

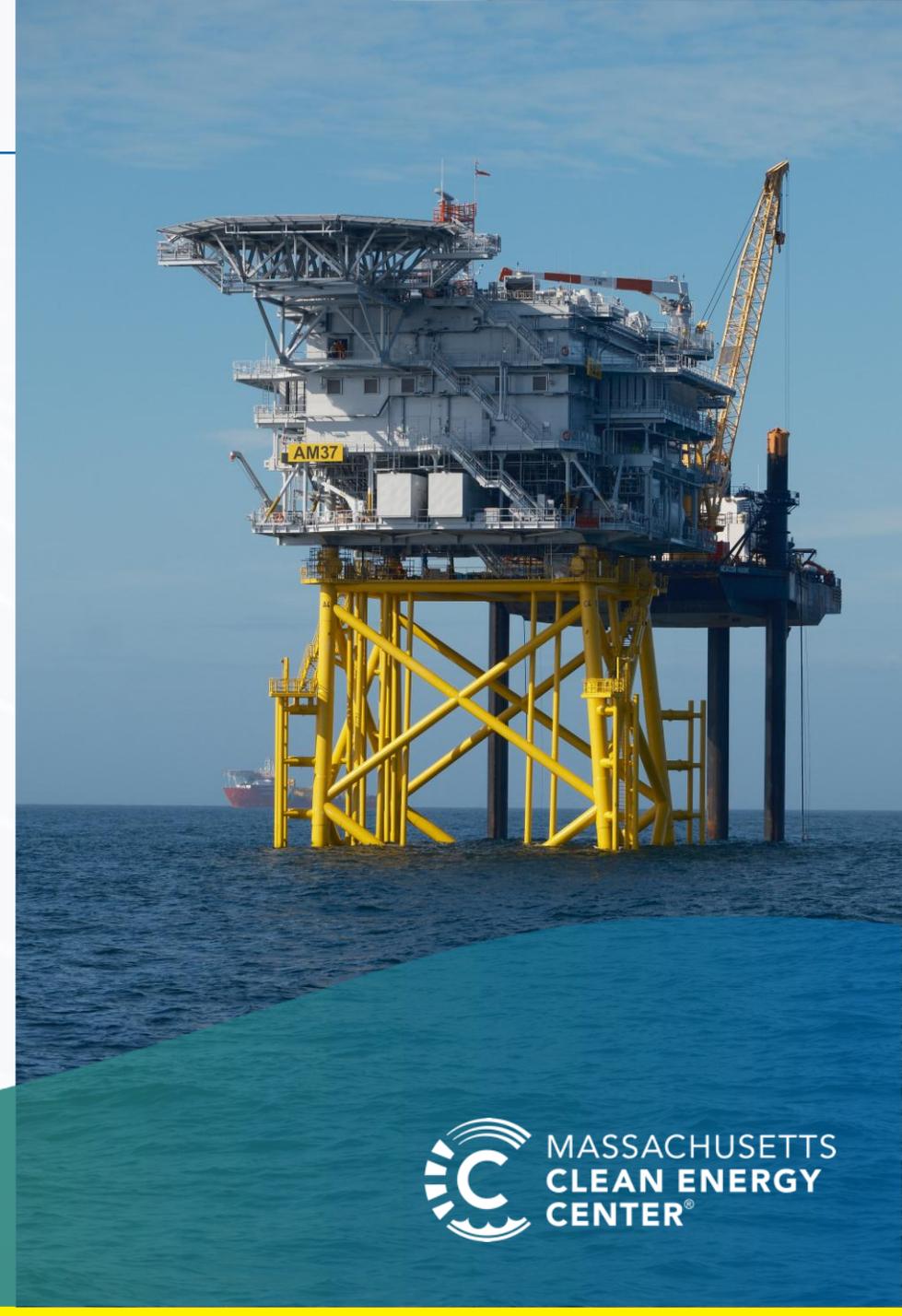
03/17/2026

Offshore Wind Works 2026 Workforce Grants

INFORMATIONAL WEBINAR

LAUREN FARNSWORTH, SR. PROGRAM MANAGER

JEREMY BELKNAP, PROGRAM MANAGER



Agenda

MassCEC Overview

Offshore Wind Workforce Development Strategy

Offshore Wind Works Overview

Community of Practice

OSWW Round 8

Time for Questions



EMERGING CLIMATE TECH

We help new climate-focused businesses grow faster by backing a vibrant community of researchers, startups, and established industry players - creating an ecosystem where they connect and thrive.



MASSCEC'S WORK BY FOCUS AREA

ACCELERATING DECARBONIZATION

We tackle barriers to widespread use of clean energy and climate technology in buildings, transportation, and the grid.



LARGE SCALE DEPLOYMENT: OFFSHORE ENERGY

We're building a cutting-edge offshore energy industry, marshaling world-class ports while addressing supply chain and workforce development challenges.



CLEAN ENERGY & CLIMATE WORKFORCE DEVELOPMENT

We're growing a diverse and talented clean energy workforce by supporting a dynamic network of community-based organizations, labor, training providers, schools and employers committed to a sustainable future for all.

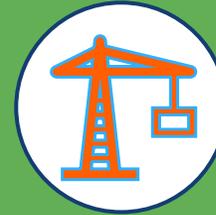


Offshore Energy Programs

- Reduce project risk, increase market confidence, and support the economic development and workforce opportunities of the offshore wind sector.



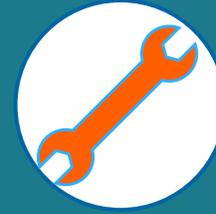
SCIENCE, RESEARCH, AND ANALYSIS - Cultivate capacity and provide direct support for science, applied research, and analysis to advance responsible offshore wind development, reduce costs and increase reliability, and address challenges in areas including fisheries, wildlife, supply chain, logistics, and transmission.



PORTS, INFRASTRUCTURE, AND HARBOR ACCESS - Manage investments in redevelopment of priority OSW port facilities and infrastructure and seek additional funding. Ensure the utility of MA ports for OSW activities through trainings / simulations, coordination with port managers and users, and supporting availability of real-time met-ocean conditions.



