



## MASSCEC WORKFORCE DEVELOPMENT GRANTEES

NEW GRANTEES ANNOUNCED 5/8/25 (PRIOR GRANTEE AWARDS BELOW)

### FY25 CLIMATE-CRITICAL WORKFORCE TRAINING, EQUIPMENT & INFRASTRUCTURE GRANTS



**HomeWorks Energy** will expand its new-entrant training program, HomeWorks University, to include partner contractors and create a new HomeWorks Partner Academy that provides upskilling opportunities for weatherization technicians. The new training programs will continue to focus on heat pump technical training, HVAC servicing, and carpentry while introducing a holistic approach to workforce upskilling and cross training across all areas of home retrofit. HomeWorks is also supporting the development of two additional classroom spaces for training and the addition of relevant HVAC training lab equipment such as a heat pump with an air handler, thereby increasing capacity.



**Ithaca Clean Energy** will develop a workforce upskilling program to improve the placement of frontline marine fisheries workers and underrepresented groups in Greater New Bedford into offshore clean energy jobs. Participants will gain the necessary skills to work on offshore wind projects and future offshore wind clean energy initiatives, including roles such as captains, able-bodied seamen, riggers, material handlers, crane operators, and sonar technicians.



**Massachusetts Maritime Academy** will develop an equipment and infrastructure project to upgrade its existing refrigeration laboratory by installing decarbonization training equipment and building a wind test lab for wind turbines to support the training, design, and testing of wind power.



**MassHire Metro North Workforce Board (MNWB)** and its partners will develop a regional consortium to establish a workforce development pipeline for HVAC-related career pathways. This initiative specifically targets residents of Environmental Justice communities by offering prevocational English and math classes, various training options, and job placement services.



**Northeast Home Energy Rating System Alliance** proposed an Equipment and Infrastructure grant to enhance their Equity Workforce and Climate-Critical Training funding for Home Energy Raters by purchasing in-the-field training equipment, such as Blower Door units and Duct Blasters.



**Studio for High-Performance Design and Construction** will enhance its existing skills-building training program, High-Performance Building for Carpenters, which is designed for current carpenters, construction supervisors, and insulation workers. The proposed initiative aims to train employers to serve as facilitators and directly upskill a larger number of incumbent carpenters, construction supervisors, and insulation workers through expanded Studio HPDC course offerings.

## NEW GRANTEES ANNOUNCED 5/8/25

### FY25 EQUITY WORKFORCE TRAINING IMPLEMENTATION GRANTS



**Greater Boston Joint Apprentice Training Center (JATC)** will keep expanding its Clean Energy Pre-Apprenticeship Program to provide participants with career readiness training, career navigation and coaching, direct clean energy career exposure through field trips and tours, and hands-on training resulting in industry-recognized credentials, including OSHA 10 and CPR, with the goal of navigating participants into electrical apprenticeships.



**HomeWorks Energy** will expand its new-entrant training program, HomeWorks University, to include partner contractors and create a new HomeWorks Partner Academy that provides upskilling opportunities for weatherization technicians. The new training programs will continue to focus on heat pump technical training, HVAC servicing, and carpentry while introducing a holistic approach to workforce upskilling and cross training across all areas of home retrofit. HomeWorks is also supporting the development of two additional classroom spaces for training and addition of relevant HVAC training lab equipment such as a heat pump with an air handler, thereby increasing capacity.



**Just a Start** will develop a PV Installer Training Program that would couple online training, in-person classes, certification attainment, and hands-on practice in the Just A Start Solar Laboratory to prepare participants for careers in the solar sector.



**MassHire Metro North Workforce Board (MNWB)** and its partners will develop a regional consortium to establish a workforce development pipeline for HVAC-related career pathways. This initiative specifically targets residents of Environmental Justice communities by offering prevocational English and math classes, various training options, and job placement services.



**Self-Reliance Corporation** in partnership with the Mashpee Wampanoag Tribe Community Development Corporation, will develop career opportunity awareness and basic training programs to support members from Federally recognized and State acknowledged Tribes with obtaining placement in solar projects on tribal land.



**Transform Power Solutions** will continue and refine its Workforce Hub program, which is designed to help professionals transition into clean energy careers by providing technical training, leadership skills, and environmental justice awareness.

#### NEW GRANTEES ANNOUNCED 5/8/25

##### FY25 EQUITY WORKFORCE PLANNING AND CAPACITY GRANTS



**Action for Boston Community Development** will establish GreenCORE, a regional clean energy jobs clearinghouse integrated with the state network of MassHire Career Centers. They will build out the partner network and career center through a participatory program planning design process that identifies how to connect jobseekers with employers in the clean energy industry and design and test a replicable approach to make this connection.



**Action for Equity (A4E)** will build upon their Green Equity Partnership program by establishing the Green Equity Cohort Support Program. A4E will assist participants with gaining new certifications relevant to building decarbonization, support networking opportunities leading to upward mobility and to support participants dealing with toxic work environment issues.



**Afro-American Workforce Development Group (AAWDG)** will fill the HERS rater training gap in Western MA by connecting underrepresented job seekers with clean energy job mentoring, hands-on training and employment. AAWDG will address potential participant barriers and support job placement in future potential training programs.



**Amplify LatinX (ALX)**, in partnership with BECMA, will support MWBEs in climate-critical fields. The applicant intends to conduct a needs assessment and stakeholder outreach to identify challenges that MWBEs face. ALX addresses a key population gap and bilingual training service.



**Aspire Training and Development** will design a high-impact clean energy career awareness and exploration program focused on preparing underrepresented populations for careers in the HVAC, Energy Auditing, and Weatherization Technician fields. Targeting Western Massachusetts—a region currently underserved in climate-critical career resources—the initiative aims to bridge the gap in access to clean energy opportunities.



**Benjamin Franklin Technical School (FC Tech)** will develop a short-term sustainable facilities maintenance program, in partnership with Jewish Vocational Services (JVS), that intends to train justice-involved individuals and other underrepresented populations.



**Black Economic Council of Massachusetts (BECMA)** will hire a full-time Climate and Sustainability lead to support their sustainability hub in Roxbury, MA. BECMA anticipates the hub to be used to support MWBEs as they transition to the green economy through workshops and educational events, conducting programming for various clean energy-related industries, including electric vehicles, building decarbonization and offshore wind.



**Browning the Green Space, Inc (BGS)** will develop a program to support alumni from ACCESS, a business training bootcamp. BGS intends to build capacity through connection to technical assistance providers and by hiring a program manager to support new resources and support for participants



**Building Pathways** will expand access to their pre-apprenticeship program by launching an evening training cycle. This initiative is designed to increase opportunities for individuals who are unable to attend daytime sessions, including those with full-time employment, caregiving responsibilities, and members of other underrepresented populations. While ramping up to launch the evening cycle, Building Pathways will allocate funds to activities that may increase in cost during evening programming, such as instructor wages, staff hours, and facility usage.



**Community Labor United** will support framework development of its *Equitable Pathways to Work* program. This initiative aims to assist residents from underrepresented communities who are interested in pursuing careers in the building trades by guiding them through the union apprenticeship application process. Due to how variable and shifting entry points into apprenticeships are across Massachusetts, Community Labor United will leverage established pathways and their extensive statewide experience working with unions to offer individualized, one-on-one support to participants from initial awareness through successful placement.



**Community Labor United** will support their *Care That Works* initiative, a coalition of unions and community-based organizations dedicated to improving access to equitable childcare for workers pursuing training or employment in non-standard hour, climate-critical jobs, through evaluating their pilot program and design a childcare system tailored to the unique needs of clean energy trades. They seek to train daycare providers and work with employers and labor organizations to set up processes to match workers with those daycare providers.



**Cultivate Pathways** in partnership with Forge—a heat pump installation company— will develop a pre-apprenticeship training program for multilingual, early-career participants in Lynn. This formalized collaboration aims to reduce barriers to entry for multilingual individuals seeking careers in the high-demand clean energy HVAC/R and heat pump installation sectors. The proposed bilingual curriculum, offered in both Spanish and English, will be supported by language-access services to ensure equitable participation and success. Forge will contribute a fleet of vehicles and provide wraparound support to enable participants to complete on-the-job training following the pre-apprenticeship phase.



