

A photograph of two workers, a man and a woman, wearing red hard hats and safety glasses. They are working on a solar panel installation. The man is using a red power drill to secure a bracket on a solar panel. The woman is assisting him. They are both wearing dark blue work shirts with reflective white stripes. The background shows a grassy field under bright sunlight.

Equity Workforce Training Implementation Grants RFP

Dedicated to innovating energy solutions



AGENDA

Climate Law Equity Workforce Funding

Target Occupations & Populations

Eligibility

Questions & Answers

Selection Criteria

Program Example

Application Process & Timeline

Office Hours & Networking

Questions & Answers

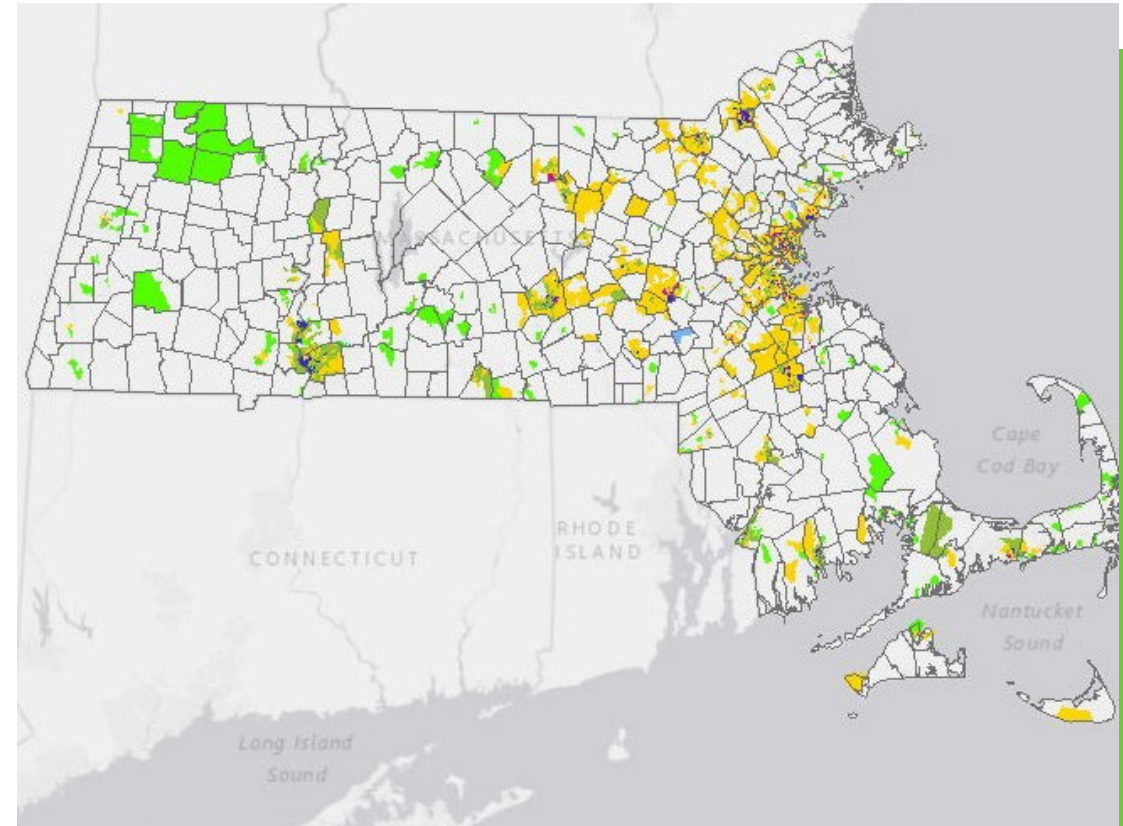
Act Creating A Next-Generation Roadmap for Climate Policy

\$12 MILLION ANNUALLY TO EXPAND MASSCEC'S WORKFORCE DEVELOPMENT EFFORTS

In 2021, the MA Legislature passed the Act Creating A Next-Generation Roadmap for Climate Policy setting aggressive net zero emissions goals for 2050 and interim goals and officially recognizing the inordinate impact climate change has on Environmental Justice (EJ) Neighborhoods and other marginalized communities.

