



Request for Proposals:
Equity Workforce Training Planning Grants 2022

Date of Issue: April 11, 2022
Proposals Due: July 1, 2022

Total Funding Available \$750,000
Applicants are eligible for grants up to \$50,000.

All proposals must be submitted to:
Workforce@masscec.com

1. SUMMARY OF OPPORTUNITY

Through this Request for Proposals (“RFP”), the Massachusetts Clean Energy Technology Center (“MassCEC”) is offering Equity Workforce Training Planning Grants (“Equity Planning Grants” or “Planning Grants”). The Equity Workforce Training Planning Grants are a funding opportunity that will offer direct support to organizations that can serve Environmental Justice (“EJ”) Neighborhoods or Fossil Fuel Workers and build capacity to plan for future large-scale, multi-year funding Equity workforce opportunities offered by MassCEC and other entities such as the Federal Government, Massachusetts Workforce Agencies, Massachusetts Department of Education and other entities that support workforce development activities. Larger scale Equity Workforce Training implementation grants from MassCEC will be released in alignment with MassCEC’s strategic planning timeline and planning process.

The proposed Planning Grant opportunity will assist and prepare organizations serving EJ Neighborhoods and/or Fossil Fuel Workers to plan and develop career training programs, or pathways to programs that lead to employment in climate critical occupational categories and business fields, in alignment with current 2030/2050 climate goals.

A more complete definition of “Environmental Justice (EJ) Neighborhoods,” “Fossil Fuel Workers,” and “climate critical occupations and business fields” can be found in Section 4 of this RFP.

The Program has several opportunities, including:

- Planning Grants of up to \$50,000 to recruit and train residents of environmental justice neighborhoods and/or current and former Fossil Fuel workers;
- Office hours to network with other applicants; and
- Mandatory Webinars & Training that provides details on priority occupations that are needed to meet the 2030/2050 climate goals.
- Technical Assistance for awarded applicants that will include mandatory monthly meetings with all awardees.

Further details about the Program and participation requirements are outlined in Section 3 and 5 of this RFP. MassCEC anticipates awarding up to fifteen (15) Equity Workforce Planning Grants through this RFP.

Applications are due by 5:00 pm on July 1, 2022.

2. ABOUT MASSCEC

MassCEC is a 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.

MassCEC is committed to creating a diverse, equitable, and inclusive organization where everyone is welcomed, supported, respected, and valued. We are committed to incorporating principles of diversity, equity, inclusion, and environmental justice in all aspects of our work in order to promote the equitable distribution of the health and economic benefits of clean energy and support a diverse and inclusive clean energy industry. MassCEC strives to lead and innovate in equitable clean energy and climate solutions.

3. 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 partnerships are able to provide a range of expertise and experience to deliver a comprehensive proposal. If there are multiple parties that 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. The Lead Applicant will sign Attachment 1, sign a contract with MassCEC (if selected), and receive funds from MassCEC. 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.
- Community Colleges, Colleges or Universities, Comprehensive and Vocational High Schools, 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 Non-Profit and For-Profit
- Massachusetts Workforce Investment Boards/Mass Hire Organizations

Applicants may choose to form partnerships. Partnerships may be advantageous relative to scoring criteria if the partnership is led by a strong lead applicant and partners are well positioned to add to the success of the partnership.

Additional eligibility notes:

- Lead Applicants must have a Massachusetts office or staffing.
- Applicants or applicant partners must have a history of being located in, working within, and/or engaging with residents of Environmental Justice neighborhoods and/or current and former workers from the fossil fuel industry.
- Applicants are not required to have experience in clean energy or climate critical occupations or fields, but they will be required to participate in or view recordings of educational webinars on these topics by MassCEC as mentioned in Section 6.
- Applicants are also eligible to apply for MassCEC's concurrent offering for Planning and Implementation Grants for Minority and Women Owned Business Enterprise (MWBE) Support so long as they are separate and distinct efforts from their Equity Workforce Training Planning Grant application.

4. PROGRAM DEFINITIONS

- **Environmental Justice Neighborhoods:** as defined by the Massachusetts Department of [Energy and Environmental Affairs \(EEA\) Environmental Justice Policy](#).
 - "Environmental Justice (EJ) Neighborhood" means a census block group where twenty-five percent (25%) of the households have an annual median household income that is equal to or less than sixty-five percent (65%) of the statewide median income, or twenty-five (25%) of its population is Minority or identifies as household that has English Isolation.
 - "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.
 - "English isolation" refers to households that are English Language Isolated according to federal census forms, or do not have an adult over the age of fourteen (14) that speaks only English or English very well.
 - To see census block groups that meet the Environmental Justice definition, see [Environmental Justice Map Viewer](#).
- **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.