**Emerald Cities Collaborative (ECC)** will support their development as either a Hub or Spoke in the MassCEC ecosystem. They will identify and address the gaps in their own current service offerings and yield a roadmap for new partnerships and effective expansion plans into specific geographies or new target populations.



**Greenfield Community College** will conduct a pilot project to design and launch a Train-the-Trainer Academy aimed at recruiting and preparing four (4) Clean Energy trades instructors for teaching roles within the community college system. With a national shortage of qualified trades instructors, this program directly addresses a critical

workforce gap. The proposed model is intentionally designed for scalability and adaptability, allowing for easy replication by other institutions.

## My Sister's Child



**My Sister's Child** will launch a welding pilot program for at-risk young adults focused on building essential skills for careers in welding, an identified training and skills gap. The program will provide hands-on training and safety protocols on industry standard equipment.

**Northeast Home Energy Rating System Alliance** serving as a centralized resource for individuals in Massachusetts seeking HERS Rater certification, proposed a capacity grant to enhance its 2024 Implementation (Climate Critical Strand A and B) award. The funding will be used to hire additional case management staff to provide participants with ongoing career development support. Case managers would provide in-house interview preparation, resume building, job placement assistance and other wrap around services, effectively becoming a one-stop-shop for training and supportive services.

### FY25 EQUITY WORKFORCE PLANNING AND CAPACITY GRANTS



**Adult & Community Education Martha's Vineyard** - This grant will enable ACE MV to build the capacity required to develop an equitable, climate-resistant local workforce for Vineyard residents from EJ communities and federally recognized and state-acknowledged tribes. The capacity-building period will involve a bilingual community outreach plan, a student recruitment plan, a database of clean energy employment opportunities, a career counseling framework, a pilot curriculum, and the establishment of industry partnerships.



**American Apprentices Work** - AAW will plan a 12-month apprenticeship training program for underrepresented communities around Boston, Worcester, and Springfield. The program will provide workforce training in project management and office support within the energy construction and electric vehicle sectors. Through expanding partnerships with employers, apprentices will be compensated as full-time employees. The apprenticeship will address industry shortages in professional skills, tech skills, data analysis, business intelligence, and project management capabilities by connecting individuals without a 4-year degree to quality jobs in the Clean Energy industry.





**Berkshire Community College** - Berkshire County Community College aims to establish educational pathways for electrician training within the renewable energy sector to meet the growing demand for trained electricians in Berkshire County. The training will target workers in the electrician field, contractors, unemployed tradespeople, and would-be energy and efficiency and construction workers. Outreach efforts will encourage women, individuals of color, formerly incarcerated individuals, and new Americans to enroll and complete the training, ultimately joining the clean energy workforce. BCC plans to work with identified partners to develop programming that meets the needs of regional employers, filling employment gaps within electrical occupations in the clean energy sectors.



**Boston Green Academy** - BGA currently runs a Career Technology and Education Program ("CTE") in Environmental Science available for high school students (9th-12th grade). BGA will use this planning grant to create a 2-year CTE 'preview program' for 7th and 8th graders. This extension aims to encourage middle school students to enroll in the CTE program when they begin 9th grade and to give them exposure to green careers.



**Boston Plan for Excellence** - Boston Plan for Excellence will work with the Dearborn STEM Academy to expand its current curriculum to include a clean energy pathway to better prepare students for wealth-building careers in STEM. The goal of this program is to ensure students who have been historically underserved have a place in the changing economy while also allowing STEM companies to diversify their workforce and fulfill labor needs. Students will graduate from this program with industry credentials, college acceptances, college credit, and two years of high school coursework in a specific career pathway.



**Boys and Girls Club of Stoneham** - The Boys & Girls Clubs of Stoneham and Wakefield will launch a pipeline program at the Career & Teen Center to connect young people, especially those from low-income communities, with partners at HVAC, construction, and power companies. Through curriculum(s), internship/first-job apprenticeships, and support services for climate-critical upgrades such as heat pumps or solar panels, this program will expose youth to climate-critical jobs and create a pipeline for young adults into those jobs.



**Christa McAuliffe Center for Integrated Science Learning at Framingham State University** - The Christa McAuliffe Center at Framingham State University will integrate new work-based learning and a credential process for their Perspectives of Earth Team Mentorship ("PETM") summer internship. The center wants PETM

interns to develop Knowledge, Abilities, and Skills (“KAS”) relevant to the clean energy workforce and, ultimately, create a PETM certification that will make them more desirable employee candidates. This planning project aims to develop partnerships with clean energy employers to understand what transferable skills they seek, pilot career awareness activities with Subject Matter Experts, and facilitate youth understanding of career pathways available to them post internship.



**Digital Ready** - Digital Ready plans to launch a Clean Energy pathway to increase access to clean energy careers, give no-cost college credits, and provide work experience for Black and Latinx youth ages 16-25. With this grant, Digital Ready will hire a Managing Director to oversee the implementation of the Clean Energy pathway. This hire will improve the recruitment and selection process, refine the curriculum, design work-based learning experiences for participants, design the summer 2025 program, and manage partnerships with employers and apprenticeships.



**Emerald Cities Collaborative** - ECC will establish a specialized contractor training initiative with the Boston Housing Authority (“BHA”). Through collaborative planning, ECC and BHA will craft a tailored curriculum and devise supportive strategies to address the key barriers disadvantaged MWBE contractors face during the procurement process. The goal is to foster a more significant number of contracting opportunities for women and minority-owned construction firms and design a replicable strategy that can be adopted by other housing authorities across the state.



**Greenfield Community College** - GCC plans to develop a multi-disciplinary training program offering a foundational course in industrial arts, including electrical, welding, construction trades, and robotics. This planning period shall include an assessment of nationally recognized credentials, facility, equipment, and staff requirements, as well as a timeline and implementation plan. This course aims to recruit historically underrepresented Environmental Justice communities while increasing the number of people trained in high-need energy occupations throughout the region and commonwealth.



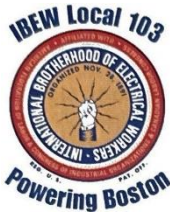
**HEET**- HEET will plan a driller pre-apprenticeship training program and refine recruitment and retention strategies, supporting the growth of MWBEs in the industry and strengthening partnerships with educational institutions. The program will develop education materials and support student awareness and exploration of geothermal energy careers at universities and community colleges that serve



environmental justice (“EJ”) and low-income students. This program will address the shortage of skilled labor in the geothermal industry while prioritizing the advancement of underrepresented populations.



**Helfrich Brothers** - Helfrich Brothers will launch a welding academy that provides students in the Merrimack Valley with the skills necessary to attain placement in Climate-Critical priority occupations. Helfrich is partnering with MassHire and Northeast Advanced Manufacturing Consortium for program design and curriculum development. This training will allow students to learn the welding skills necessary to fabricate and install parts for these industries.



**IBEW Local 103** - The National Electrical Contractors Association and International Brotherhood of Electrical Workers 103 will develop a program to support MWBE contractors, allowing them to grow in the rapidly expanding clean energy market. The program will consist of quarterly MWBE Clean Energy Contractor and Industry Convenings, Continuous Identification and Development of Clean Energy Resources for MWBE Contractors, and Support for the Administration of other MWBE Clean Energy Support Efforts. These components will allow MWBE contractors to overcome barriers and perform in leadership roles, creating a more diverse and equitable clean energy workforce in Massachusetts.



**MassMEP** - MassMEP will develop its Clean Energy Power Pivot Program, targeted toward MWBEs, to fulfill demand in the offshore wind industry and clean energy supply chain sectors. Through their partnership with RTI Innovation Advisors, MassMEP will establish processes to train the trainer in Technology-Driven Market Intelligence (“TDMI”). This program will drive long-term equity and is determined to impact diversity and economic vibrancy in the clean energy sector.



