



Equity Training Implementation FAQ

Budgets

1. Is there a template for an organizational budget?

There is no template for an organizational budget. If your organization is applying, please provide a high-level overview of your operating budget, including projected revenue, expenses, and top-level categories.

Application Frequency and Eligibility

2. How often can my organization apply for funding?

An organization may apply for funding as often as it chooses. However, each application must describe a separate and distinct project, and the review committee will also assess organizational capacity.

3. Can my organization apply for multiple strands of funding in one Request for Proposals (RFP)?

An organization may apply for multiple strands of funding in one Request for Proposals (RFP). However, each strand requires the submission of a separate application packet, and each application must describe a separate and distinct program.

4. What is the requirement to apply for Planning if an organization is only interested in Equity Training (ET) or Climate Critical Training (CCT) implementation grants?

An organization does not need to apply for a Planning grant if it is only interested in Equity Training (ET) or Climate Critical Training (CCT) implementation grants. An organization may apply directly for implementation funding if its program is ready. MassCEC may also award partial funds as a Planning grant if appropriate.

RFP Strand Differences

5. What is the difference between Planning and Capacity activities and Training and Implementation activities?

The primary difference between Planning and Capacity activities and Training and Implementation activities is that Planning and Capacity activities are designed for early-stage program design, whereas Training and Implementation activities are intended for

applicants who are ready to deliver training at scale, with proven workforce pipelines, strong partnerships, and wraparound services.

6. When should an organization request equipment funding through an Equity Capacity award versus through Climate Critical Strand C (equipment)?

An organization should request equipment funding through an Equity Capacity award if the equipment constitutes only a small portion of a broader program development budget. An organization should request funding through Climate Critical Strand C if the primary purpose of the award is to support major equipment purchases that are directly tied to training. Single-use items or giveaways are not eligible under Strand C and are considered supportive services instead.

Partnerships

7. Are Memorandums of Understanding (MOUs) required at application?

Memorandums of Understanding (MOUs) are not required as part of the application submission for Strand C applications. MOUs can be developed during the grant period.

8. Do Letters of Support (LoS) have a standard format?

Letters of Support (LoS) do not have a required format, but they must be submitted on company letterhead.

Geographic Scope

9. Do participants and organizations need to be based in Massachusetts?

Participants and organizations must be based in Massachusetts to be eligible for funding. The Lead Applicant must be based in Massachusetts, although out-of-state partners are permitted if the funding directly benefits Massachusetts residents and organizations.

Technical Assistance

10. What Technical Assistance (TA) support does MassCEC provide?

MassCEC provides Technical Assistance (TA) that includes check-ins with staff and consultants, ongoing email support, recurring Roundtables, best practice briefings (BPs), and two in-person convenings each year. Roundtables offer grantees the opportunity to share lessons learned and challenges, while BPs provide structured guidance on program operations and compliance.

Special RFP Questions

11. How should my organization identify the correct funding for populations served?

To identify the correct funding for the populations your organization serves, you should refer to Attachment 6 in the Equity Workforce Training Implementation RFP. This attachment outlines guidance to help determine the best fit for your program.

Application Process

12. Are there priority deadlines?

There are priority deadlines for ET26. Proposal deadlines are November 14, 2025, January 30, 2026, and April 3, 2026. Earlier submissions are reviewed and awarded first, and funding is available until it is fully expended.

13. What documentation is required if my organization recently became a nonprofit?

If your organization recently became a nonprofit, you should submit proof of tax status or proof of eligibility to receive funds. Finalized documentation must be in place before contracting.

14. What level of detail is required in the budget?

The level of detail required in the budget is as specific as possible. Applicants should provide detailed cost information, since costs described in general or uncertain terms may weaken the application. Equipment purchases are permitted if they are justified in the budget narrative.