Within the Act, the Legislature set aside \$12 million annually to enable MassCEC to expand its workforce development efforts to support individuals living in EJ Neighborhoods, Minority- and Women-owned Business Enterprises in Clean Energy Sectors, and Fossil Fuel Workers transitioning into the sector.

In 2022, the Legislature expanded the applicability of the Act to also include members of Federally Recognized and State Acknowledged Tribes, as well as members of those populations currently underrepresented in the Clean Energy Sector.



Targeted Environmental Justice Populations

INDIVIDUALS RESIDING IN ENVIRONMENTAL JUSTICE NEIGHBORHOODS OR LOW-INCOME COMMUNITIES

An EJ Neighborhood has one or more of the following four criteria:

- Annual median household income not more than 65% of the statewide annual median;
- Minorities comprise 40% or more of the population;
- 25% or more of households lack English language proficiency;
- 25% or more are minorities and the annual median household income is 150% or less of the statewide median.

MEMBERS OF FEDERALLY RECOGNIZED OR STATE ACKNOWLEDGED TRIBES

MEMBERS OF UNDERREPRESENTED COMMUNITIES IN THE CLEAN ENERGY WORKFORCE

CURRENT OR FORMER WORKERS FROM THE FOSSIL FUEL INDUSTRY

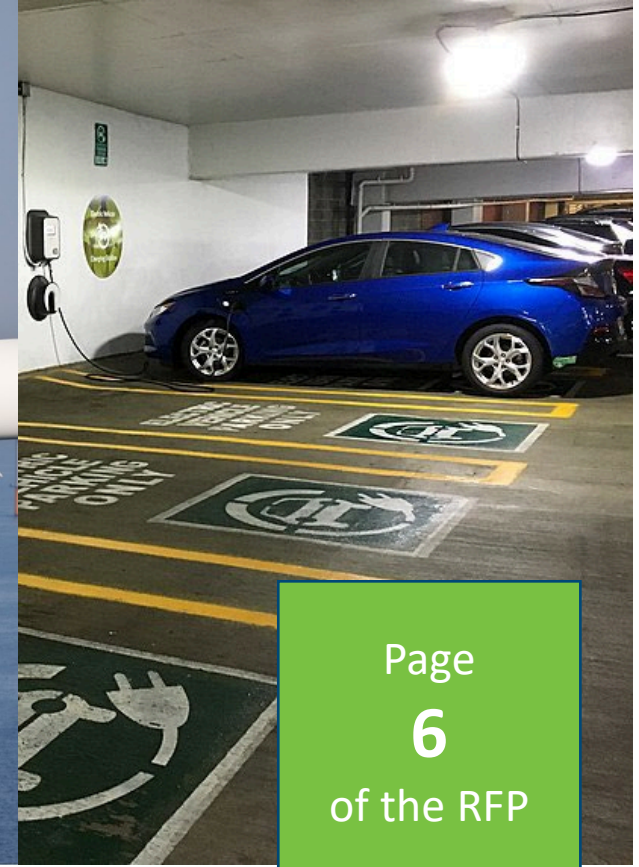
DEFINITION & MAP OF
EJ NEIGHBORHOODS



[HTTP://BIT.LY/3UOK1QW](http://bit.ly/3UOK1QW)

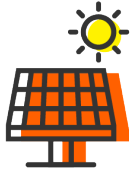


Targeted Climate-Critical Sectors



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Examples of Targeted Occupations within Climate-Critical Sectors



ELECTRICIANS

Electricians are needed across all sectors, with a high need in the high-performance building sector.



PILE DRIVERS

Pile drivers, offshore wind construction laborers, welders, and more are needed to install the coming wind farms.