**Quincy Asian Resources Inc.** - QARI will develop a multilingual curriculum targeted at LMI community members with limited English proficiency (mainly Chinese, Vietnamese, and Spanish-speaking communities) from EJ neighborhoods in and around Quincy, MA. The program will introduce participants to climate-critical job pathways. This program aims to bridge communities' knowledge gap around climate careers, including information about climate careers and current/upcoming training and placement opportunities that community members can participate in, along with application processes for such programs that QARI conducts recruitment for.



**Rare** - In addition to the supportive services offered by the SHINE Coalition's Solar Careers program, Rare will pay ten (10) trainees \$15.00 an hour for its 450-hour training program. The goal is to provide stable employment for residents of EJ communities in the solar energy sector. This incentive ensures positive enrollment and completion outcomes for program participants.



**Specialized Career Guidance** - SCG will develop a plan for a train-the-trainer clean energy career exploration program that will connect high school graduates from 2 EJ communities in the South Shore to employers in the construction industry. The program will address the gap between sectors seeking talent and young people seeking career pathways by training high schools to empower seniors likely to graduate underemployed or unemployed.



**Springfield Technical Community College** - STCC, in partnership with the Entrepreneurial and Business Collaborative ("E&BC"), will use planning funds to explore a workforce training curriculum for EV technician training. The goals of the planning process are to identify and solidify employer partners, assess/confirm training and workforce needs of local employers, create training modules/programs in EV technology, and create support service plans for the targeted populations. This project focuses on residents from EJ neighborhoods around Springfield and Greater Boston, ensuring that these populations enroll, persist, and succeed in the workforce after completion.



**The Associated General Contractors of MA** - AGC MA will expand its existing career awareness and exploration curriculum to include net-zero building practices and green building curriculum integration into three current programs: Future Builders, Building Advancement Externs, and Power Skills. Expanding these programs will engage non-traditional career pathways for underrepresented communities across the Commonwealth, aiming to serve 225 participants to develop a pipeline of job seekers exposed to topics critical to the state's climate goals.



**UMass Boston** - UMass Boston will create a micro-credential formatted Offshore Wind workforce training program. It will consist of 6-hour modules, which are more flexible and suitable for a broad range of audiences, allowing students to complete the course at their own pace. This program aims to enable students to receive a badge upon completing a module that can instantly be added to their CVs. This program addresses barriers to entry and is looking to formally

establish partnerships and collaborations, develop modules, and facilitate the training's execution.



**Urban League of Eastern MA** - ULEM will expand its workforce development program, which developed a pipeline for employment opportunities in the clean energy sector for 50 participants. Instead of implementing training, ULEM will focus on planning for a workforce development program that supports communities of color/environmental justice communities who are victims and survivors of domestic violence and sexual assault, returning citizens/formerly incarcerated individuals, as well as the families (mostly women of color) of currently incarcerated individuals.

## FY24 WORKFORCE GRANTEES

### FY24 MWBE SUPPORT GRANTS



**American Offshore Wind Academy** - The American Offshore Wind Academy will develop a plan to establish a training program for MWBEs seeking entry to the offshore wind sector with a focus on both entry-level and experienced women-owned businesses.



**Arka HR** - Arka HR, Inc., will deliver a comprehensive workforce development program for minority- and women-owned businesses in the high-performance building sector, including a combination of technical training, business coaching, and networking opportunities. Arka HR will also conduct a thorough landscape analysis to map the ecosystem of financial institutions, CDFIs and other institutions providing capital, including an analysis of eligibility criteria, application processes, and terms. Arka will engage with MWBEs and other organizations to gather insights on barriers via focus groups, surveys, workshops and webinars. Based on research and engagement, Arka will develop a comprehensive set of recommendations and then disseminate the recommendations through a series of briefings, webinars, and targeted outreach.



**Beacon Climate Innovations** - Beacon Climate Innovation's ALIGN Workforce Program will connect a diverse local workforce and MWBEs with opportunities created by the development of planned Clean Energy Community Resilience Hubs in Taunton, Wakefield, and Hingham.



**Boston Center for Community Ownership** – BCCO will create new MWBEs and strengthen existing MWBEs in the climate-critical industries of building construction and subspecialties (HVAC, electrical, plumbing, insulation), focusing on women- and BIPOC-owned worker cooperatives

by strengthening existing cooperatives already operating in climate-critical fields and by also creating new MWBE cooperatives through a co-op startup training program.



**Boston Impact Initiative** - Boston Impact Initiative, partnered with the Innovation Studio, will implement the GreenEdge Accelerator program to provide a continuum of services for MWBEs in or seeking to enter building and electrification, transportation, net-zero grid, offshore wind, and ancillary sectors supporting the clean energy economy across Massachusetts.



**Building Pathways** - Building Pathways will provide a comprehensive program to empower MWBE contractors to lead in the clean energy sector and to successfully bid on and complete clean energy projects that include solar installations, energy storage systems, microgrids, and deep building decarbonization retrofits.



**Coalition for an Equitable Economy** - The Coalition for an Equitable Economy will conduct a comprehensive statewide mapping exercise to identify and quantify capital providers that offer capital solutions to climate-critical businesses, especially those that serve MWBEs. The capital demand of clean energy MWBEs will be estimated to understand how much and what type of capital is critical. This work will inform strategies to reduce gaps and barriers in access to capital for MWBEs, and findings and recommendations will be shared through guides and webinars targeted at MWBEs.



**Cornerstone Global** - Cornerstone Global will create a plan to support MWBEs in Lowell through training and access to expertise in building organizational capacity needed to succeed in clean energy.



**Entrepreneurial and Business Collaborative** – E&BC will create a comprehensive program report to serve as a critical roadmap, delineating clear pathways for MWBEs to access capital within the clean energy sector by collaborating with local for-profit organizations, financial institutions, and decision makers to identify barriers and leveraging strategic partnerships to create a cohesive framework that empowers MWBEs to navigate funding landscapes more effectively. E&BC will also draft a plan for launching the Clean Start for Equal Energy Program, which guides MWBEs from concept to tangible reality of product development.



**Entrepreneurship for All** – EforAll will provide core services to aspiring, underrepresented MWBE entrepreneurs and guide the MWBEs to compete for ancillary procurement opportunities created by the emerging and growing OSW and blue economy sectors in the Southcoast and Cape.



**MassMEP** - MassMEP will implement their MWBE Clean Energy Power Pivot Program to strategically enhance the capabilities of MWBE manufacturers pivoting into the clean energy sector.



**Roads Consulting Group** - Roads Consulting Group will establish business incubator and technical assistance programs in four (4) regions with the goal of training MWBEs to enter into and/or expand their work in the clean energy sector by providing training and technical support that scales MWBEs towards contract procurement.

## FY24 EQUITY WORKFORCE TRAINING, EQUIPMENT, AND INFRASTRUCTURE GRANTS



**Benjamin Franklin Cummings Institute of Technology** - FC Tech will provide more affordable HVAC training opportunities for low-income individuals from EJ and Gateway Communities, including returning citizens. FC Tech will provide scholarship funding to take FC Tech's HVAC&R program and will select those participants through specific partners that provide the participants higher levels of wraparound support services than typically available to students during the course of their training and during post-placement retention.

FC Tech will also purchase two portable tabletop heat pump trainers to enhance the current HVAC&R curriculum and to provide additional training in heat pumps. The trainers will allow the college to raise clean energy career awareness by providing HVAC (heat pump) demonstrations during the college's annual Clean Energy Day and other tours and events throughout the year targeted towards community organization participants, high school students, and administrative folks at these entities.



**Biochem, LLC** - Biochem will develop additional curriculum and add additional capacity to align the existing program with exploration of career pathways leading to climate-critical careers. Biochem, in collaboration with community-based partners, currently offers a comprehensive clean-tech education and training program aimed at raising awareness of clean energy careers among secondary education students. The training program integrates cutting-edge technology from the renewable power sector, providing a hands-on, biological battery technology experience to enhance the learning process.



