



Students and Young Adults Career Awareness and Training RFP Frequently Asked Questions Updated 4/22/25

SYA Career Awareness and Training Frequently Asked Questions:

1. Can a non-profit or a municipality be a lead applicant?
 - a. Yes, a non-profit or municipality can be the lead applicant as long as they meet the other eligibility requirements.
2. Are for-profit companies that develop curricula eligible to apply?
 - a. For profit companies are eligible to apply as long as they meet the eligibility requirements for the RFP. The strand they are applying to and the full scope of the work proposed may also affect eligibility.
3. Can an organization apply for more than one strand of funding?
 - a. Yes, organizations may apply for more than one strand, but each application must be for a distinct project or initiative.
4. Are industries like aquaculture and agriculture technology considered priority occupations?
 - a. No, aquaculture and agriculture technology are not priority occupations. Please refer to the priority occupations as defined by MassCEC in the Clean Energy Workforce Needs Assessment [here](#).
5. If an organization previously received a planning grant from MassCEC and intends to apply again, does the proposed project need to be different?
 - a. Current planning grantees are encouraged to apply to the implementation grant with their more comprehensive plans for implementation.
6. What documentation is required if an organization has recently become a nonprofit?
 - a. You'll need to provide documentation showing that your organization exists and is eligible to receive funds—for example, something that establishes your tax

status. Full documentation doesn't need to be finalized at the time of application, but it must be in place before contracting and payment can occur.

7. Is a subcontractor for another organization that received a grant, but I am not responsible for their metrics. Does this count as receiving prior MassCEC funding?
 - a. Yes, please list on the application that you have received MassCEC funding as a sub-contractor on an existing grant. You can explain that you do not have access to the program's metrics.
8. Are employers committed to hiring entry-level employees? If so, is there a current list of these employers by region?
 - a. MassCEC does not have a list of employers who are committed to hiring entry-level employers. Lead applicants should consider if this would be an access of the employer partners.
9. Can funds be used to provide stipends to students participating in internships that may reduce their ability to work after school?
 - a. Yes, Stipends for the program or internships that are part of the program are an allowable cost.
10. Are materials or tools developed through the grant required to be publicly accessible?
 - a. Yes. Any materials, resources, or tools developed with this funding are considered public information and must be made publicly available.
11. Can we qualify if the high schools we work with are not located exclusively in Environmental Justice (EJ) neighborhoods?
 - a. Yes. While EJ communities are a priority, schools are not required to serve only students from EJ neighborhoods in order to qualify.
12. Can we use a full year for planning in an implementation grant application ?
 - a. A full-year planning timeline would be more appropriate for a Capacity or Planning Grant.
13. Does MassCEC have fixed rates for fringe and indirect? What is the rate and where do we find documentation?
 - a. MassCEC usually uses a 22% fringe rate and a 10% indirect rate. If your indirect rate is above what's typically expected, you should explain why.

Applicants can use different rate with sufficient documentation and explanation in the budget narrative. The narrative and budget description are key in determining whether the amount is appropriate. This is in Appendix 3 for the budget and section 8 of the RFP.

14. How specific does the budget need to be? Can we include a general line item for consultant work or exploratory activities like interviewing candidates?

- a. Budgets should be as specific as possible. Uncertain or speculative costs may weaken your proposal. For example, if you're unsure whether you'll hire a consultant or how much it might cost, that line item may not be considered valid. We recommend identifying consultants in advance and including their expected costs in your application.

15. If a consultant turns out not to be the right fit, can we shift funds to staff time instead?

- a. It's better to solidify your plans before applying. Most successful applications name specific consultants and outline related costs. This strengthens both your planning and implementation capacity.

16. Are we allowed to purchase equipment with the grant funds?

- a. Yes, purchasing equipment is permitted, provided that the expense is clearly explained and justified in your budget narrative.