

Climate Critical Underrepresented Business Support (CUBS) FAQ

1. If our organization is not ready to implement a CUBS program, can we apply for a Planning Grant?

Applicants are advised to consider applying directly to MassCEC's Equity Workforce Planning and Capacity Grants to fund planning prior to applying to future rounds of CUBS Grants for implementation funds. However, MassCEC may elect to award a portion of the CUBS Grant funds requested as a Planning Grant if the applicant's proposed project contains sufficient detail to justify a Planning Grant but does not have sufficient scope to justify the entire amount of the award requested for implementation.

2. If our organization has received prior funding from MassCEC's MWBE Support Grants or other RFPs, are we eligible to apply to this RFP?

Yes, but newly proposed work must expand upon prior work to account for the additional baseline service requirements, administrative responsibilities, and cross-referral responsibilities to be considered and competitive.

3. If I am an underrepresented business looking to develop my own workforce, how would I go about doing that given the available grants at MassCEC?

This CUBS Grant is NOT intended to fund an individual underrepresented business. Our other grants may be better suited for you. If you are an underrepresented business and you want to implement a job training pipeline for individuals from EJ Neighborhoods and other underserved populations to enter the clean energy sector, you may consider applying to the Equity Workforce Training RFP or the Climate-Critical Workforce Training RFP. If you are interested in developing your organizational capacity, you can apply for a MassCEC Equity Workforce Planning and Capacity Grant. The Workforce Development team has a public-facing partnerships list located on the main MassCEC Workforce RFP site. This list is updated every month and can be a good opportunity to network with other potential applicants, build community, and learn about other workforce development programs. If you are interested in joining the networking list, please click [here](#).



4. Is it better to apply to be a hub in one region or multiple?

Applicants applying for funding to operate Hubs in multiple regions must submit a separate application for each region. Applicants applying for funding to operate Spokes in multiple regions may submit a single application if the work does not significantly vary per region; if the work necessitates a different service plan per region or if different services or sector-focuses will be offered in different regions, the Applicant must submit applications for each distinct project.

5. Can we find an example or format for a letter of support? Does it need to be from the head of the organization?

We do not have a specific format for the letter of support. We require letters of support on the company letterhead describing the responsibilities of the organization providing the letter.

6. What circumstances would lead to an applicant interview?

We may request an interview to clarify the content of an application or alignment with the Hub and Spoke delivery model

7. How can two separate entities submit a Hub application?

Two separate entities may collaborate to jointly apply as a Hub, provided the application clearly identifies one organization as a Lead Applicant and describes the partnership arrangement enabling the full delivery of all required Core Services. The RFP permits Hubs to subcontract with partners or third-party vendors to deliver elements of the required services, but the Lead Applicant must retain overall responsibility.

8. Can we apply as subcontractors in multiple Hub applications?

Yes, an entity may serve as a subcontractor in multiple Hub applications. Subcontractors with expertise in service delivery in a clean energy sector may also want to consider applying as a Spoke.

9. What requirements determine if an entity is better suited as a Hub or a Spoke?

An applicant's staffing capacity, services, and strategic focus determine whether it is best suited to apply with a Hub or a Spoke application. See RFP Section 3 on, "Coordination, Roles, and Staffing and Capacity Expectations for Hubs and Spokes," for detailed explanation of expectations and roles.



10. Who is responsible for data collection in a Hub and Spoke partnership, and do Hubs and Spokes need to standardize data metrics?

In this RFP, Hubs and Spokes share responsibility for data collection and reporting. The Hub is responsible for collecting and consolidating standardized data, using shared tools, to produce regional performance reports for MassCEC. Separately, Spokes are required to submit performance data directly to MassCEC.