**Cape Cod Regional Technical High School** - Funding will expand the environmental science program at Cape Cod Tech to expand vocational training opportunities in for environmental engineering career paths. This program will serve secondary students, as well as provide resources for adult learners to enrich their professional development, closely

integrated with Cape Cod's Blue Economy and the energy transition required to support it.



**Caribbean Integration Community Development** – CICD will introduce the "Energy Shifters Program" (ESP), a comprehensive training initiative for aspiring energy auditors. The program focuses on critical areas such as data collection, economic analysis, building envelope science, and practical experience through shadowing and administering home energy audits. Designed to equip participants with the necessary skills to pass the Building Performance Institute (BPI) examination, ESP aims to empower a diverse workforce by integrating them into the energy sector.



**Eastie Farm** - Eastie Farm will add the capacity and develop the curriculum necessary to pivot their existing Climate Corps program to feature climate-critical occupations. This earn-to-learn training program connects youth, ages 15-24, in Environmental Justice communities to job training and opportunities in the green economy through service to clean-energy and climate-resilience goals. Corps members are made up of community members who are intimately familiar with the impacts of climate change and the promise of environmental justice.

#### ETHOS ADMISSIONS

**Ethos Admissions** - Ethos Admissions will develop a plan to launch the Berkshire Clean Energy Career Exploration & Workforce Development Pilot Program for EJ Youth in partnership with Berkshire community organizations. The program will offer 3 pathways to climate-critical careers while anticipating and removing barriers.



**Greater Lawrence Technical School** - GLTS will increase training opportunities for students by upgrading their HVAC lab with high efficiency electrified equipment. GLTS will also expand training opportunities in the Electrical Department with the addition of roof top and ground mounted solar photovoltaic systems. A framed structure will be created to serve as a weatherization training lab and as the sight of a solar rooftop system.



**Greenfield Community College** - Greenfield Community College Office of Workforce Development will build capacity to launch the Youth Climate Corps programming for the purpose of providing career awareness and exploration of the growing array of clean energy jobs. The Youth Climate Corps will offer hands-on clean energy career experiences and visits to employer partners and initially target teens in the 10th-12th grades, with the potential to expand to also include 7th-8th grades.



**Grounded Services, LLC** – In partnership with E&BC, Grounded Services will focus on program design and adding the capacity needed to launch comprehensive training focused on renewable energy systems and modern electrical infrastructures with the goal of addressing the critical



shortage of skilled electricians in Massachusetts. The program will combine industry-relevant courses, hands-on field training, and personalized case management.



**Interplay Learning** - Interplay Learning will develop partnerships with Massachusetts regional workforce development boards to identify training partners and to explore the approaches to supplementing existing hands-on programs and supporting training organizations with clean-energy career awareness, exploration, navigation, and preparation to learners using an online skilled-trades training platform, Interplay Academy. Interplay Learning offers online training for skilled trades utilizing virtual reality and 3D simulations. The Academy platform is a holistic training solution that offers job-ready certificate programs available in English and Spanish for learners with zero trade skills.



**Jewish Vocational Services** - JVS will partner with Franklin Cummings Tech to provide a 16-week HVAC&R and Heat Pump training and wrap-around services to clients underrepresented in the field. The project will streamline the training and hiring process for employer partners, effectively closing hiring gaps with underserved and underemployed individuals. Continuous career coaching and barrier removal services will ensure client success. This program addresses the need for climate justice, the growing need for clean energy jobs, and works to include communities most affected by climate change.



**La Colaborativa** - La Colaborativa will implement an equitable, multifaceted workforce development program, catering to marginalized young adults. The program comprises intensive training for HVAC, weatherization, and construction occupations, complemented by multilingual, culturally competent wraparound services for young adults ages 18 to 24.

For youth aged 16-18 and facing systemic barriers, La Colaborativa will implement a 32-week multilingual, trauma-informed career awareness, job readiness, and paid youth employment program to expose youth to career pathways in clean energy and sustainability.



**LISC** - The program will build on the current Bridges to Green Jobs model and (1) formalize pathways into related clean energy jobs and longer training programs through added technical training and required certifications; (2) integrate career navigation into the current training curriculum to match-make more effectively; (3) deepen employer partnerships that are committed to job quality; and (4) support a replication in New Bedford as a third training site.



**MassHire Central Region Workforce Board** - MassHire Central will offer a two-track program for new and incumbent workers that provides

training to individuals affected most severely by legacy pollution and associated environmental justice challenges. MassHire works with the Worcester Housing Authority to recruit residents and to provide those individuals with skills desired by employers in Climate-Critical Occupations such as construction, hazardous waste removal, and building maintenance.



**Montachusett Regional Vocational Technical School** – Monty Tech will provide high-quality vocational training to high school students, as well as non-traditional students through the School of Continuing Education. To address the increasing student demand for vocational training, the regional workforce needs for skilled laborers in the clean energy sector, and additional training capacity, the district is opening its first-ever “satellite campus – the Montachusett Vocational Partnership (MVP) Academy - which will serve up to 120 more day students and 60 adult learners each year in these trades.



**Museum of Science.**

**Museum of Science** - As part of the Museum’s year-long exploration of the climate crisis and the solutions, the Museum will organize a Youth Climate Summit to learn about, discuss, consider, and recommend solutions for environmental justice dimensions of the climate issue, with a particular focus on how the green economy can serve the needs and priorities of those who are most impacted by climate change.



**My Brother’s Keeper 617** - Through a combination of classroom instruction, hands-on training, and industry certifications, training participants will gain practical experience and expertise in areas such as carpentry and renewable energy systems installation. The program will also provide continuous and comprehensive support services, including career counseling and job placement assistance, to ensure participants successfully transition into sustainable employment. By empowering individuals from underserved communities with valuable skills and opportunities, the program seeks to promote economic empowerment, address workforce shortages, and contribute to a more sustainable future.

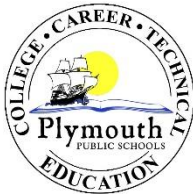


**National Grid** - Building on the success of National Grid’s FY24 Clean Energy Academy programs, funding from MassCEC will enable existing partners to scale entry point opportunities and to expand the National Grid Energy Infrastructure Academy (NG EIA) to implement a cohort for Returning Citizens. The NG EIA is an immersive upskilling program which trains Greater Worcester and Greater Boston residents from historically underrepresented and marginalized populations.



**Northeast Home Energy Rating System Alliance** - NEHERS will develop an in-house RFI and Modeler curriculum to deliver live trainings, revise and streamline the HERS Rater Training and Reference Manual, design

pull-out sections for RFIs and Modelers, and prepare the manual for future translation into other languages. NEHERS will expand the mentorship offerings to ensure that participants from target populations complete the training and successfully navigate careers as HERS Raters.



**Plymouth Public Schools** – Through a Clean Energy Lab for Trades, Plymouth Public Schools will provide integrated workforce skill development for the High-Performance Building, Net Zero Grid, and Clean Transportation Occupations. Students from each trade will have the opportunity to work on integrated projects in a shared, new lab space. Plymouth Public Schools will install a pre-engineered metal building on an existing 50’ by 50’ slab with footings/foundation to create additional space to enable students to collaborate and learn on clean energy trades projects. This Clean Energy Lab for Trades will provide integrated workforce skill development to students for the High-Performance Building, Net Zero Grid, and Clean Transportation Occupations.



**Project Green Schools** – Project Green Schools will collaborate with Brockton High School, ACDC, and others to implement the Clean Automotive Technology Center of Excellence, which will support training and hands-on equipment essential to developing the next generation of Auto Technicians while creating equitable access to climate-critical internships leading to job placements.

Project Green Schools will also renovate a classroom adjacent to the current automotive shop by installing retractable bay doors, removing non-load bearing walls, and bringing in lifts and other automotive training equipment to create a second large garage to double the shop capacity. The school will bring in additional EV specific equipment, such as EV chargers and tools needed to work safely on EVs.