- **Climate critical priority occupations:** Occupations that are critical to the Commonwealth achieving 2030 emissions goals and net zero emissions 2050. Examples include, but are not limited to:
 - High Performance Building Sector Occupations (for retrofit and new construction) : Electricians/Electrical Contractors with expertise in building service upgrade, knob and tube removal, heat pumps; Insulation Installers, Weatherization Crew Chiefs and Supervisors; Energy Auditors; HERS Raters; HVAC installers and Service Technicians with Heat Pump Expertise; High Performance Carpenters and Construction Laborers; Hazardous Material removal specialists (especially for asbestos and vermiculite removal); Sheet Metal Worker/Ducting specialist; High Performance Building Operators/Maintenance Mechanics; Mechanical Engineers designing high performance HVAC systems; Green Building Consultant/Energy Model Professional; High Performance Architect/Designer; Building Envelope Specialist/Commissioning Agent
 - Offshore Wind Occupations: Offshore Wind Construction Laborer; Crane and Tower Operator, Pile Driver, Sheet Metal Worker/Welding Professional; Wind Turbine Service Technician.
 - Net Zero Grid Occupations: Electricians/Electrical contractors specializing in solar, battery storage, grid upgrade, or time of use metering; Solar or Battery Storage Installer; Solar or Battery Storage salesperson
 - Transportation Sector Occupations: Charging station salesperson, Electric Vehicle Salesperson, Large Vehicle Retrofit Technician/Mechanic, Fleet Manager, Electrician/Electrical Contractor specializing in charging infrastructure, Charging Station troubleshooting Technician, Electric bicycle Manufacture and Repair, Car Share salesperson.

5. EQUITY WORKFORCE PLANNING GRANT GOALS AND DESCRIPTION

Funds for this program will be expended from the Equity Workforce Training Fund, created through the March 2021 Climate Legislation, [*An Act Creating a Next Generation Roadmap for Massachusetts Climate Policy*](#). Pursuant to this legislation, \$12 million annually in funding is provided to support:

1. Certified minority-owned and women-owned small business enterprises,
2. Individuals residing within an environmental justice neighborhood, and
3. Current and former workers from the fossil fuel industry.

This particular solicitation is aimed at helping to build capacity to recruit, provide workforce training, and job placement in climate critical occupations for residents of EJ Neighborhoods and current and former Fossil Fuel Workers.

Equity Workforce Planning Grant Goals:

- Further educate organizations serving EJ Neighborhoods and Fossil Fuel Workers about what are climate critical occupations, career pathways in climate critical occupations,

training and certifications needed to excel in climate critical career pathways, wages in these fields, and to connect trainees with employers in those fields.

- Support organizations and training providers serving EJ Neighborhoods and Fossil Fuel Workers in developing plans for customized multi-year future training programs that target climate critical occupations needed to meet Massachusetts 2030 and 2050 climate goals.
- Position organizations to write detailed plan for recruitment, training, and job placement so they can apply for multi-year funding through MassCEC, other state workforce funding sources, or foundation support.

Hypothetical Examples of Proposals/Projects¹:

- Lead Applicant is a Community Development Corporation with some workforce background but not specifically around climate critical priority occupations. Applicant wants to partner with area Vocational School night heating ventilation and air conditioning (HVAC) program (funding in place from state career technical initiative (CTI) program) to focus on HVAC and heat pump occupations. Applicant team wants to target recruitment from seven (7) EJ census block groups and focus on adults who lost jobs in COVID and want to retrain for other career pathways. As part of Planning Grant, Grantee partnership identifies fifteen (15) residential HVAC companies hiring and interested in hiring trainees or taking on subsidized apprentices with specialized heat pump training through a one hundred (100) hour evening program (3 months) providing Office of Safety and Health (OSHA) 10 certification, EPA refrigerant management 608 certification and lab/field installations of air source heat pumps. Applicant team develops budget for three (3) years of offering program every four (4) months and will conduct placements of trainees and track and document pre and post wage increases for up to one year post training.
- Lead applicant is a growing solar, storage, and heat pump contractor of three hundred (300) employees with an in-house electrician apprenticeship training program. Applicant pairs with a community-based organization serving ten (10) EJ Neighborhoods, and a support services organization (which plans to provide math skill classes, work preparedness training, customer service training, mentorship follow up, and starter tools and uniforms) and applies as a partnership for a Planning Grant. During development of the plan outline, the partnership adds a drivers' license training provider to the partnership. Jointly they develop a three (3) year plan including goals for numbers of participants, number of hires, number of complete electrical apprenticeships, budget, and alternative roles and/or employers for participants who do not want to commit to the electrician training path after recruitment

¹ The Hypothetical Examples presented here are provided as an illustrative tool and do not necessarily reflect projects that MassCEC would commit to fund – see Section XII – Disclaimer & Waiver Authority of this Solicitation regarding MassCEC's discretion to accept or reject applications.

and some level of training. The partnership will track and document pre and post wage increases and certification/upskilling attainment.