OFFSHORE WIND WORKS - Develop and sustain a qualified, well-trained, safe, and diverse OSW workforce to plan, build, operate and maintain regional offshore wind facilities through grants and technical assistance. Convene and facilitate offshore wind workforce development practitioners to exchange information and best practices.



OFFSHORE WIND BUSINESS READY (SUPPLY CHAIN) - Foster the growth of offshore wind business in the Commonwealth by supporting the localization of the global industry and expanding participation of MA-based manufacturers, suppliers, and service providers in the offshore wind supply chain through technical assistance, tax incentives, and grants.



OCEAN RENEWABLE ENERGY & CLIMATE TECH INNOVATION - Collaborate with partners to support entrepreneurs, early-stage companies, and small businesses in commercialization of technologies and solutions and access to supply chain networks. Advance development of ocean testing and validation sites.

OSW Workforce Development Strategy



RESEARCH AND ANALYSIS

Conduct targeted **research and analysis** to inform workforce development initiatives



ENGAGE

Engage directly with OSW industry to ensure programs and efforts align with their needs



INVEST

Invest in and leverage resources for essential, high-need programs to meet needs and fill gaps



SUPPORT

Proactively **support** programs and initiatives that build an OSW workforce



CONVENE

Convene, support, and facilitate practitioners and stakeholders to share information, ideas, challenges, and best practices

Offshore Wind Workforce Opportunities



Planning and development

- Activities that precede construction, including site characterization, research, engineering, and permitting

Manufacturing and Assembling

- The ability to produce components of offshore wind turbines and associated infrastructure domestically is ramping up in the Commonwealth.