EV TECHNICIANS

EV technicians will be needed as adoption accelerates. Conversion of medium- and heavy-duty fleets will also increase demand.



CUSTOMER SERVICE REPRESENTATIVES

Installers of retrofit technology and solar need representatives to work with individuals in EJ neighborhoods that adopt the clean energy tech.



CONSTRUCTION TRADES

Individuals with construction trades experience, especially related to weatherization and building retrofit are needed.



HVAC INSTALLERS

Trades people with heat pump and other weatherization expertise are in high-demand.



SOLAR INSTALLERS

More solar installers with trades experience, as well as electricians, are needed to help continue expanding residential and larger solar farms.



SALES REPRESENTATIVES

Companies installing retrofit and solar technology need individuals from EJ communities to educate residents about the benefits of those technologies.

Implementation RFP Overview

RFP available here:

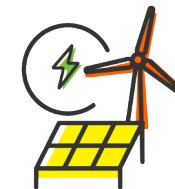
<http://bit.ly/3EQYA4h>



**\$10 MILLION TOTAL
AVAILABLE FUNDING**



**UP TO \$1.2 ACROSS 2 TO
3 YEARS PER GRANTEE**



**PRIORITIZING
PARTNERSHIPS THAT
PROVIDE WRAPAROUND
SUPPORT AND
PLACEMENT TO ADDRESS
BARRIERS**

Who is eligible to apply?

Partnerships are strongly encouraged and may be looked upon more favorably to the extent that partnerships can provide a range of expertise and experience to deliver a comprehensive proposal. One party should take on the role of leading the application team (“Lead Applicant”).

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The following types of entities are eligible to serve as Lead Applicant:

- Community-Based Entities (CBOs);
- Educational Institutions (colleges and universities, community colleges, vocational high schools, and CTI programs);
- For-Profit Entities;
- Workforce Development Organizations; or
- MassHire Workforce Investment Boards and Career Centers.

Additional criteria:

- Lead Applicant must have a MA-based office or staffing;
- Must be in good standing with the Commonwealth; and
- Proposed project must be separate and distinct from projects previously funded by MassCEC.

Example of an Applicant Partnership



Implementation Grant Eligibility

Q&A

Selection Criteria

Applicant and Partner Experience and Qualifications

- Track record of working with target population
- Prior workforce development success
- Defined network of partners

Target Occupations and Populations

- Target occupation(s) align with climate-critical occupations
- Target population(s) qualify
- Demonstrates an understanding of assets and barriers of the target population
- Target occupation(s) are contextualized into multiple career pathways for advancement

Program Design

- Comprehensive training plan with vocational and work readiness curricula
- Provide pathways to industry-recognized credentials or licenses
- Utilizes proven delivery models
- Includes case management and support services to maximize success and retention

Job Placement and Employer Engagement

- Comprehensive placement strategy
- At least two employer partners working with applicants to address barriers
- Employer engagement across all stages of the program

Outcomes, Budget, Leveraged Resources, and Sustainability

- Strong proposed outcomes and tracking methods
- Proposed budget with a reasonable per-participant cost for the type and intensity of the programming
- Identification of appropriate funding sources to continue programming beyond the grant period

