account for four (4) to six (6) months from the application deadline date for contract execution.**

Complete application submissions will be accepted through **11:59 PM EST** on **November 23, 2026, 11:59 PM EST** on **February 26, 2027** and **11:59 PM EST on May 3, 2027**. Under no circumstances will MassCEC accept responses past the deadline. Awards will be made competitively and until available funds are expended.

Resources and Support for Potential Applicants:

All Applicants are encouraged to work with MassCEC and utilize MassCEC support when preparing an application—attendance at the pre-application webinars and office hours. Links to helpful resources and past webinars will be provided on the MassCEC website along with the links to the funding opportunity documents.

Additionally, Applicants are encouraged to leverage MassCEC networks to seek partnerships. MassCEC will maintain an opt-in listserv that will provide program updates, including descriptions of potential Applicants seeking partnerships. If you are not on the Workforce listserv and would like to be added, email wfdtraining@masscec.com.

MassCEC will offer a publicly accessible contact list of organizations seeking partnerships and their geographic and occupational interest areas for those seeking partnership opportunities. MassCEC may also seek to facilitate relationships directly upon request.

Electronic Accessibility:

If accessibility to a computer, internet, or software may prohibit you from submitting an electronic application, in general, or by any deadline, or if there are other challenges with accessibility, such as language or writing barriers, alternative options may be discussed, such as video application. Please email wfdtraining@masscec.com or telephone the MassCEC Training

and Small Business Support (TSBS) Program Administrator, at (617) 315-9300, option 7, option 2, to discuss accommodations.

Supplier Diversity Self-Assessment:

MassCEC is interested in understanding the composition of its applicant and awardee pool today, to help inform future program design. Applicants are encouraged, but not required, to complete the 30-second self-assessment (the "Assessment") as part of the Certification Program for the Supplier Diversity Office of Massachusetts (SDO). Applicants who choose to complete the Assessment are encouraged to provide a screenshot of the results page with their application packages to support MassCEC's data collection efforts.

Because MassCEC is interested in the results of the Assessment for informational purposes, MassCEC requests that Applicants respond to the questions in the Assessment based only on full-time employees with equity stakes, rather than considering the equity owned by investors.

Use of Artificial Intelligence ("AI"):

Please disclose to MassCEC in your application any use of, or planned use of, generative AI either in responding to this RFP or in carrying out the scope of work required for the project or services, if awarded. MassCEC reserves the right to review submitted materials to determine whether generative AI was likely used, including the use of detection tools, linguistic analysis, or verification methods, as appropriate. MassCEC further reserves the right to accept or reject any proposed uses of generative AI, or request supplemental non-AI generative materials from applicants, or cancel or rescind an award where generative AI has been used without MassCEC approval.

X. SELECTION CRITERIA

All Proposals will be evaluated using the following criteria:

Applicant and Partner Experience and Qualifications	• Applicants have a strong track record and demonstrated capacity for implementing workforce development programs and a defined network of partners to provide comprehensive program services. • Applicants should highlight any history of providing unique or advanced approaches to program services. • Actual Outcome Metrics from comparable workforce development programming substantiating a track record of success
Target Occupations	• Target occupations align with climate-critical occupations as outlined in the RFP and/or make a detailed case for an additional climate-critical occupation. • Additional consideration will be reserved for projects that address occupations and businesses in the Energy Efficiency, Demand

	Management, and Clean Heating and Cooling Sector. This sector is by far the largest clean energy sector, with 74,305 workers in 2022, accounting for over 70% of the state's clean energy workforce. Modeling from MassCEC's workforce needs assessment anticipates an additional 18,000 jobs in this sector by 2030. • Additional consideration will be reserved for projects that address clean heating and cooling, electrification, and clean transportation. • The target occupation(s) are contextualized into multiple career pathways for advancement, and the proposed program provides direct or supported access to navigating these pathways. • The target climate-critical occupation(s) have projected sustained hiring demand.
Employer and Industry Engagement	• Applicants should maximize engagement with employer partners across the program, designing for their involvement at multiple junctures and using their guidance to ensure that proposed programming or equipment and infrastructure investment align with the current demands of the industry. • Applicants demonstrate established partnerships with employer partners with commitments to consider program participants for applicable job openings.
Outcomes, Budget, Leveraged Resources, and Sustainability	• Applicants propose strong outcomes, a program design that can achieve these outcomes, and data collection practices that support effective outcome tracking. • Applicants propose milestones, deliverables, timelines, and resource allocations that align with programming and participant needs. • Applicants proposed budget results in a reasonable per-participant cost for the type and intensity of programming the Applicant proposes. • Applicants demonstrate progress towards identifying appropriate funding supports to leverage in the initial award period and sustainable funding sources to continue programming beyond the grant period.
Diversity of Approaches	• Diverse Applicants and Applicant Teams are encouraged to apply, especially those certified by the Massachusetts Supplier Diversity Office or equivalent body. If you believe your organization meets the criteria for this but has not completed certification, Applicants may offer a statement in this regard on the application form. • Additional factors that will be considered include geographic diversity, target sector/occupational diversity, support of Equity Workforce priority populations (e.g., individuals from EJ Neighborhoods and Low-Income Neighborhoods, Fossil Fuel Workers, members of Federally recognized and State-acknowledged Tribes, etc.), and support of additional categories of populations (e.g., residents of Gateway Cities, ESOL individuals, immigrants/refugees, returning citizens, opportunity youth, etc.).

