MASS
CLEAN ENERGY CENTER

Request for Proposals: Equity Workforce Training Implementation Grants FY27

MASSCEC-WFD-ET10202026

Date of Issue: October 20, 2026

Anticipated Available Funding: up to $10,937,500

(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 Equity Workforce Training Implementation Grants ("Equity Training Grants").

The Equity Training Grant offers direct support to organizations to train the diverse clean energy workforce crucial to attaining the Commonwealth's 2050 goals. 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.[1] The Equity Training Grants will provide direct funding and technical assistance support to organizations that can build and scale career pathways leading to climate-critical priority occupations for:

- Individuals from Burdened areas[2] or low-income communities;
- Members of Federally recognized or State-acknowledged tribes;
- Members of underrepresented communities in the clean energy workforce; and
- Current or former workers from the fossil fuel industry ("Fossil Fuel Workers").

Please refer to Section 4: Definitions of this RFP for more complete definitions of the target populations.

Applicants to this solicitation ("Applicants") may apply for Equity Training Grants for programming that falls within one (1) or more of the following categories. If applying for multiple strands, applicants should submit separate applications for each strand:

- **Strand A:** Career Pathway Training Leading to Employment or Advancement in Climate-Critical Priority Occupations;
- **Strand B:** Clean Energy Training Preparedness and Pre-Apprenticeships for Adult Learners and Job Seekers; or
- **Strand C:** Planning or Capacity to Prepare for Implementation or to Run a Pilot Focused on Career Pathway Training or Training Preparedness.

Depending on the Strand, Applicants may apply for Twenty Thousand Dollars ($20,000.00) to One Million Two Hundred Thousand Dollars ($1,200,000.00) in funding for work completed over a period of six (6) months to three (3) years.

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

[1] "2024 Massachusetts Clean Energy Industry Report," https://reports.masscec.com/2024/jobs-and-businesses/.
[2] To learn more about Burdened Areas, see MassEnviroScreen: https://storymaps.arcgis.com/stories/536e0efba7a64103aa0055f1f98a26c3

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

Funds for this program will be expended from Equity Workforce Training Funds, initially created through the March 2021 Climate Legislation, *An Act Creating a Next Generation Roadmap for Massachusetts Climate Policy*[3] and re-defined by the August 2022 Climate Legislation, *An Act Driving Clean Energy and Offshore Wind*.[4] Should additional relevant funds become available through the Equity Workforce Fund or other sources, MassCEC may add funding to this RFP.

II. ABOUT MASSCEC

MassCEC is a quasi-public economic development agency of the Commonwealth of Massachusetts created by the state legislature. It is dedicated to accelerating the growth of the clean energy and climatetech sector across the Commonwealth to spur job creation, deliver statewide environmental benefits, increase affordability, and secure long-term economic opportunities for the people of Massachusetts. 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

Equity Workforce Program Goals:

The Equity Workforce Program seeks to expand access to career opportunities in climate-critical fields. A robust, well-trained, and inclusive workforce is vital to achieving and sustaining the Commonwealth's climate goals, including Net Zero in 2050. The equity workforce programs address the need to grow Massachusetts' clean energy workforce by prioritizing economic access and inclusion efforts across the full spectrum of economic opportunity, aiming to produce an increasingly diverse bench of highly trained new workers to help lead climate-critical work.

This solicitation is intended to support job training that fills gaps in the workforce for climate-critical sectors while creating opportunities for underserved individuals most impacted by climate change who are typically excluded from opportunities in these sectors. These funds will enable Applicants to:

- **Recruit individuals from Burdened Communities, individuals from Federally recognized or State-acknowledged tribes within the Commonwealth, members of underrepresented communities in the clean energy workforce, and Fossil Fuel Workers** to explore and enter climate-critical priority occupations.

[3] https://malegislature.gov/Laws/SessionLaws/Acts/2021/Chapter8
[4] https://malegislature.gov/Laws/SessionLaws/Acts/2022/Chapter179

- **Create new and/or expand technical and job readiness training including career advancement and upskilling opportunities** to provide the skills necessary to attain placement in climate-critical priority occupations.
- **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 social and economic barriers and increase the likelihood of long-term career success.
- **Address common barriers to equitable access** to climate-critical careers through more intentional career awareness and navigation support.