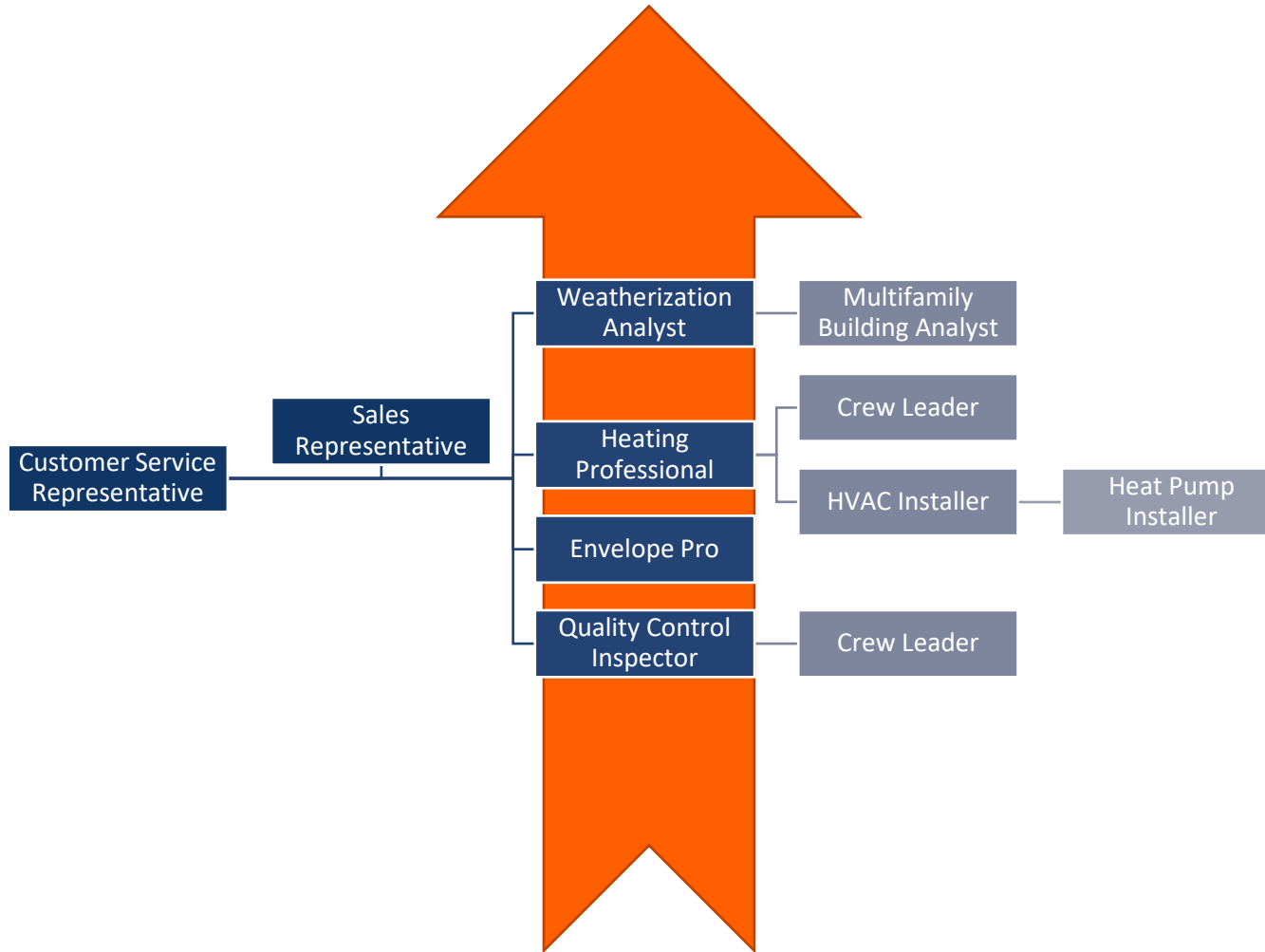
Diversity of Approaches

- Applicant teams have SDO certification or otherwise diverse
- Additional factors such as geographic diversity, target sector/occupational diversity, and support of additional categories of populations
- Consideration may be given to novel and impactful approaches