	• Applicant's experience working with individuals from a range of backgrounds and circumstances, varied professional experience, education levels, language barriers, low income, living with disabilities, or residing in Burdened Areas. • Consideration may be given to proposals offering novel and impactful approaches to workforce development.

Strand A: (Career Pathway Training Leading to Employment in Climate-Critical Priority Occupations) will also be assessed on the following category:

Program Design (Training Delivery, Outreach, Support Services, Placement, Retention)	• Applicants present a comprehensive training plan with strong vocational and work readiness curricula designed to meet employer needs and maximize participant success. • Applicants present outreach and recruitment activities that encourage participation from a broad and inclusive participant pool, accessible to a wide range of qualified individuals and communities, including those with varied professional experience, education levels, language barriers, low income, living with disabilities, or facing increased burdens as characterized by the MassEnviroScreen model. • Whenever possible, programs provide pathways to industry-recognized credentials or licenses and/or articulated higher education credits. • Training delivery models embrace innovative and proven strategies to increase participant success (e.g., on-the-job training at the employer's location, pre-apprenticeships, virtual reality to maximize hands-on training time, etc.). • The program design includes case management and support services tailored to meet participant needs and promote completion, retention, and advancement. • Applicants have a comprehensive placement strategy that includes dedicated job development staff through the lead 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.

Strand B: (Climate-Critical Upskilling for Incumbent Workers) will also be assessed on the following category:

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.

Strand C: (Equipment, Infrastructure and Training Ecosystem Support) will also be assessed on the following category:

Program Impact on 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 workers by increasing the number of students able to participate in an existing program to meet demonstrated demand. • Leads to the addition or significant improvement in the climate-critical skills supported 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. • Demonstrates sustainability by showing evidence of the ability of the organization to sustain the program after the initial award. • Leverages partnerships and resources by scoping a project that includes the input and collaboration of relevant stakeholders alongside additional funding from local, state, federal, and private funding. • Demonstrates a commitment to increasing access to environmental justice and disadvantaged communities and populations historically underrepresented in the target occupation.

Strand D: (Capacity for Climate-Critical Instructors) will also be assessed on the following categories:

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.

XI. EXPECTATIONS FOR GRANT AWARDEES

In addition to fulfilling Project Plan and Timeline described in the Scope of Work, to be agreed upon and finalized upon award, Awardees will be expected to satisfy the following responsibilities:

1. Finalize Grant Agreement

Awardees will work with the MassCEC Program Manager to develop and finalize their grant agreement to ensure that the statement of work, project plan, timeline, and other terms are in conformity to MassCEC standards prior to commencement of project work and disbursement of funding.

2. Attend Awardee Cohort Sessions and Training

Awardees will be required to send a representative to participate in regular webinars and meetings with other MassCEC awardees to check in, promote networking, synergize projects, share best practices, and overall strengthen the quality of the workforce development ecosystem related to climate critical occupations. Cohort meetings and training sessions will be offered on an ongoing basis, and Awardees are expected to participate regularly.

3. Consult with MassCEC Workforce Technical Assistance

MassCEC will provide technical assistance via staff with extensive workforce development and climate critical occupation-related experience, and via the services of a subcontracted provider. Technical assistance will consist of guidance and support during implementation, networking opportunities, partnership development assistance, and promoting continuous improvement to ensure the success and quality of the programs. Technical assistance will be delivered on an ongoing and as-needed basis to be agreed upon between the technical assistance provider and Awardee.

For budgeting purposes, Applicants should consider that active grantees will likely need to participate in at least 20 hours of TA every six months the grant is active. MassCEC will host one in-person full-day TA session each fall and spring, and Applicants should consider the associated travel cost. Applicants may plan for multiple people to participate in the various TA offerings, especially if it will provide opportunities for staff from various partner organizations to advance the efforts of the grant.

4. Provide Regular Reporting and Case Studies

MassCEC requires Awardees to provide monthly reports typically timed to coincide with scheduled invoices for payment. Awardees will be asked to provide monthly progress reports using templated forms and by attaching additional documentation for program-specific deliverables not captured within the templates. The templated reports capture general programmatic and participant data, including but not limited to demographic data, employment and wage data, dosage of service, and changes in status that signal progress towards program completion, placement, and retention.