Construction and installation

- Pre-assembly, installation, and commissioning, with a large roles for skilled trades, organized labor, engineers, project managers, and individuals with maritime and water transportation expertise

Operations and maintenance

- Regular inspection of turbines, foundations, cables, and substations, and process of making necessary repairs or replacements

OSW Workforce Development Investments

- ▶ **Introductory offshore wind courses and programs** - Programs to introduce the workforce (and supply chain) opportunities of OSW industry and include curricula and activities for K-12 students, CTE, college students, professionals
- ▶ **Health and safety training programs** - Programs to provide essential, industry-recognized health, safety, and maritime training, include Global Wind Organisation's (GWO) programs, medical fitness certifications, and maritime/US Coast Guard certifications and licensures. + Studies
- ▶ **Trades programs** - Programs specifically oriented to support the roles of organized labor, maritime workers, and other skilled trades for offshore wind.
- ▶ **Technical training programs** - Programs to train workers for both construction and installation and O&M scopes, including GWO, skilled trades training and apprenticeships, offshore wind power technician certificates, and associates degrees in engineering and technology.
- ▶ **Undergraduate and graduate programs** – OSW specific educational and extracurricular programs and curricula at 4-year degree and graduate institutions, focusing on engineering, project development, and other professional services.
- ▶ **Training Infrastructure** – Programs to purchase or build critical training infrastructure in Massachusetts, including training facilities, virtual simulators, and specialized equipment.
- ▶ **Access to Opportunity** - Increase participation of Priority Groups in existing offshore wind workforce programs, Reduce barriers for individuals interested in pursuing offshore wind job opportunities & provide offshore wind industry exposure and/or career guidance and counseling on offshore wind career pathways for students and job seekers in Priority Groups

Community of Practice

Quarterly meetings are being held remotely and in-person for all OSWW grantees and select invitees.

Cop meetings are a place for practitioners to share, engage, and partner with other organizations.

Topics being covered:

- Workforce demand
- Industry and regulatory trends
- Strategies for engagement with target populations
- Incorporating DEIJ into programming
- Recruitment best practices



In 2025, we introduced two new CoP working groups, one focused on education and one focused on unions and community-based organizations.

Previous Rounds of OSWW Grants

\$20 MILLION

In total awards made

7

Previous Funding Rounds

67

Total awards made

32

Unique organizations awarded



OSWW Round 8

Strand A: Workforce Training & Upskilling

AWARDS UP TO \$250,000

MassCEC seeks proposals that support workforce training and upskilling leading to employment in the offshore wind industry, with an emphasis on practical, industry-recognized skills that are applicable across multiple sectors. MassCEC is interested in projects that focus on training related to operations and maintenance roles, port operations, and specific construction scopes.

Examples of Strand A Project:

- A for-profit company or local labor union group with a need for more certified or re-certified workers partners with a training provider to develop a tailored program that will reduce barriers to existing training opportunities for their workers and increase access for underserved individuals.
- A training provider works with a group of offshore wind employers to design and deliver a program to better meet the skills requirements and logistical constraints of current workers so that they can be upskilled for advanced positions or expanded work duties.