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 energy efficiency, demand management, and clean heating and cooling 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, clean transportation, 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[5]. 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, as long as they offer wages more in line with living wages within a reasonable timeframe of six (6) to twelve (12) months.

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

- **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.
- **Addressing Barriers** – From the initial outreach all the way through employment retention services post-placement, Applicants are encouraged to design programming that mitigates barriers. Strong outreach plans will include ways to connect with individuals who may be difficult to reach via traditional avenues due to various factors such as language barriers, lack of digital access, lack of affordable childcare, and distrust/cultural stigmas. Members of the target populations may lack prior support and experience to compete for initial job openings and advancement opportunities successfully. Thoughtful, engaging, accessible, and well-integrated work readiness or soft skill training components are critical to participant success. 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 after job placement.
- **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 encouraged to detail strategies and support that can lead to increased outcomes over the performance period of the grant.

- **Coordination with the CUBS small business ecosystem –** to increase placement potential, MassCEC Equity Workforce Training grantees will be required to participate in activities that promote the hiring of graduates from their programs to both support the labor needs of Climate-Critical Underrepresented Business Support (CUBS) participants and to ensure the overall goals set forth within the originating Climate Legislation. This may include regional coordinated matchmaking events, regularly sharing graduate resumes with CUBS business participants seeking to hire, and coordinating with CUBS grantees to host the grantee or their participants during training to provide employer exposure.

Examples of Appropriate Implementation 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 A: Career Pathway Training Leading to Employment or Advancement in Climate-Critical Priority Occupations

Program Focus	**Examples**
Build job training and support capacity to fill gaps in the workforce for climate-critical sectors while creating new or advancement opportunities for underserved individuals most impacted by climate change who are typically excluded from opportunities in these sectors.	A community college with an existing heating, ventilation, and air conditioning (HVAC) training works with local HVAC companies to develop an additional energy-efficient heat pump curriculum and partners with a community-based organization providing training stipends and wraparound support services to ensure that underserved individuals access the program. A for-profit residential clean energy company recognizes the need for more trained workers for installation, electric vehicle integration, and battery storage, so it partners with a workforce development center in an underserved community to both provide career-readiness training and recruit employees for an employer apprenticeship program providing technical training and on-the-job learning.

	An employer with operations in burdened communities partners with a community college and labor-management training fund to upskill incumbent facilities staff in high-efficiency HVAC, heat pump systems, and building automation. Workers receive paid release time, industry-recognized credentials, and advancement opportunities, while the employer benefits from a workforce equipped to meet new clean energy performance standards.

Strand B: Clean Energy Training Preparedness, Learn and Earn, and Pre-Apprenticeships for Adult Learners and Job Seekers

Program Focus	**Examples**
Support programs that equip adult learners and job seekers from the most impacted communities with the foundational skills, experiences, and knowledge needed to successfully enter training and advance in clean energy careers, with an emphasis on program models directly resulting in enrollment into continued training or apprenticeships post-completion. Programs in this strand may include, but are not limited to, the following models: Career Navigation, Pre-apprenticeship Programs, Learn and Earn models, and Work-Based Learning, which offer targeted support such as basic technical training and other hands-on learning opportunities, career exposure and industry awareness, job readiness skills, and career navigation resources including guidance on pathways into registered apprenticeships or further technical training.	A community-based organization that historically specializes in providing social services designs a career navigation program with a parallel training pipeline to increase the number of refugees and immigrants entering a retrofit training program offered by a local workforce development organization. A nonprofit with a history of providing pre-apprenticeship programming to individuals from EJ communities applies for funding to integrate greater exposure to climate-critical career paths and relevant employer partners into their programming and to establish a partnership with the relevant clean energy-geared apprenticeship programs. A regional nonprofit partners with training providers and clean energy employers to create a paid internship program for non-traditional candidates, including career changers and adults re-entering the workforce. Training providers equip participants with essential technical and job readiness skills before and during the internship, while employers offer short-term, subsidized placements that de-risk the initial

	hire. Successful interns transition into full-time employment or continued technical training, building durable pathways into clean energy careers.