**Studio for High-Performance Design & Construction, Inc.** - Studio HPDC will launch the High-Performance Living Lab program that uses the real-world as a laboratory for the creation of hands-on trainings, exposure to emergent technologies, and development of resources and articulated pathways to clean energy careers and higher education. Students will be awarded badges, recognized as micro credentials by select industry partners, as they complete different modules, attend in person tours of construction sites, and reach out to industry experts at major conferences. Studio HPDC will also complete and document major high-performance renovations to its hands-on learning space, “The Barn.” Re-created as both a high-performance building model and instructional space, The Barn will increase access to the Studio’s programming and also serve as a case study of high-performance best practices.



**The Possible Zone** - The Jackson Square-based innovation and education center will be home to the Clean Energy Innovation Pathway program building awareness, exposure, engagement, skills, networks, and agency for underrepresented BIPOC high school students in Boston to pursue post-secondary opportunities in the Massachusetts clean-energy economy.



**Tremco CPG Inc.** - The Achieve Green ("AG") program by Tremco CPG Inc. will create avenues for young people to gain the skills required to go into multiple green construction fields. The AG program provides two (2) pathways for high school students in their senior year leading into continued educational pathways and employment: the IUPAT pre-apprenticeship pathway for glazers/weatherization techs and a hybrid college and on the job training program through Roxbury Community College and NEHERS training program leading to energy auditor/assessor jobs, heat pump, and solar installer opportunities.



**Upper Cape Cod Technical School** - UCT will provide Electrical Code and Theory Level 1 training with entry to apprenticeship to thirty (30) students from underrepresented populations, including opportunity youth. The 9-month program will include significant supports including provided tools and supplies and wraparound social support services, including career counseling, work-readiness, mentorship, ESOL, and other resources to reduce obstacles to success. UCT will recruit students from the South Shore, Cape Cod and the Islands, as well as from the Federally Recognized and State-acknowledged Tribes.



**WeReach** - WeReach will establish a ten-week construction management training program with a primary focus on increasing the number of individuals of color in leadership positions in the construction industry. The program will be tailored to individuals of color within the construction service sector, equipping them with the skills and knowledge needed to become construction managers specializing in clean energy initiatives. The program's curriculum will be thoughtfully designed, incorporating Diversity, Equity, and Inclusion ("DEI") principles based on comprehensive research insights into the specific challenges faced by people of color in pursuing careers in construction management.

## FY24 CLIMATE-CRITICAL WORKFORCE TRAINING, EQUIPMENT & INFRASTRUCTURE GRANTS



**Asbestos Workers Local 6 Apprenticeship Fund** - Local 6 Apprenticeship Fund will expand the existing curriculum to include instruction regarding the installation and maintenance of removable insulation blankets. At the same time, Local 6 Apprenticeship Fund will be building upon its existing track record of providing career opportunities for individuals from identified Environmental Justice neighborhoods, by expanding recruitment and retention efforts. The grantee will also purchase the equipment and

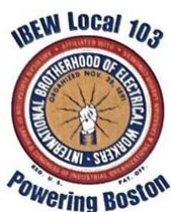
materials needed to expand the existing curriculum. The equipment will enable apprentices to convert raw cloth materials into form-fitting blankets that provide effective insulation, creating the opportunity to practice installing and maintaining blankets on different types of piping.



**Gloucester High School** - Gloucester Public Schools' CTVE workforce development program will modernize and expand existing Chapter 74 programs in Automotive and Advanced Manufacturing. For the automotive training curriculum, they will add curriculum geared towards EV skilled technician training, including Fundamentals of Electric Vehicles, Battery Systems, Charging Infrastructure, Diagnostic Procedures, Safety and Environmental Considerations, and Hands-on Practical Training. Work readiness curriculum will run along with the EV technician training and the Advanced Manufacturing training to prepare students to enter the workforce. Gloucester High School will also use funds to incorporate electric vehicle training into the existing Automotive Technology program by updating the building envelope to make the environment waterproof and safe; install EV simulators, equipment, and safety PPE; and updating the compressors that run the pneumatic tools. Grant funds will also be used to update the computers and compressor in the Advanced Manufacturing program.



**HVAC Pro Blog LLC** - HVAC Pro Blog LLC will build the staff capacity and partnerships needed to launch the proposed workforce development program to facilitate the transition of existing fossil fuel workers in Residential HVAC Contractors across Massachusetts to clean energy practices with cold climate heat pumps. By providing in-person ACCA Residential System Design and Quality Installation Training, virtual support, and creative content, the proposed program will address barriers such as the cost of advanced training, limited availability, and travel constraints. Through strategic partnerships, subsidies, and flexible scheduling, the initiative will make training more accessible and convenient for participants.



**IBEW Local 103** - The Greater Boston Joint Apprentice Training Center ("JATC"), a collaboration between the International Brotherhood of Electrical Workers ("IBEW") Local 103 and the National Electrical Contractors Association ("NECA") of Greater Boston, will refurbish the JATC's wind turbine and integrate the turbine into IBEW's apprenticeship and clean energy pre-apprenticeship programs.



**Julius Education** - Julius Education will develop the Massachusetts Green Labor Market Intelligence ("LMI") Hub, a scalable infrastructure for AI-driven insights with real-time labor market intelligence for MassCEC priority occupations, including regional job demand, priority skills, and in-demand education and certification requirements.



**National Grid** - National Grid, in partnership with Community Work Services (“CWS”) and Training Resources of America (“TRA”), will scale and sustain the National Grid Energy Infrastructure Academy (“NG EIA”). The NG EIA is an immersive upskilling program which trains Greater Worcester and Greater Boston residents from historically underrepresented and marginalized communities in the skills needed for clean energy roles.



**Northeast Home Energy Rating System Alliance** - NEHERS will develop an in-house RFI and Modeler curriculum to deliver live trainings, revise and streamline the HERS Rater Training and Reference Manual, design pull-out sections for RFIs and Modelers, and prepare the manual for future translation into other languages. NEHERS will also expand the HERS Rater Training mentorship program to include career advancement for incumbent workers, small business development, and a HERS Rater train-the-trainer program, to grow a diverse and skilled pool of trainers available to meet the growing demand for HERS-related training.



**South Middlesex Opportunity Council** - MOC’s Green Jobs Academy will implement a 12-month training program to engage regional student cohorts to cover a range of skills and credentials. The program will employ the National Renewable Energy Laboratory’s Installer Badges Toolkit, a flexible, customizable approach to training skilled workers for the home energy-retrofit industry and will provide training modules to meet all Installer Badge requirements. After participating in the program, students will obtain and retain clean-energy-industry job placements at mid- to high-level positions that offer competitive pay in the current market. SMOC will also purchase essential training equipment including infrared cameras, blower door systems, and insulation blowing machines to be better able to simulate hands-on field training exercises with the latest technology.



**Upper Cape Cod Technical School** - UCT will provide Electrical Code and Theory Level 1 training with entry to apprenticeship to sixty (60) students from underrepresented populations, including opportunity youth. The 9-month program will include significant supports including provided tools and supplies and wraparound social support services, including career counseling, work-readiness, mentorship, ESOL, and other resources to reduce obstacles to success. UCT will recruit students from the South Shore, Cape Cod and the Islands, as well as from the Federally Recognized and State-acknowledged Tribes. UCT will also purchase equipment including EV chargers, a prefabricated building, and electrical panels and wiring to enhance the hands-on learning environment and experience of electrical students and other students entering climate-critical occupations.



## FY24 EQUITY WORKFORCE PLANNING AND CAPACITY GRANTS



**All In Energy** - All In Energy will address the growing demand for bilingual energy auditors in the clean energy sector by providing training to individuals proficient in Spanish, Portuguese, Cape Verdean Creole, or Chinese. The proposed pilot will provide upskilling training to bilingual customer service representatives to enable those participants to transition into energy auditor roles at Mass Save.



**Apprentice Learning** - Apprentice Learning will expand upon the success of the planning period by a) exposing 7th and 8th graders to clean energy careers through a variety of means, including workplace-based apprenticeships; b) establishing new partnerships and deepening existing partnerships with businesses in the clean energy sector; and c) creating a clean energy industry focus within the Apprentice Learning curriculum.