6. EXPECTATIONS FOR EQUITY WORKFORCE PLANNING GRANT AWARDEES

1. **Attend Mandatory Pre-Application Background Trainings:** Information on how to participate in the trainings can be found at <https://www.masscec.com/workforce-equity-programs>. Applicants to Equity Planning Grants must participate in webinars (either live or recorded).

Required pre-application webinars

- Climate Critical Priority Occupations: Short Training & Low Experience
 - Climate Critical Priority Occupations: Longer Training & More Experience
 - Exemplary NY Workforce Training Partnerships Webinar 1
 - Exemplary NY Workforce Training Partnerships Webinar 2
 - State resources related to Workforce Training
2. **Finalize Grant Contract:** Awardees will finalize their grant agreement with MassCEC and may invoice for Twenty Thousand Dollars (\$20,000) of the award upfront.
 3. **Attend Post-Award Technical Assistance Trainings:** Webinars offered after awards may include topics such as:
 - Best practices in Workforce Training Programs
 - Developing a marketing strategy for recruiting new entrants from EJ neighborhoods and Fossil Fuel Workers
 - Strategies to market to EJ Neighborhoods and Fossil Fuel Workers
 - Regional Labor Market Strategies that support a regional workforce

Registration for these webinars will be posted at <https://www.masscec.com/workforce-equity-program> and will be a mandatory virtual webinar or in-person workshops. MassCEC will also hire a technical assistance provider to supply early feedback on grantee plan outlines and suggest methods of improving outcomes.

4. **Develop Workforce Training Plan Outline:** After attending initial background webinars and trainings, the Grantee will choose priorities for workforce training efforts and use these priorities to develop a workforce training plan outline. For example, Grantee will in plan outline:
 - Define occupational category focus of workforce training effort (for example, insulation installer, electrician, heat pump installer, sheet metal worker, pile driver, high-performance carpenter, or crane/tower operator)

- Identify and begin to approach employers interested in apprenticing or hiring trainees. This process should assess employer needs for new hires
- Choose which EJ Neighborhoods or Fossil Fuel Workers to target for recruiting trainees
- Determine category of trainee that marketing efforts will target (for example: youth, underemployed individuals, single mothers, individuals who lost jobs in COVID want a new career, reentry participants etc.)
- Determine most critical training needed for successful placement. This may be technical skills training and/or credentials, but it also likely includes more than technical training (for example, occupational shadowing, drivers' training to obtain drivers' license, customer service skills, math refresher, English Language Learner content or bilingual instruction etc.)
- Identify critical support services needed for targeted population (for example, childcare provision, work boots, tools, monthly T passes, mentorship, payment for learning/training hours etc.)
- Identify and begin partnering with training providers that can supply needed training and support services
- Determine if employers would be more willing to take on new hires or apprentices if first several months of on the job learning are de-risked through an hourly subsidy
- Define how to track success of program, placement rate, and long-term wages (up to one year) of trained individuals and set goals
- Determine multi-year budget needed to support Training and Job Placement Plan that has been developed

5. Consult with MassCEC's Workforce Training Advisor and Submit Plan Outline to MassCEC:

MassCEC will hire and provide services of a technical assistance provider with extensive experience in workforce training programs to work with Grantees to improve plan outlines, help identify where to find employers, and to suggest organizations to provide support services, pre-training services, technical occupational training, and career mentoring after job placement. MassCEC will review, comment, and assist with revisions of the plan outline. When a mutually agreed on plan outline has been developed, grantee may invoice for Milestone Payment 2 of Twenty Thousand Dollars (\$20,000).

6. Write and Finalize Workforce Training Plan. A workforce training plan should include the items included in the plan outline, with more detail and narrative. This step is meant to position the partnership for additional multi-year funding from MassCEC Equity Workforce Implementation Funding rounds, other state Workforce funding, local funding, or foundation grant funding. The final Ten Thousand Dollar (\$10,000) milestone payment will be paid at completion of the workforce training plan after review and approval of the plan by technical consultant and MassCEC.