Strand C: Planning or Capacity to Prepare for Implementation or to Run a Pilot Focused on Career Pathway Training or Training Preparedness.

Program Focus	**Examples**
Prepare applicants for full implementation of a workforce development project via a comprehensive planning process supported by MassCEC technical assistance, resulting in a comprehensive implementation plan informed by workforce development best practices, or support applicants increasing organizational capacity to enable full implementation, which may include hiring of additional staff, procuring necessary equipment or infrastructure, developing a curriculum and program components, or adding additional necessary resources and supportive services to existing workforce programming. Where full implementation is not necessary to achieve program goals or where a pilot will inform final plans prior to implementation, capacity grants may involve smaller scale implementation activities to provide direct service, training, or support to eligible target populations.	An established training CBO hires additional trainers and social support staff tasked during the project to design additional curriculum to pivot existing proven training into clean energy and to engage additional climate-critical employer partners to ensure long-term placement success, with the intent of carry new staff and programming into implementation, if awarded further implementation funds. Pilot an evening cohort of a climate-critical pre-apprenticeship program to enable current and former Fossil Fuel Workers to take training during hours when not working with the goal of entering apprenticeships that will advance their career and pivot them into clean energy.

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 13: Disclaimer & Waiver Authority of this Solicitation regarding MassCEC's discretion to accept or reject applications.

Career pathway training programs incorporating career navigation elements must apply under Strand A only and submit a single application. Separate applications under Strands A and B are not permitted for these combined programs. Standalone career exploration programs should apply under Strand B. Strand B applicants must demonstrate clear "off-ramps" for participants and provide evidence of established partnerships with employers or organizations

that support participants' transition into further training, apprenticeship, or employment opportunities.

Program Outcomes and Metrics:

Implementation grantees will be expected to track and report outcome metrics using MassCEC templates and standards. Outcome metrics are designed to reflect successful progress to the overall goals of the Equity Workforce Fund. 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.[6]

For **Strand A** grantees providing career pathway training to participants entering the clean energy sector, the grantee should provide sufficient training and support to enable underrepresented individuals to obtain and retain employment in high-quality climate-critical occupations and to attain career growth. Grantees must track and report data that substantiates participant progress and outcomes, such as:

- Enrollment rates of target populations;
- Demographic details of participants served;
- Languages spoken of participants served;
- Completion rates for individuals enrolled in training programs;
- Placement rates for individuals completing training programs;
- Retention rates for individuals post-placement for a minimum six (6) months; and
- Changes in salary/hourly wages.

For grantees providing upskilling opportunities through Strand A, the goal is to establish advancement pipelines. 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
- Completion of additional industry-recognized credentials

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 are known to experience significant barriers and challenges. Attachment 5: Sample Grantee Progress Report is included for reference.

[6] 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 **Strand B** grantees providing career awareness programs to participants considering entering the clean energy sector, providing career exposure to underrepresented individuals to encourage and enable those individuals to enter the clean energy sector and take advantage of the opportunities presented by off-ramping into a high-quality climate-critical career. While the overall reach and impressions obtained by the programs are major goals of career awareness and exploration programs, programs with clear actionable off-ramps leading to placement following exposure, such as direct pipelines into specific pre-apprenticeship or apprenticeship programs or training programs may be viewed favorably. The success of career awareness and exploration programs are measured using metrics including, but not limited to:

- Enrollment/engagement rates of target populations;
- Completion rates for individuals taking part in specific career awareness activities;
- Technical skill development as indicated by completion of relevant industry certifications and credentials;
- Increased work readiness or durable skill development as measured by standardized assessment tools;
- Increased clean energy career navigation and job search knowledge;
- Placement rates/rates of individuals successfully navigated into an accepted off-ramp (e.g., number of participants entering a climate-critical training program, number of participants accepted to apprenticeship programs, or number of participants obtaining employment in a climate-critical occupation).