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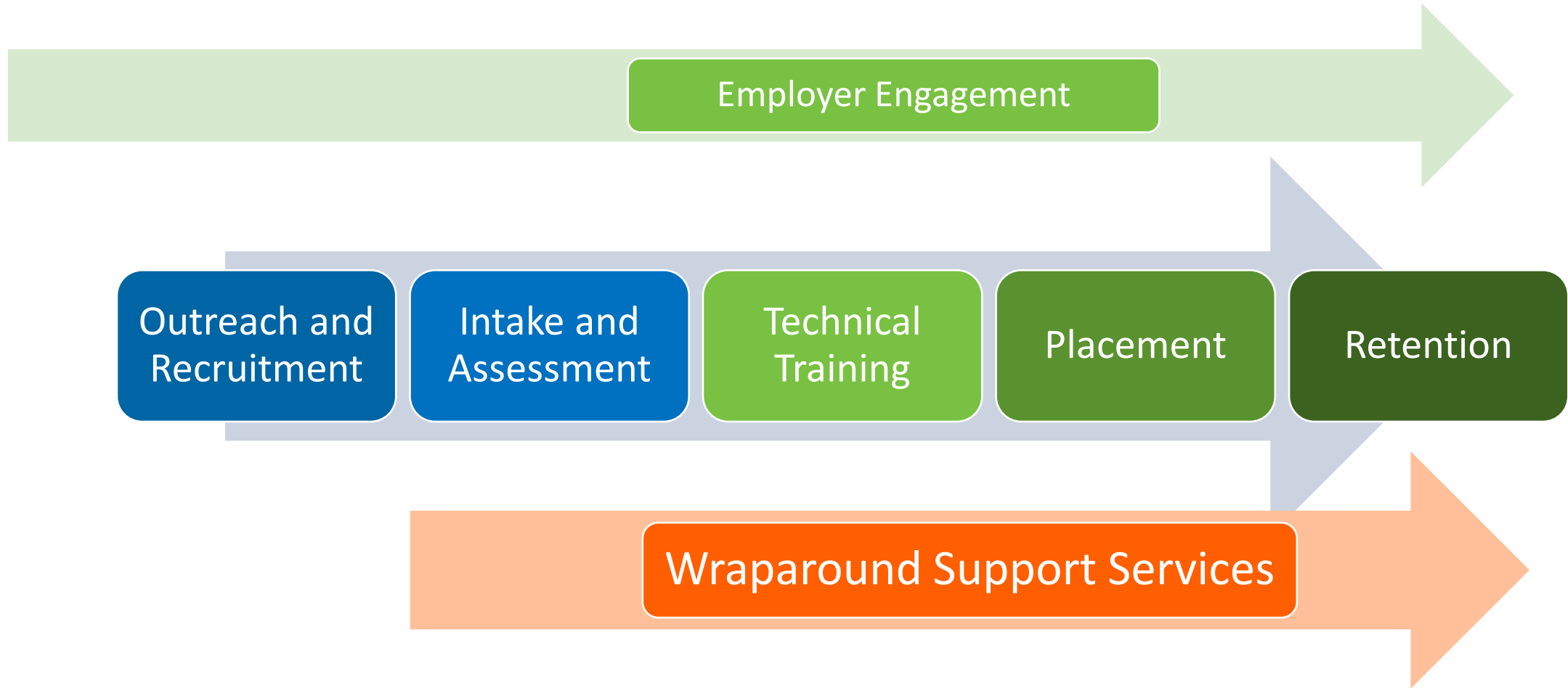
Diversity of Approaches