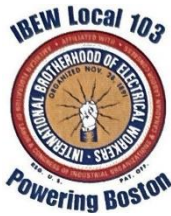
**Boston Private Industry Council** - Boston PIC will establish a working group of renewable energy and building decarbonization employers to help develop and implement internship programs for Boston high school students. In collaboration with participating employers, a school-based PIC Career Specialist will also organize career exploration activities throughout the academic year including skill-building bootcamps, field trips, career panels, and job shadowing opportunities. During this pilot phase, Boston PIC will place 8 students from Boston Green Academy in climate-critical internships and develop a plan with committed employers to host annual intern placements.



**Greenfield Community College** - GCC will plan a new training program for Weatherization Techs in Western and Central Massachusetts. They aim to build a training program that provides strong industry-recognized skills, work readiness and professional skills for working in homes, and pathways to additional training in a number of well-paid clean energy skilled trades, including HVAC.



**Hack.Diversity** - Hack.Diversity will upskill both ends of the talent and employer hiring and retention equation. Their Fellows, many of whom are first in their families to study a STEM field, complete nine-month Fellowship where they have opportunities to convert paid internships into permanent offers. Employer partners are required to engage in organizational change to translate stated equity and inclusion values into belonging experienced by Fellows. Hack.Diversity will adapt its current model, which has demonstrated success in the tech sector, to find ways to incorporate clean energy sector opportunities, technical upskilling, and onboarding and will also identify if additional programs need to be built out to support the unique needs of the clean energy sector.



**IBEW Local 103** – IBEW will expand existing resources, programs and partnerships into the clean energy sector to support NECA-IBEW associated MWBE Union Electrical Contractors as they transition into clean energy sectors. IBEW will design a tailored program that enhances the technical skills, business capacities, and labor development capabilities of MWBE contractors, as well as connecting them to key industry stakeholders.



**Jamaica Plain Neighborhood Development Corporation** - JPNDC will expand its Small Contractor Success Initiative into the clean energy space by providing training and certification for MWBE contractors in the construction sector and support those MWBEs with technical assistance to overcome lending discrimination and linguistic barriers. JPNDC will grow its capacity needed for this expansion by obtaining clean energy training for its staff needed to provide the expanded training and certification services to MWBEs and by establishing additional partnerships.



**Jewish Vocational Services** - JVS will partner with Franklin Cummings Tech to plan an electric vehicle technician training program offering wrap-around services to underrepresented clients. JVS seeks to streamline the training and hiring process for employer partners, effectively closing hiring gaps with underserved and underemployed individuals. Continuous career coaching and barrier removal services will ensure client success.



**MassHire Greater Brockton Workforce Board** - MHGBWB will lead a Clean Energy career awareness and exploration program targeting youth and young adults, aged 16-24, residing in or near Brockton. The program will engage regional clean energy employers to create a comprehensive database of opportunities, including internships, job shadowing, part-time employment, and apprenticeships. This database will be continuously updated and informed by ongoing labor market research, including activities such as a CEO Roundtable. Leveraging both out-of-schooltime space and class time, MHGBWB will coordinate Connecting Activities liaisons from thirteen local school districts to use the database to develop curriculum and organize career days to introduce students to clean energy occupations and pathways in the region.



**MassHire Hampden County Workforce Board** - The MassHire Hampden County Workforce Board will lead a partnership of seven (7) vocational/comprehensive and traditional high schools in planning and expanding capacity in selected trades and career pathway selections impacted by clean energy “Climate Critical” occupational growth projections based on data from the MassCEC 2023 Clean Energy Workforce Needs Assessment. Additionally, a communication and marketing campaign strategy will be developed to inform teachers,

guidance counselors, students, parents and middle schools of the clean energy career pathway opportunities at the collaborating vocational/comprehensive and traditional high schools in Franklin and Hampden Counties.



**MassHire Lowell Career Center** - The MassHire Lowell Career Center plans to bolster the clean energy career offerings and experiences for young people aged 14-24 experiencing barriers to success. The Young Adult Career Center recognizes that increased exposure to potential careers earlier in life will provide young people with the knowledge they need to make informed decisions about their future.



**Metropolitan Area Planning Council** - MAPC will develop a comprehensive implementation plan for a pilot training program for municipal energy and sustainability managers who will serve in Environmental Justice (EJ) communities across the Commonwealth. This planning effort will develop a program, designed with input from EJ communities and existing energy and sustainability managers, to support equity-centered recruitment, tailored training, and ongoing professional development and support for this new cohort of municipal staff who will drive local-level clean energy and climate implementation.



**Passive House Massachusetts** - Passive House Massachusetts will create an outreach plan to recruit MWBEs currently in the building industry, including HVAC contractors and carpenters, and train them in the Passive House construction model. Passive House Massachusetts will also connect MWBEs with Passive House projects and to the industry networks and resource materials.



**Sustainable Business Network of MA** - SBN will develop their statewide solar training program, the SBN Solar Workforce Accelerator, by hiring a full-time solar workforce program manager who can help establish partnerships with community-based organizations, training organizations, and employers across the state needed to scale up training operations statewide. These partnerships will allow SBN to build out a network of diverse organizations to provide the training and support services, such as transportation and childcare, needed by participants across the state to enter the many strong career opportunities identified by SBN's prior solar workforce needs assessment.



**Training Resources of America, Inc.** - TRA, in partnership with National Grid, will build the capacity necessary to scale the National Grid Energy Infrastructure Academy pilot, which targets Worcester residents from underrepresented communities and trains them in net-zero grid infrastructure roles. By leveraging its existing ESOL programming and YouthBuild program, TRA provides its diverse participants with career readiness support and extensive support services including support obtaining driver's licenses, applying for stable housing, and sealing

criminal records. Adding additional program staff will allow TRA to implement feedback from the 2023 pilot for both the technical skills curriculum and the trainee support services.



**Upper Cape Cod Technical School** - UCT will use a planning grant to explore the feasibility of creating a new program to provide skills for green energy jobs, such as EV technicians. A team of faculty from the automotive, electrical, engineering, environmental, and transportation sectors will work with industry partners to design a curriculum and identify equipment needs to offer such programs to potential local adult students.



**Volunteers of America of Massachusetts** - VOAMASS will plan a comprehensive Tier 1 Plumbing training program for returning citizens residing in or originating from EJ neighborhoods. The training program will begin in the Essex County Sheriff's Department minimum security correctional facility and will prepare participants for apprentice-level plumbing positions in the clean energy field. Planning activities will be focused on creating a structured plan of action, training curricula, employer engagement and solidifying key parts of program design such as recruitment, job placement and support services.

## FY23 WORKFORCE GRANTEES

### FY23 MWBE SUPPORT GRANTS



**Activate Global** - Activate Global will explore how to enhance the existing Activate Fellowship program to better serve MWBEs through a Diversity Needs Assessment and Program Audit. The Activate Fellowship offers participants entrepreneurial education, coaching and mentoring, business support services, networking support, and wraparound support services centered around developing and commercializing innovations in climate-critical business sectors.



**Beacon Climate Innovations** - Beacon Climate Innovations will develop a plan to provide MWBEs upskilling, procurement and bid preparation experience, and contract opportunities through the development of Community Clean Energy Resilience Hubs.



**Black Economic Council of MA** - BECMA will expand its state-wide Electric Vehicle Supply Equipment (EVSE) initiatives to guide more Black-owned businesses into the EV space. In addition to continuing to raise awareness of expansion opportunities through EV Kickstarter workshops, BECMA will offer responsive support to MWBEs through its Back Office Support Services (BOSS) and Vendor Advisory Council (VAC) programs. These programs will better position MWBEs to acquire

contracts, capital, and the skilled workforce needed to scale in the EV sector.



**Boston Center for Community Ownership** - BCCO will develop a plan to adapt existing support programs for worker cooperatives to assist MWBEs seeking increased opportunities in the high-performance building sector. Worker co-ops can be longer lived and more resilient than sole proprietorships and may enable MWBEs to access larger contracting opportunities.