As part of the planning and capacity process, **Strand C** grantees will be expected to consider program outcomes and metrics that MassCEC requires implementation grantees to track and report within the design of final implementation plans. Grantees administering any direct service to participants via a Capacity Grant will be required to track and report outcome metrics using MassCEC templates and standards. Outcome metrics are designed to reflect successful progress to the overall goals of the Equity Workforce Fund and include, but are not limited, to the categories noted below:

- Enrollment rates of target populations;
- Demographic details of participants served;
- Completion rates for individuals enrolled in training programs;
- Placement rates for individuals completing training programs;
- Retention rates for individuals post-placement for at minimum six (6) months; and
- Changes in salary/hourly wages.

For training program pilots, 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 are known to experience significant barriers and challenges.

Organizations are strongly encouraged, but not required, to submit a Planning Concept detailed in a Letter of Intent (LOI) through the Workforce Development Data Solutions Platform and receive feedback from MassCEC prior to submitting a **Strand C** application to this RFP. The LOI allows applicants to receive early feedback on alignment with the RFP's goals, priorities, and scoring criteria, including labor market analysis, target occupations, training pathways, existing training capacity, and documented workforce needs. Applicants may use this feedback to strengthen their proposals; however, submitting an LOI provides no preference or advantage in reviewing or scoring full applications. Please submit the LOI within the timelines set forth in the RFP Description Page in the Platform to ensure adequate time for review and feedback.

To allow sufficient time for review, applicants seeking feedback on a proposed planning grant are strongly encouraged, but not required, to submit a Letter of Intent (LOI) before submitting a full application. The LOI provides an opportunity to receive early feedback on alignment with the RFP's goals and priorities. Applicants may use this feedback to strengthen their proposals; however, submitting an LOI provides no preference or advantage in the review or scoring of a full application. Applicants should submit the LOI four (4) weeks before the applicable application deadline, and no later than two weeks prior to the deadline to receive timely feedback from MassCEC before the application deadline. The LOI template is made available for download and upload when you choose the Planning Strand in the online Application form.

For all strands, applicants that demonstrate prior success supported by actual reported outcome metrics from comparable programming as proposed, provided in "Additional Applicant Information" section of the Equity Workforce Training Grant Application, may be viewed more favorably. Comparable programming, for example, could be similar workforce development career pathway training programs focused on other hands-on occupations with similar levels of rigor and duration and similar approaches to placement, retention, and wraparound support.

Applicants that 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 past experience and/or partners may not be prepared to run implementation on this scale and may be better suited for planning or may not be suitable for this funding opportunity.

IV. DEFINITIONS

Burdened Area: 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.

- 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[7] [8]

Occupation Title	2017 EOLWD Star Ranking	Median Wage	Additional Clean Energy Jobs by 2030	% Growth of Clean Energy Jobs by 2030

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

[8] 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

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%
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%

ranked higher, based on short-term hiring projections (2017), long-term hiring projections (2024) and occupation median wage.

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%

Economic Access and 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 (see additional definition below).
- "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[9].

[9] https://mass-eoeea.maps.arcgis.com/apps/webappviewer/index.html?id=1d6f63e7762a48e5930de84ed4849212

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)[10] 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 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[11] 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:

[10] https://www.mass.gov/info-details/indian-affairs

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

- 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.

V.WHO IS ELIGIBLE TO APPLY?

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 applicant ("Partner Applicant") and listed in the "Additional Program Information" section of the Equity Workforce Training Grant Application. Applicants that provide actual outcome metrics for past comparable work run by partners may be viewed more favorably. MassCEC may request further information about the qualifications of Partner Applicants 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 "Additional Program Information" section of the Equity Workforce Training Grant Application and indicate their role and 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.
- Trade and Labor entities such as training companies, trade associations, unions, or other coalitions of businesses and clean energy businesses, Non-Profit and For-Profit .
- Federally Recognized and State-Acknowledged Tribes.
- Workforce Development Organizations, Non-Profit and For-Profit.
- Massachusetts Workforce Investment Boards and Career Centers/Mass Hire Organizations.