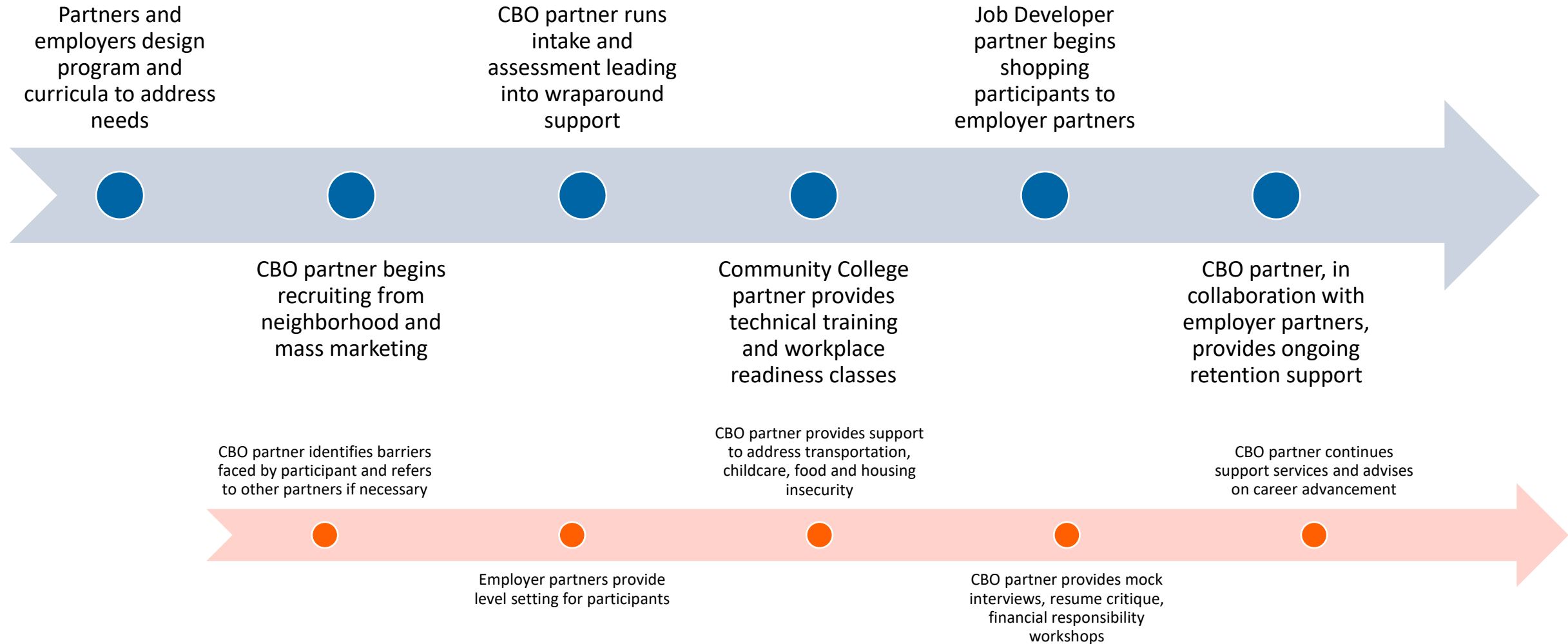
If your program concept does not squarely fit within the selection criteria but may assist MassCEC in meeting its Clean Energy Workforce goals through other novel and unique approaches, your program may still be eligible for funding under this solicitation. Please take advantage of the office hours or reach out via email to discuss your concept:

workforce@masscec.com

Program Example – Traditional Pipeline



Program Example – Partner Roles



Application Process

Review the RFP and all forms and attachments to understand the opportunity, requirements, and MassCEC's objectives.



Attend MassCEC informational webinars and/or utilize other informational resources offered.



Contact MassCEC with questions and/or to discuss your idea(s) via email at workforce@masscec.com.



Submit all completed forms and attachments, adhering to word limits, format requirements, and other instructions listed within the RFP and each attachment, by email to workforce@masscec.com by 11:59pm on March 20, 2023, with "Equity Workforce Training Implementation Grant Application" in the subject line.



Application Packet

A COMPLETED APPLICATION PACKET MUST CONTAIN THE FOLLOWING:

- Attachment 1: Authorized Applicant's Signature and Acceptance Form
- Attachment 2: Equity Workforce Training Planning Grant Application
- Attachment 3: Budget, Milestones, and Deliverables
- Attachment 4: Sample Agreement



Responses must adhere to the instructions within each attachment.

Attachment 3: Budget, Milestones, and Deliverables must be submitted as an Excel file with all tabs filled out.

At least two Memorandums of Understanding (MOUs) or Letters of Support from employer partners must be attached and may be submitted attached to Attachment 2 or as separate documents.

Additional attachments will not be considered during review and scoring.