**Center for Women & Enterprise** - CWE will develop the Clean Energy Business Support Center, expanding on CWE's proven suite of MWBE programs to assist MWBEs entering the high-performance building sector. MWBE participants will have access to a Certification program to achieve third-party certification and to a Contracting program to better position the MWBEs to access contracting opportunities.



**Entrepreneurial and Business Collaborative** – E&BC will provide comprehensive support to MWBEs in Western Massachusetts through two distinct programs - an 8-week Consolidated Accelerator Program and a 12-month Comprehensive and Inclusive Support Program. These programs offer access to funding, mentorship, technical assistance, and a variety of wraparound business support services to help MWBEs overcome barriers and succeed in the clean energy industry.



**Northeast Sustainable Energy Association** - NESEA will launch BuildingEnergy Access, expanding on its existing BuildingEnergy Bottom Lines program, a unique network of business owners in the high-performance building sector who work together to improve their respective triple bottom lines: planet, people, and profit. In addition to a dedicated peer-network group, participants will receive custom training and business development services, access to NESEA's existing educational programming, and marketing opportunities to spotlight their MWBE.



**SRGE** - SRGE, a construction equity accelerator, will guide emerging BIPOCQ+ led construction companies in the clean energy sector through the typical eighteen month bid process related to a contract in the high-performance building sector. Using a learning management system and highly customized approach for each MWBE participant, SRGE will support each MWBE with capacity building, access to capital, and networking.

## FY23 EQUITY WORKFORCE TRAINING, EQUIPMENT, AND INFRASTRUCTURE GRANTS



**Action for Equity** - Action for Equity will launch the Green Equity Partnership (GEP), an incumbent worker training and advancement project serving new hires and experienced workers needing green upskilling. The program focuses on building deep skills in heat pump installation and maintenance, as well as skills in decarbonization auditing that will enable graduates to obtain jobs ranging from HERS Rater Trainee through Green Project Lead. GEP will also support diverse employers by providing an outreach, recruitment, and assessment process that creates a good fit between skills needed and the learning and support provided through GEP programs.



**Benjamin Franklin Cummings Institute of Technology** - FC Tech will target individuals from South Shore EJ neighborhoods to raise awareness on select Clean Energy career pathways in partnership with Quincy Asian Resources (QARI) to integrate wraparound services and ensure retention for participants in their chosen educational program. The selected FC Tech Clean Energy programs are the HVAC Certificate Program, Practical Electricity Certificate Program, Construction Management Associate Degree, and the Automotive Technology Associate Degree with a concentration in Electric Vehicles.



**BlocPower** – BlocPower will recruit and train returning citizens into entry level trades occupations in the high-performance building sector. The training program will provide extensive case management to ensure appropriate services for previously incarcerated individuals. The technical training portion of the program will provide foundational knowledge on building science and construction education. Participants will receive stipends during the technical training portion of the program and the initial subsidized on-the-job training with the employer placements.



**Building Pathways** - Building Pathways will provide Building Trades Pre-Apprentice Training Cycles and SkillsBuild pre-apprenticeship training cycles in partnership with the Massachusetts AFL-CIO and Massachusetts Laborer's District Council for individuals entering climate-critical occupations in the construction sector. These cycles will be intensive, 200+ hour multi-craft pre-apprenticeship training, providing participants with the information and skills needed to be successful in a buildings trade apprenticeship. Participants will have access to employability and occupational skills training, case management, job coaching, placement services, and retention services.





**Community Works Services** – Community Works Services will deliver the Solar Technician Training Program utilizing Power52’s accredited curriculum which incorporates technical training and soft skills training to prepare participants to be career ready. Program graduates will receive industry recognized certifications to ensure successful employment outcomes.



**Energetics** - Energetics will partner with Automotive Career Development Center (ACDC) to develop and deploy an upskilling workforce development program that will serve fossil fuel workers in Massachusetts. Currently employed automotive technicians that work on light, medium, and heavy-duty vehicles in MA will receive training in servicing hybrid and electric vehicles and a variety of support services including tools/materials, childcare supports, lodging, and retention support services following job placement.



**Greater Lawrence Technical School** - GLTS will develop a 15-week training program comprised of hands-on training, OSHA 10 certification, and career readiness curriculum to create access to a variety of careers in the high-performance building and net-zero grid sectors for Lawrence-area residents. The program will emphasize trainee-centered support including a monetary attendance incentive, no-cost childcare, intensive career coaching, and retention support services. In addition to these trainings, GLTS will engage employer partners to ensure robust job placement in living wage, career pathway jobs.



**Greenfield Community College** - GCC, in partnership with MassHire Franklin Hampshire Workforce Board and Career Center, will develop and launch a robust training program for HVAC workers targeting historically underrepresented individuals, including residents of Environmental Justice neighborhoods, young adults, women, and returning citizens. The semester long program will include technical skills and career readiness training, professional certifications, comprehensive student support, a two-month paid internship with a regional HVAC employer, and retention services through the first year of work.



**Julius Education** - Julius Education will expand the support services provided by the proposed Massachusetts Good Green Jobs Navigator, a workforce readiness and career exploration program, by hiring the proposed Program Navigator Associates.



**LISC** - LISC will further expand its wraparound support services and retention services and refine advancement opportunities in the high-performance buildings sector for graduating participants

of their weatherization training Bridges to Green Jobs program. LISC will also expand its capacity to scale the Bridges to Green Jobs program in Lawrence.



**MassHire North Shore** - MassHire North Shore will launch a training initiative designed to stimulate entry of underrepresented individuals into offshore wind careers. These 6-month pre-apprenticeship programs will include adult basic education and language support, skills-based pre-apprentice training, and career exploration. Participants will have access to numerous support services including transportation, ESOL services, childcare, and stipends, as well as a direct pathway to employment through MHNS's partnerships with labor unions.



**MassHire South Shore** – MassHire South Shore will hire a Program Coordinator to develop the Clean Energy program at MassHire South Shore, which involves job development for clean energy occupations and providing career navigation services for residents of South Shore communities, including information sessions and career fairs.



**National Society of Black Engineers** – NSBE will develop capacity for the proposed Inspire Youth STEM Workforce Development Program, which provides clean energy career awareness through early exposure and internship opportunities for K-12 Greater Boston students. NSBE will hire a job developer to increase the number of available internships and to explore leveraging funds and employer partners for internships.



**People Acting in Community Endeavors** - PACE will develop the capacity of its READY (Reaching Employment Access to Discover Your Future) Program by establishing specific off-ramp pathways into training programs in or adjacent to offshore wind. READY is designed to provide career readiness and pre-training skills for members of EJ neighborhoods in the Greater New Bedford Community.



**RARE** – RARE will deploy the Boston SHINE solar training program which incorporates theory and in-person lab activities including training for solar installation, operations, maintenance, and safety. Training participants will receive industry recognized certifications upon completion of the program. RARE will provide wraparound services to participants to ensure high-quality employment outcomes.



**Transform Power Systems (formerly Nordee Enterprise)** – TPS Energy will deploy the one-year pilot of the Transform Power Workforce Hub to provide customized career pathways for underserved adults seeking careers in the clean energy sector. TPS will develop an 8-to-20-week pathway to clean energy career placement based on the participant’s needs and career interests. In addition, TPS will leverage its employer network to determine training opportunities and/or full-time opportunities for participants upon pathway completion.



**Tremco CPG Inc.** - Tremco will expand the capacity of the Achieve Green (AG) program, an extension of the established Rising Stars program at Madison Park Vocational Technical School, by piloting the IUPAT pre-apprenticeship program leading to employment as glazers/weatherization technicians and by hiring additional job development staff to explore additional off-ramp training and educational opportunities for students involved in the early college prong of the AG program.

## FY23 EQUITY WORKFORCE PLANNING AND CAPACITY GRANTS



**All In Energy** - All in Energy is developing career pathways for multilingual individuals from EJ neighborhoods to become energy auditors, these pathways involve placement in customer-facing roles at Mass Save programs to give participants the resources and time needed to train to become energy auditors.