Future Equity Workforce Implementation Grants: MassCEC intends to provide larger-scale, multi-year funding to support organizations serving EJ Neighborhoods and Fossil Fuel Workers in implementing their workforce training plans. This separate funding opportunity is yet to be announced. Applicants will not need to receive Planning Grant funding to be eligible for this future opportunity.

7. BUDGET

MassCEC anticipates awarding up to fifteen (15) individual grants of Fifty Thousand Dollars (\$50,000). Applicants may request up to Fifty Thousand Dollars (\$50,000).

MassCEC intends to provide Twenty Thousand Dollars (\$20,000) upfront at time of contract finalization, a milestone payment of Twenty Thousand Dollars (\$20,000) at delivery to MassCEC of equity workforce training outline, and the final Ten Thousand Dollars (\$10,000) with the delivery of final workforce training plan.

At least eight (8) awards will be reserved for efforts that address electrification careers and priority occupations such as heat pump installers and electricians.

8. ELIGIBLE FUNDING USES

Applicants will utilize grant funding to complete a specific workforce training plan for a climate critical priority occupation or related occupations. This funding is intended to pay Applicants to develop a customized plan that serves specific EJ Neighborhoods and/or segments of Fossil Fuel Workers. The plan should identify a specific sector and/or limited climate critical priority occupational categories for focus. The Planning Grant is intended to pay for staff time at the Lead Applicant and partner organizations to attend webinars, choose best occupations for their EJ neighborhoods and/or segments of Fossil Fuel Workers, identify employers who want to take trainees for apprenticeship or hire. Funding is also intended to build capacity for organizations to bring together partners who can provide pre-training resources, technical occupational training and certifications, and post placement monitoring/mentoring. The end goal is to generate multiple year, well thought out training plans with strong ties to employers interested in hosting graduates of the training effort. MassCEC is reimbursing the team for time spent to gain knowledge and write more ambitious, multiyear proposals for funding that could allow for hiring of permanent staff and several years of workforce training. Multi-year funding may come from future MassCEC funding opportunities, other state Workforce training funds, or other local or foundation support.

This funding is not intended to be used exclusively to hire outside consultants. While funds may be used to fund a consultant for targeted tasks such as identifying and approaching relevant employers about their hiring needs, researching available technical training curriculum, etc.,

MassCEC primarily intends for funding to build Applicant knowledge in-house by compensating organizations for gaining expertise and customizing a proposal for their specific Environmental Justice Neighborhoods and/or Fossil Fuel Worker clients.

Applicants are eligible to utilize funding for all of the following to support the completion of their workforce training plan:

- staff or individual time devoted to an workforce training plan of Fossil Fuel Workers plan development or refinement;
- technical support needed to move workforce training plans forward (such as researching lists of employers);
- costs for a grant-writer or professional services for draft of plan; and
- costs associated with initial and/or ongoing EJ Neighborhood resident and/or Fossil Fuel Worker engagement.

Proposed activities must build toward program or project implementation. The expectation is that these Planning Grant funds would be utilized within six (6) months.

8. ESTIMATED TIMELINE FOR PLANNING GRANTS

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

Release of RFP	April 11, 2022
Questions due to MassCEC via email to workforce@masscec.com	Ongoing
Questions with Answers Posted to MassCEC Website	Ongoing
Pre-Application Webinars	April and May 2022
Applications Due To MassCEC via email	July 1, 2022
Interviews of Applicants	July 2022
Notification of Award	Approximately August 2022

9. HOW TO APPLY

To apply:

- 1) Review this RFP to develop an understanding for the program and opportunities.
- 2) Review the application form.
- 3) Review the sample contract.
- 4) Review and sign Attachment 1.
- 5) Attend our informational webinars and/or utilize other informational resources offered. See more information below regarding resources MassCEC may be able to offer to potential Applicants.
- 6) Reach out to MassCEC to discuss your idea(s) and seek input or support via email at workforce@masscec.com
- 7) Complete the Equity Workforce Planning Grant Application, which is included as an attachment to this RFP.

A complete application will include:

Attachment 1: Authorized Applicant's Signature and Acceptance Form

Attachment 2: Equity Workforce Training Planning Grant Application Form

- 8) Combine the attachments into a single pdf and submit by email to workforce@masscec.com with **"Equity Workforce Planning Grant Application"** in the subject line.

Complete application submissions will be accepted through 5:00 PM on July 1, 2022.