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 $10,937,500. 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 and Advancement in Climate-Critical Priority Occupations	$150,000-$1,200,000	Not required, but encouraged	**One (1) to Three (3) year award.** (an additional year of post-training monitoring and metrics tracking is required, so Applicants should plan and budget for that obligation.)
Strand B: Clean Energy Pipeline Training Preparedness for Adult Learners and Job Seekers; including Learn and Earn models and pre-apprenticeship preparedness programming	$50,000-$600,000	Not required, but encouraged	**One (1) to Three (3) 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: Planning or Capacity Project Leading to Implementation or Pilot of a career pathway training or pipeline training preparedness program.	**Planning:** $20,000-$50,000 **Capacity:** $30,000-$150,000	Not required, but encouraged	**Planning:** Six to Twelve-Month Award **Capacity:** One or Two-year award

Career pathway training programs that incorporate career exploration elements must apply under Strand A only and submit a single application. Separate applications under Strands A and

B are not permitted for these combined programs. The maximum award for a Strand A application, inclusive of both training and exploration elements, is $1.2 million.

Applicants are not required to demonstrate a cost-share. However, Applicants are encouraged to report a cost-share, such as personnel time dedicated to the project being supported by other funding sources, in Attachment 3: Budget and Proposed Project Schedule, where leveraged resources and funds signal greater long-term sustainability for the project and where the total cost of the program, including cost-share, better represents the scale, real cost, and level of overall investment into the proposed project. In-kind cost-shares will be considered and include 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.

At MassCEC's discretion, applications for Equity Training Grants that are not detailed enough for an implementation 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 Equity 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.

Additionally, MassCEC may elect to award a portion of Equity 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.

MassCEC may deem a proposal a stronger fit for other solicitations. All requests for additional information and/or authorization to consider an application under additional procurement or funding opportunities will be clearly communicated, and Applicants will be given a defined timeline to respond to requests and provide supplemental documentation. Applicants are encouraged to proactively submit concurrent applications to open solicitations.

MassCEC Equity Workforce Training grantees will be required to participate in activities that promote the hiring of graduates from their programs to both support the labor needs of Climate-Critical Underrepresented Business Support (CUBS) participants and to ensure the overall goals set forth within the originating Climate Legislation. This may include regional coordinated matchmaking events, regularly sharing graduate resumes with CUBS business participants seeking to hire, and coordinating with CUBS grantees to host the grantee or their participants during training to provide employer exposure.

All awards under this RFP are Cost Reimbursement Grant Agreements, except planning grant awards, which may be formatted as milestone deliverable grant agreements when appropriate. Under cost reimbursement agreements, the grantee is reimbursed for actual expenses incurred in the approved budget. The sample agreement, Attachment 4: Sample Milestone and 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 Equity Workforce Training Implementation Grants, Applicants must use funds to implement workforce development programs that lead to careers in the clean energy sector. Applicants proposing programs leading to occupations in clean heating and cooling, electrification, and clean transportation potentially may 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 for training;
- Leasing venue space, and other direct startup costs needed for training delivery;
- Training stipends for program participants;
- Subsidized wages for on-the-job training/initial placements; and
- Support services to reduce barriers, including but not limited to transportation reimbursements, childcare 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; and
- Staff or indirect costs outside of the allowable cost guidelines.

For additional guidance, see the program budget component in Section 9: How to Apply.

VII. 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 1, 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 May 2027 if received by February 26, 2027 July 2027 if received by May 7, 2027
Expected Contract Execution	Four (4) to six (6) months from deadline applied.

IX. APPLICATION PROCESS - 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 Equity Workforce Training Implementation 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.

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 OPPORTUNTIY

Once logged in, applicants must:

- Navigate to the **"Open RFPs"** section of the platform, located at the top of the webpage
- Select the Equity Workforce Training Implementation 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 Clean Energy Pipeline Training Preparedness for Adult Learners and Job Seekers; including pre-apprenticeship preparedness programming funding
    - Choose "Strand C" if applying for Planning or Capacity Project Leading to Implementation or Pilot of a career pathway training or pipeline training preparedness program 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:

<u>Required Application Attachments to Complete and Upload</u>

- ET26 Program Narrative and Scope of Work – Strand A/B/C (.docx)
- Attachment 3 – Proposed Program Budget and Schedule (.xlsx)

<u>Reference Materials (Provided for Review)</u>

- Attachment 4 – Sample Milestone and 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 interested in learning more about the Massachusetts Climate Careers 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.