**Apprentice Learning** - Apprentice Learning is developing a multi-year plan to integrate awareness of climate-critical career pathways and real-world learning experiences into its curricula and programming for in-school and out-of-school time activities targeted middle-school youth in Boston’s low-income and environmental justice communities.



**Alternative Fuels Data Center** - ACDC is expanding existing hybrid and EV training programs to recruit and train individuals working in the fossil fuel industry from EJ Neighborhoods across the state to work in and service those communities.



**Browning the Green Space** - BGS is exploring pathways for formerly incarcerated citizens in Boston to receive training and support needed to enter high-performance building retrofits sector, exploring partnerships and solutions that reduce the barriers faced by those with CORI issues.



**Codman Square Neighborhood Development Corporation -** CSNDC is exploring career pathways with employer partners for formerly incarcerated citizens to enter the high-performance building retrofits sector, with emphasis on accommodating CORIs.



**Greenfield Community College -** GCC is developing a co-op model with employer partners throughout Franklin and Hampshire Counties to train workers in fossil fuel industries and individuals in EJ neighborhoods to transition to clean energy job alternatives in the high-performance retrofits sector.



**GreenRoots Chelsea-** GreenRoots is exploring training a wide range of people of color, workers in the fossil fuel industry, and youth from Chelsea and East Boston to enter the clean energy sector locally in careers related to solar energy and microgrids.



**Groundwork Lawrence –** Groundwork Lawrence is developing a customized multi-year training program to train residents of Lawrence and other Merrimack Valley EJ Neighborhoods to enter careers in the high-performance retrofits sector.



**Julius Education -** Julius Education is developing and deploying a Massachusetts Green Buildings Accelerator Plan that can be deployed across EJ Neighborhoods statewide, providing residents with career navigation to better understand career pathways, access foundational training, and enter curated workforce and educational pathways.



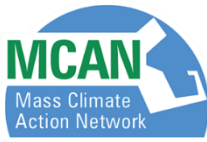
**Local Initiatives Support Corporation -** LISC is exploring the expansion of LISC's existing weatherization training program, Bridges to Green jobs, which provides training for participants from EJ Neighborhoods to become weatherization technicians. Also exploring the addition of an entry-level heat pump tech training.



**Madison Park Technical Vocational High School -** Madison Park is partnering with Career Champions Network to implement recommendations from the school's Clean Energy Task Force, generate a career exploration initiative for students, and develop a plan for an after-hours adult training program for clean energy sector occupations.



**Massachusetts Association of Community Colleges -** MACC is conducting a needs assessment and gap analysis on training for entry to mid-level climate critical careers to inform the execution of programs in Massachusetts' community colleges.



**Massachusetts Climate Action Network** - MCAN is researching the components of an incumbent worker training program that meet the training needs of black and indigenous people of color (BIPOC) for new entrants and established workers with a focus on occupations in HVAC and building electrification.



**MassHire North Shore Workforce Board** - MassHire North Shore is developing a regional equitable workforce training plan and training programs leading to jobs in the offshore wind industry supply chain and other parts of the blue economy.



**New England Women in Energy and the Environment** - NEWIEE is developing a fellowship program that seeks to train women in various climate critical occupations, matching selected individuals with companies/organizations operating in the clean energy industry, and will establish partnerships with organizations who will assist in diversifying recruitment processes to engage more women of color in the program and provide mentorship and support services throughout the fellowship.



**Nordee Enterprise (now TPS Energy)** - Nordee will provide early exposure to clean energy jobs at Hyde Park and Mattapan-based high schools; deliver specialization workshops at local technical schools, colleges, and neighborhood associations to give participants a head start on topics like clean energy networking, 1099 subcontracting, and obtaining credentials; and establish placement pathways.



**Northeast Home Energy Ratings System Alliance** - NEHERS is hiring a technical director to expand their existing HERS Rater Trainings to include mentorship and training for Rating Field Inspectors (RFIs) and HERS Modelers as an apprenticeship-equivalent pathway into the industry, specifically targeting underrepresented demographics.



**People Acting in Community Endeavors, Inc.** - PACE is connecting the most underserved individuals in New Bedford and neighboring EJ communities that may be missed by traditional workforce approaches by addressing their skills gaps to prepare them to work in the growing Offshore Wind Industry.



**Roads Consulting Group** – Roads is creating a plan to design secure business recruitment pathways for Minority and Women Owned Business Enterprises in low-income and Environmental Justice designated communities to enter the clean energy industry.



**Roxbury Community College** - Roxbury Community College is developing a heating, ventilation, air conditioning, and refrigeration (HVAC-R) program for people of color and EJ neighborhoods.



**Sustainable Business Network of Massachusetts** – SBN MA is developing the SBN Workforce Diversity Program that will support diversifying the solar industry with a focus on EJ neighborhoods. SBN will focus on occupations in project development, sales and marketing, operations, and maintenance.



**The Studio for High-Performance Design and Construction** - StudioHPDC will create a plan to train carpentry instructors in the high-performance buildings sector at vocational/technical schools in Environmental Justice Communities.



**Transform Power Systems** (formerly Nordee Enterprise) - TPS is providing individuals in Hyde Park and Mattapan-based high schools exposure to clean energy jobs through specialization workshops at local technical school, colleges and neighborhoods associations.



**Tremco CPG Inc** - Tremco CPG Inc is exploring the expansion and upskilling of the Rising Stars trades program hosted at Madison Park Vocational Technical School to include high-performance retrofit training and placement pathways.



**Worcester Polytechnic Institute** - WPI is developing a building energy system training program to provide training to underrepresented individuals, focusing on energy-efficient HVAC systems.

## FY22 WORKFORCE GRANTEES



## FY22 MWBE SUPPORT GRANTS



**Black Economic Council of Massachusetts** - Black Economic Council of Massachusetts will expand BECMA's Electric Vehicle (EV) Kickstarter program to areas outside of Boston. This effort helps MWBE identify business opportunities in EV space as resellers, owner-operators, installers and maintenance providers. Businesses interested in expansion are awarded \$5k grants from BECMA and access to MassDevelopment for loan financing



**Browning the Green Space** - Browning the Green Space will create more MWBEs by expanding the Accelerating Contractors of Color in Energy for Sustainable Success (ACCESS) program. ACCESS is an 8-week contractor bootcamp for aspiring energy efficiency & renewable energy business owners that provides curated consulting, coaching, connections, mentorship, and access to capital.



**Center for Women & Enterprise** - Center for Women & Enterprise will determine the educational, professional development and back-to-office services necessary for early MWBEs to thrive in the climate critical building sector.



**Emerald Cities Collaborative** - Emerald Cities Collaborative will recruit MWBE contractors in the Pioneer Valley, train on decarbonization work, connect to pipelines of work, provide networking opportunities, and facilitate connections to working and equity capital.



**Greater New England Minority Supplier Diversity Council** - Greater New England Minority Supplier Diversity Council will make MWBEs aware of opportunities to obtain contracts in climate critical areas, build their financial and intellectual capital and provide MWBE certifications, leveraging grants with U.S. Department of Commerce.



**Greentown Labs** - Greentown Labs will operate accelerator program, Advancing Climatetech and Clean Energy Leaders (ACCEL) to accelerate high growth, tech innovation based MWBE startups towards investment, partnerships, and customers.



**Northeast Sustainable Energy Association** - Northeast Sustainable Energy Association will explore how to provide MWBEs with access to NESEA Green Building community and its resources and connections. In particular, define how MWBE participation in NESEA's peer business groups might become part of other Implementation grants to other grantees or other models for NESEA to support MWBEs.



**SRGE, the Construction Incubator** – SRGE will support expansion of larger BIPOC construction, electrical, and mechanical contractors through Construction Incubator program for EV charging station installation, high performing mechanical systems and energy retrofit building projects.



**The Compost Collaborative** - The Compost Collaborative will explore expanding Compost Collaborative employee-ownership to spin-off business model targeting BIPOC/female returning citizens as a template for other women returning from prison. Explore connecting with other state programs to allow more women ex-offenders to use and participate in this business model.