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Attachment 3: Budget - Highlights

7				Total Program Cost	MassCEC	Matching	Narrative
8	Personnel (specify names and titles)	Hours or %FTE	Rate				Provide detailed explanations below about each st members role in the program
9	(e.g., Jane Smith, Executive Director)			\$0.00			(e.g., Supervision of program staff and strategy

FRINGE

Please enter your calculated fringe rate in the yellow box.

18				\$0.00			
19	Personnel Costs	0.00		\$0.00	\$0.00	\$0.00	
20	Fringe (enter actual calculated fringe rate in yellow box)		5.00%	\$0.00	\$0.00	\$0.00	(provide a breakdown of fringe rate; e.g., 7.65% to health insurance, etc.)
21							
22	Total Personnel			\$0.00	\$0.00	\$0.00	
23							

INDIRECT

Please enter your indirect rate in the orange box, if different than the federal de minimis and provide an explanation.

52	Total Direct Programmatic Costs			\$0.00	\$0.00	\$0.00	
53							
54	Total Personnel + Direct Program Costs			\$0.00	\$0.00	\$0.00	
55	Indirect Costs (enter indirect rate in orange box if different than federal de minimis)		10%	\$0.00	\$0.00	\$0.00	(provide explanation if different than and submit documents)
56							
57	Total Program Costs			\$0.00	\$0.00	\$0.00	

Application Timeline

Process Step	Timing
RFP Release	October 25, 2022
Questions Due to MassCEC via workforce@masscec.com	Rolling, through March 10, 2023
Questions with Answers Posted to MassCEC Website	Updated monthly on the 2 nd Tuesday through March 14, 2023
Pre-Application Webinars	December 5, 2022, at 1 pm January 19, 2023, at 3 pm
Pre-Application Office Hours	December 13, 2022, at 11 am December 21, 2022, at 12 noon January 11, 2023 at 3 pm January 18, 2023 at 12 noon February 8, 2023, at 6 pm February 14, 2023, at 12 noon February 22, 2023, at 6 pm
Proposals Due	March 20, 2023, by 11:59 pm
Interviews of Applicants (as needed)	TBD
Notification of Award	May 2023



Attachment 3: Budget – Highlights Continued

PAYMENT SCHEDULE

1							
2	Invoice # ▾	Task # ▾	Task Name ▾	Milestone and Deliverable ▾	Completion Date ▾	MassCEC Payment Amount ▾	Cost Share Amount, if applicable ▾
3	Ex. 1	1.2	Curriculum Deve	Curriculum Outline, Execution fra	Q2 2023	5000	12000
4	Ex. 1	2.3	Training Deliver	Training Delivery, Cohort 1	Q2 2023	10000	20000
5							
6							
7							
8							
9							
10	Total					15000	32000
11							

PAYMENT SCHEDULE GUIDANCE & TIPS

- MassCEC payment is milestones and deliverables based, not cost reimbursement;
- Task numbers and names must match those proposed in Section 10 of Attachment 2. Application Form;
- Payment schedule should be set up chronologically by invoice number, not by task number, so several subsequent rows may have the same invoice number but differing task numbers;
- Certain tasks may span across the entire course of the grant; and
- MassCEC generally prefers invoices to be quarterly, however in certain cases, monthly invoicing may be considered.

Office Hours & Networking

OFFICE HOURS

Drop-in, no registration needed. Ask questions and discuss your specific proposals. Meet other potential applicants to form partnerships.

Dates:

- December 13, 2022, 11 am
- December 21, 2022, 12 noon
- January 11, 2023 at 3 pm
- January 18, 2023 at 12 noon
- February 8, 2023, 6 pm
- February 14, 2023, 12 noon
- February 22, 2023, 6 pm

NETWORKING

- Drop your name, organization, and contact information in the chat.
- Sign up to the partnership list by sending your contact name, contact info, org type, and focus sector to:

workforce@masscec.com



Equity Workforce Implementation Grant

Q&A

Questions can be sent to:

workforce@masscec.com

Equity Planning Implementation RFP Webinar

Thank You