Strand B: Training Equipment and Infrastructure

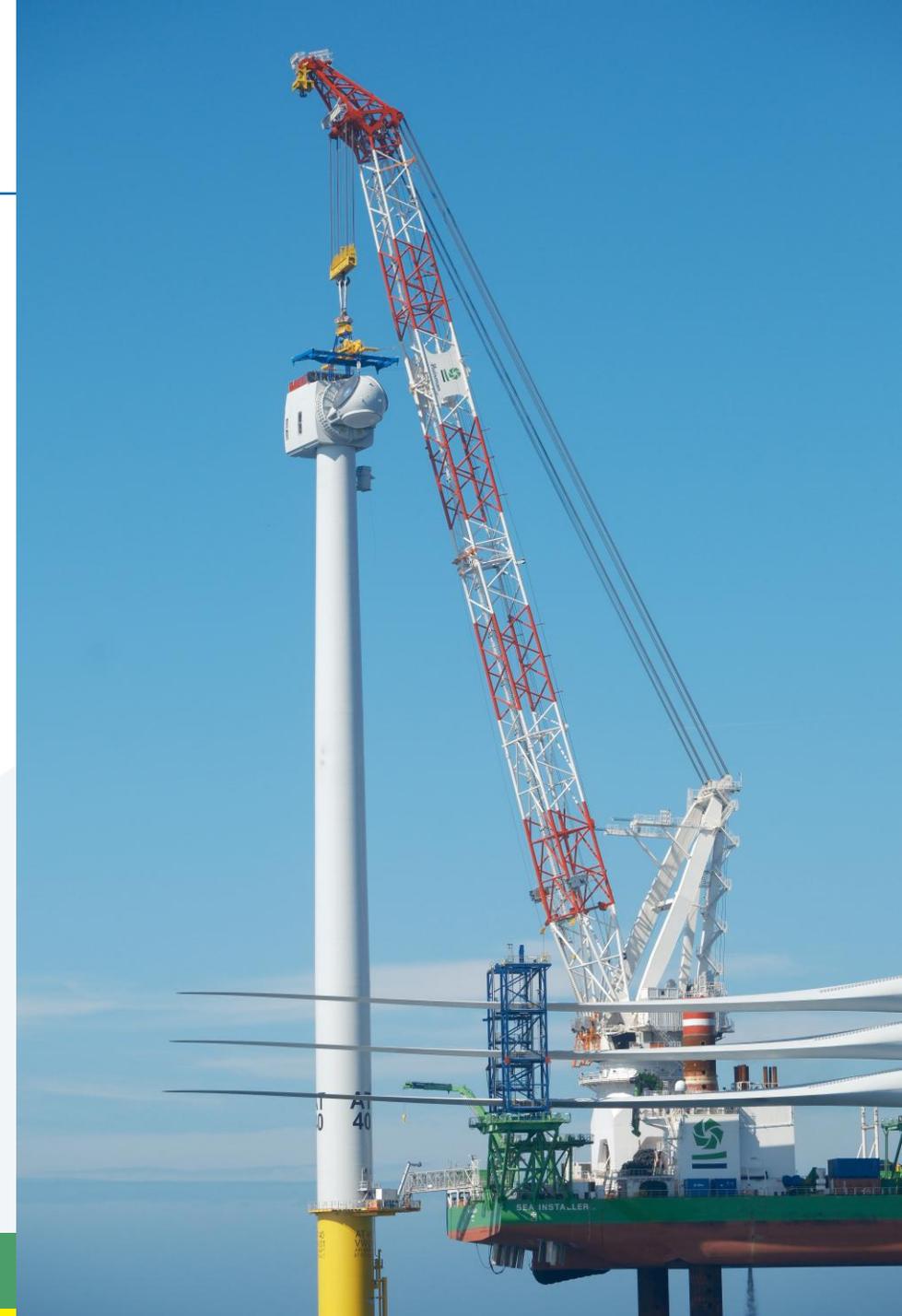
AWARDS UP TO \$500,000

MassCEC seeks proposals to purchase, construct, expand, or upgrade workforce- or training-related equipment, technology, and/or infrastructure to better meet the needs of the offshore wind industry and a specific workforce training program. Emphasis will be placed on projects that demonstrate partnerships with industry stakeholders and alignment with workforce development goals.

Examples of Strand B Project:

- A training provider partners with an OEM to install specialized training equipment and procure personal protective equipment for their facility that will allow the training provider to support the training needs of the OEM for their local workforce.
- A vocational high school that previously installed offshore wind training simulators wants to service and update their simulators and expand their curriculum by purchasing additional equipment related to offshore wind careers.