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: Budget and Proposed Project Schedule must be submitted as an individual Excel file and should include the Applicant's Proposed Budget, Program Schedule, and Organizational Annual Budget.

Attachment 4 is sample of a MassCEC Milestone and Cost Reimbursement Grant Agreement Contract and does need not be returned and is strictly for review and reference, unless the applicant is requesting changes to any of the language in the sample grant agreements; **if changes are requested to the grant agreement language, please return an annotated version of Attachment 4: Sample Milestone and Cost Reimbursement Grant Agreement as part of your application packet** (Note: MassCEC has limited ability to change contract terms). Supporting documents such as Memorandums of Understanding ("MOUs") and Letters of Support ("LOSs") should be integrated into the Equity Workforce Training Grant Application, 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.

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

Attachment 6 is a Decision Chart to assist grantseekers to determine which MassCEC Workforce Development RFP best fits proposed programming.

Attachment 5: Sample Grantee Progress Report and Attachment 6: Decision Chart are for reference only.

Program Budget

General Guidance:
On tab one (1), provide a standard line-item program budget representing the full term of the proposed project, including staff salaries, direct program costs, support services and subcontracting costs, indirect costs and costs. **Each line-item should include rates and units/quantities, as well as detailed narratives that align with the proposed activities**

described in the Equity Workforce Training Grant Application and should not reflect lump sums for the associated tasks.

All line-items must be explained in the narrative column. For example, if applying for personnel funds, include the units (Full-Time Equivalent (FTEs) or hours) and rate (annual salary or wage) as well as the program responsibilities for each staff person. *Please note that while the budget form asks for names and titles for staff, applicants may elect to provide titles only.*

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.

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-Timeline and Phases

On tab two (2), provide a proposed project schedule. Applicants must provide a project schedule including a timeline and phases aligned with and fully reflected in the requested budget, ensuring all activities correspond with associated budget costs.

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 23rd 2026, 11:59 PM EST** on **February 26th, 2027** and **11:59 PM EST on May 3rd , 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 is recommended. 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 Administrator at (617) 315-9300, option 7, option 2, to discuss accommodations.

X. SELECTION CRITERIA

Proposals submitted in response to this solicitation will be reviewed by MassCEC including a threshold criteria screening, a compliance screening, and a review committee. MassCEC reserves the right to request additional information from any Applicant. MassCEC will consider the following categories when evaluating the strengths and weaknesses of proposals:

Applicants' Experience and Qualifications	• Strong track record serving the target population • Demonstrated organizational capacity for implementing workforce development programs • Defined network of partners to provide comprehensive program services • Demonstrated history of providing unique or advanced approaches to program services • Actual Outcome Metrics from comparable workforce development programming substantiating a track record of success • If relevant, past performance on other MassCEC grants

Target Populations and Target Occupations	• Target participants' assets and barriers addressed through programming • Target occupations align with climate-critical occupations, the target businesses and fields align with the climate-critical businesses, and the target population(s) qualify under the terms of the grant • Projects that train for occupations in clean heating and cooling, electrification, and clean transportation may be viewed more favorably
Job Placement and Employer/Industry Engagement (Strand B Applicants will be reviewed on the level of employer engagement relative to the type of off-ramps)	• Engagement with employer partners maximized across the program, including their involvement at multiple junctures and using their guidance to ensure that proposed programming investment align with the current demands of the industry • Post-completion transition strategy that is likely to result in placement of training graduates, or utilization of an off-ramp by an exploration participant • Commitment to track and report rates of completion, placement/transition, retention after 12 months, and/or other appropriate program success metrics. • MOUs/LOSs with employers demonstrating a greater commitment to hiring, assisting in transition into apprenticeships and other off-ramps, and/or being involved in other aspects of the program • Designated staff and/or a partner for ongoing placement and job-development activities
Training Design and Delivery (Strand A)	• Comprehensive training plan with strong vocational and work readiness curricula designed to meet employer needs and maximize participant success • 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.) • Program design includes case management and support services tailored to meet participant needs and promote completion, retention, and advancement • 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
	• Clear staffing plan and program timeline
	• Applicants involve employers and stakeholders in the development and delivery of the program (e.g., curriculum development, employers teaching, etc.)
	• For trainings including upskilling leading to career advancement opportunities:
	  ○ 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