MassCEC's Resources and Support for Potential Applicants:

All potential Applicants are encouraged to work with MassCEC and utilize our support when preparing an application. Applicants are encouraged to **leverage MassCEC to engage in networking and seek partnerships**. MassCEC will maintain an opt-in listserv that will provide program updates, including descriptions of potential Applicants seeking partners. If you are not on the Workforce list serve, and would like to be added, email workforce@masscec.com. For those seeking partnership opportunities, MassCEC will offer a publicly accessible listing of groups and contacts of those seeking partnerships and their geographic and occupational interest areas. MassCEC may also seek to facilitate relationships directly upon request. As the program evolves other opportunities may arise and will be shared on the website or through the listserv.

If you have a suggestion about other types of support we can offer, let us know!

Electronic Accessibility:

If accessibility to 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, our team is available to discuss alternative options such as video application. Please contact Camilla Bacolod, cbacolod@masscec.com.

10. SELECTION CRITERIA

Proposals will be evaluated using the following criteria:

<u>Applicant Experience</u> (15 points)	<ul style="list-style-type: none">• Applicants have a demonstrated history engaging and working with residents of EJ Neighborhoods and/or Fossil Fuel Workers.• Applicants have experience in successfully developing programs or projects to support residents of EJ Neighborhoods and/or Fossil Fuel Workers. Previous program experiences do not need to be connected to clean energy workforce development.• Applicants have targeted initial EJ Neighborhood(s) or Fossil Fuel Workers that will be served by their eventual equity workforce training plan.
<u>Strength of Initial Workforce Training Vision</u> (15 points)	<ul style="list-style-type: none">• Applicants have a compelling vision of the type of workforce effort they want to create. While that vision may change dramatically during the planning process, the Applicant demonstrates understanding of the gaps and barriers in establishing successful recruitment of residents of EJ Neighborhoods or Fossil Fuel Workers.• Applicants have innovative ideas about how to find employers, recruit trainees, provide support services, provide technical training, or support trainees early in their career once placed.
<u>Envisioned Partnership</u> (20 points)	<ul style="list-style-type: none">• Do the Applicants have partners now or envisioned that can connect with employers who will hire or apprentice participants, recruit participants, provide pre-training support services, and provide technical training. The purpose of this Planning Grant is to help develop these relationships and partnerships, but a clear vision of roles and possible partners will score more advantageously.• Does partnership have experience in successful workforce training offerings
<u>Commitment to Develop Partnerships and Equity Workforce Plan</u>	<ul style="list-style-type: none">• Applicant explains who will be sourced to establish needed partnerships and work on the plan outline and final equity workforce plan. Applicants provides credentials of person/people responsible working on plan (description of prior programs created/administered etc.).

(20 points)	<ul style="list-style-type: none"> Applicant describes how partnership with employers and other organizations will be built.
<u>Envisioned Leveraging of Existing Resources</u> (15 points)	<ul style="list-style-type: none"> To what extent does proposal envision using existing investments in Workforce training, such as CTI Vocational School night programs, Community College certificate programs, existing support service programs, MassHire Career Centers, Vocational Schools, established apprenticeship/journeyman training to adapt, customize and build on for high priority climate occupations?
<u>Diversity of Approaches</u> (15 points)	<ul style="list-style-type: none"> Geographic, Priority Occupation & Idea/Concept: Consideration may be given towards awarding applications from a representative spread of communities across Massachusetts, a variety of priority occupations, and diverse idea/concepts. Diverse Applicants are encouraged to apply, especially organizations located in EJ Neighborhoods or minority and women led or owned organizations themselves. Applicants may offer a statement to this regard on the application form.

11. CONTACT INFORMATION FOR QUESTIONS

For all questions on Equity Workforce Development Planning Grants, please email workforce@masscec.com

12. 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. 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.

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 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, when it is in its best interests.

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.

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 3, which will set forth the respective roles and responsibilities of the parties.

For Reference Only

ATTACHMENT 1: AUTHORIZED APPLICANT'S SIGNATURE AND ACCEPTANCE FORM

Equity Workforce Training Planning Grants (the "RFP")

The undersigned is a duly authorized representative of the Lead 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 the Lead 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 Lead Applicant's team understands that, if the Application is selected by MassCEC pursuant to this RFP, the Lead 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 Lead 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.

Lead Applicant Organization: _____

Authorized Representative: _____

(Printed Name of Authorized Representative)

(Signature of Applicant or Authorized Representative)

(Title)

Date: _____

ATTACHMENT 2: EQUITY WORKFORCE TRAINING PLANNING GRANT APPLICATION
FORM

[See Attached]

For Reference Only

ATTACHMENT 3: SAMPLE GRANT AGREEMENT AND WORKPLAN

[See Attached]

For Reference Only