MassCEC regularly features Awardees in social media blog posts, reports, and other media. To facilitate these activities, Awardees will be expected to provide case studies and regular reports as agreed upon in the Scope of Work. At a minimum, case studies will be expected to include a one (1) page text description of a successful training participant and an appropriate accompanying picture, with additional information, statistics, and photographs potentially requested by the MassCEC Program Manager. It is anticipated that case studies will be required on at least an annual basis.

XII. CONTACT INFORMATION FOR QUESTIONS

For all questions on the Climate Critical Training, please email wfdtraining@masscec.com.

XIII. GENERAL REQUEST FOR PROPOSALS CONDITIONS

NOTICE OF PUBLIC DISCLOSURE

As a public entity, MassCEC is subject to Massachusetts' Public Records Law, codified at Chapter 66 of the Massachusetts General Laws. Any documentary material, data, or other information received by MassCEC from an applicant is a public record subject to disclosure. Applicants shall not send MassCEC any confidential or sensitive information in response to this RFP. If confidential information is submitted as part of the application and not clearly marked as

confidential, such information may be made publicly available by MassCEC without further notice to the Applicant.

DISCLAIMER, WAIVER AUTHORITY, OTHER PROVISIONS

This RFP does not commit MassCEC to award any funds, pay any costs incurred in preparing a response to this RFP, or procure or contract for services or supplies. MassCEC reserves the right to accept or reject any or all applications received, waive minor irregularities in submittal requirements, modify the anticipated timeline, request modification of the application, negotiate with all qualified Applicants, cancel or modify the RFP in part or in its entirety, or change the application guidelines or requirements, when it is in MassCEC's best interests. No individual other than the contacts identified in this RFP is authorized to provide information or respond to questions concerning this RFP.

This RFP has been distributed electronically using MassCEC's website. It is the responsibility of Applicants to check the website for any addenda or modifications to an RFP to which they intend to respond. MassCEC accepts no liability and will provide no accommodation to Applicants who submit an application based on an out-of-date RFP document.

Applicant's response to this RFP shall be treated by MassCEC as an accurate statement of Applicant's capabilities and experience. If any statement contained in Applicant's response proves to be inaccurate, such inaccuracy shall constitute sufficient cause for rejection of the response or termination of any resulting contract.

CONTRACT REQUIREMENTS

Upon MassCEC's authorization to proceed with the proposal, MassCEC and the awarded applicant(s) will execute a contract, substantially in the form of the template agreement attached hereto as Attachment 4: Sample Agreement – Cost Reimbursement, which will set forth the respective roles and responsibilities of the parties. The awarded applicant(s) will be expected to execute a contract within 120 days of notification of award. If the contract is not executed within 120 days of the award notification, MassCEC reserves the right to rescind the award.

ATTACHMENT 1: AUTHORIZED APPLICANT'S SIGNATURE AND ACCEPTANCE FORM

Climate-Critical Workforce Training, Equipment, and Infrastructure Grants FY27 (the "RFP")

The undersigned is a duly authorized representative of the Applicant named below. The undersigned has read and understands the RFP requirements and acknowledges and confirms that the Applicant and each member of its team has read and understands the RFP requirements. The undersigned acknowledges and agrees that all of the terms and conditions of the RFP are mandatory.

The undersigned and each Applicant and each member of its team acknowledges and agrees that: (i) all materials submitted as part of the application are subject to disclosure under the Massachusetts Public Records Law, as explained in the RFP; (ii) that the Massachusetts Clean Energy Technology Center ("MassCEC") has no obligation, and retains the sole discretion to fund or choose not to fund the application set forth herein; and (iii) that MassCEC's receipt of the application does not imply any promise of funding at any time.

The undersigned and each member of the Applicant's team understands that, if the Application is selected by MassCEC pursuant to this RFP, the Applicant will execute and deliver an agreement to be provided by MassCEC that shall set forth the terms and conditions, together the respective roles and responsibilities of the Applicant, and each member of its team, and MassCEC, with respect to the project described in the RFP.

I certify that the statements made in this Application, including all attachments and exhibits, are true and correct.

Applicant: _____

(Printed Name of Applicant)

By: _____

(Signature of Applicant or Authorized Representative)

Title: _____

Date: _____

ATTACHMENT 2: CLIMATE-CRITICAL GRANT APPLICATION

Attached separately

ATTACHMENT 3: BUDGET AND PROPOSED PROJECT SCHEDULE

Attached separately

ATTACHMENT 4: SAMPLE MILESTONE AND COST REIMBURSEMENT GRANT AGREEMENT

Attached separately

ATTACHMENT 5: SAMPLE GRANTEE PROGRESS REPORT

Attached separately