<u>Program Design and Delivery</u> (Strand B)	• Comprehensive program plan with best practices geared towards the targeted populations • Delivery models embrace innovative and proven strategies to increase participant success (e.g., work-based learning connected to employer partners) • Program features a clear and thoughtful range of exposures and career pathways with industry involvement where appropriate • Suite of off-ramps and access to next steps for participants • Strong case management and support strategy to meet participant needs, promote program completion, and support transition to next steps • Clear staffing plan and program timeline
<u>Planning and Capacity Leading to Implementation or Pilot</u> (Strand C)	• Applicants present a compelling vision of the type of equity workforce programming they want to create or augment and substantiate the need for this project. • Applicants clearly outline preliminary steps, including roles and responsibilities of staff and partners, to complete planning or capacity-building, add additional support services, or launch professional development for clean energy employers.

Wraparound and Post-Placement Retention Support (Strand B Applicants will be reviewed on the level of support relative to the type of off-ramps)	• Comprehensive access to wraparound and support services and retention services, including career counseling and/or mentoring, for at least 1-year post-training, and • Designated staff or referral partners to provide case management, and • Applicants offer unique and/or heighted social support and retention services based on population served (e.g., extended retention support, specialized trauma-informed care, stipends, etc.) • Where appropriate, Applicant has considered offering Climate Career Funds products to participants to cover costs beyond those covered by this funding
Outcomes, Budget, Leveraged Resources, and Sustainability	• Line-item budget with detailed line-item descriptions that strongly matches with narrative in the application • Strong outcomes, a program design that can achieve these outcomes, and data collection practices that support effective outcome tracking. • Budget results in a reasonable per-participant cost for the type and intensity of programming the applicant proposes • Timeline that includes program development, delivery phases, and monitoring and matches length of grant period proposed • 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 these criteria but has not completed certification, Applicants may offer a statement on the application form • Additional factors that will be considered include geographic diversity, target sector/occupational diversity, and support of additional categories of populations (e.g., residents of Gateway Cities, low-income populations, limited English/ESOL individuals, immigrants/refugees, returning citizens, opportunity youth, persons with disabilities, neurodivergent individuals, etc.) • Additional priority will be reserved for efforts that address electrification careers and priority occupations such as heat pump installers and electricians • Additional priority will be reserved for efforts that support job seekers and contractors who speak languages other than English

	• Consideration may be given to proposals offering novel and impactful approaches to programming

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 disbursements of funding.

2. Attend Awardees Cohort Sessions and Training

Awardees must send at least one representative to participate in regular webinars and meetings to promote networking, synergize projects, share best practices, and strengthen the quality of the workforce and business development ecosystems 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 and 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 Awardees.

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 regular reports typically timed to coincide with scheduled invoices for payment. Along with monthly Progress Reports, Awardees will be asked to provide interim progress reports using templated forms and by attaching additional documentation for program-specific deliverables not captured within the Progress Report template. The templated Grantee Progress Report captures general programmatic and participant data, including but not limited to demographic data, employment and wage data, dosage of service, and changes to status that signal progress towards program completion, placement, and job 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 the 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. Finally, MassCEC welcomes additional opportunities to collaborate with grantees on media opportunities.

XII. CONTACT INFORMATION FOR QUESTIONS

For all questions on Equity Workforce Training Implementation Grants, 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 in Chapter 66 of the Massachusetts General Laws. Thus, 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

This RFP does not commit MassCEC to award any funds, pay any costs incurred in preparing an application 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 a modification of the application, negotiate with all qualified Applicants, cancel or modify the RFP in part or its entirety, or change the application guidelines when it is in MassCEC's best interests.

This RFP has been distributed electronically using MassCEC's website. Applicants must 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 apply based on an out-of-date RFP document.

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 Sample Agreement attached hereto as Attachment 4 that 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 SIGNATURE AND ACCEPTANCE FORM

Equity Workforce Training Implementation Grant (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 have read and understand 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: EQUITY WORKFORCE TRAINING 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

ATTACHMENT 6: DECISION CHART

Attached separately