*MassCEC grant funding is **not available** for the purchase of land, existing buildings, or other physical infrastructure existing at the proposed project site.*



Strand C: Career Exploration and Education

AWARDS UP TO \$250,000

MassCEC seeks proposals that build upon previous efforts to develop offshore wind career exploration and education programs in the Commonwealth. MassCEC is particularly interested in proposals that seek to develop pathways between existing programs and proposals that represent a partnership between two existing programs.

Examples of Strand C Project:

- A community-based organization providing pre-apprenticeship training and a second community-based organization providing supportive services to youth and young adults partner together on a program to recruit and train underserved individuals for future careers in offshore wind.
- A vocational high school that previously installed offshore wind training simulators wants to service and update their simulators and expand their curriculum by purchasing additional equipment related to offshore wind careers.



Award Amounts and Cost Share

- ▶ \$1,750,000 Total Funding Available
- ▶ Preferred Maximum Award Amounts:
 - ▶ Strand A: \$250,000
 - ▶ Strand B: \$500,000
 - ▶ Strand C: \$250,000
- ▶ Cost Share Amounts:
 - ▶ 100% cost-share (1:1 match) of award amount for private entities
 - ▶ 25% cost-share of award amount for all other proposals
- ▶ MassCEC reserves the right to award above the preferred maximum award amount or waive the cost share requirement under special circumstances. Applicants must clearly explain why they are requesting the exception in either case.



Applicant Eligibility

- ▶ Applicants may be an individual company, organization, or institution, or a team of such entities.
- ▶ The lead applicant must fall into one of the following:
 - ▶ A community-based organizations with 501(c)(3) status located in Massachusetts
 - ▶ A public government entity
 - ▶ An accredited Massachusetts school
 - ▶ An accredited MA higher education institution
 - ▶ A local labor union
 - ▶ An established private workforce training provider or other private company doing business in Massachusetts, in partnership with an entity that falls under one of the categories listed above.
- ▶ Co-applicants may be from out of state, but the lead applicant must be a Massachusetts-based entity.



Project Design

INDUSTRY PARTNERSHIPS

- Partnerships with industry representatives or training providers can bolster your proposal by demonstrating expertise and qualifications of the Applicant team.

TRAINING TO INDUSTRY NEED

- Applicants must provide programming that prepares participants to enter and succeed in offshore wind careers. Applicants able to demonstrate recent placements of trainees or those partnered with an employer committed to direct hiring of trainees will be reviewed favorably.

AVOIDING DUPLICATION

- Clearly articulate how your proposal complements, rather than replicates, existing offshore wind workforce development programming in the Commonwealth.

ADDRESSING BARRIERS

- Applicants are encouraged to design programs that mitigate barriers. Examples of barrier reductions may include outreach plans that address language barriers, lack of digital access, work readiness or soft skill training, or training stipends.

Timeline

- ▶ Webinar will be recorded and available publicly
- ▶ Questions must be received by April 6 via email to offshorewind@masscec.com
- ▶ Answers will be posted on the RFP page on MassCEC's website
- ▶ Dates are subject to change at MassCEC's discretion
- ▶ For planning purposes, Applicants should use October 1, 2026 as an estimated start date.

Action Item	Date
Release of RFP	March 2, 2026
Informational Webinar	March 17, 2026
Q&A Period	Ends April 6, 2026
Answers posted by MassCEC	April 10, 2026
Proposals Due	April 17, 2026 by 11:59 pm
Notification of Award	June 2026
Contracting Process	Summer/Fall 2026

Selection Criteria

PROPOSALS WILL BE SCORED AND RANKED BASED ON:

Program Summary and Scope

- Does the proposed project demonstrate understanding of the skills and knowledge necessary for OSW occupations and does it respond to high priority needs identified in the Solicitation?

Team Experience and Qualifications

- Does the Applicant team have experience delivering high quality work and measured results in related projects?

Work Plan

- Does the proposed project have a clear strategy to complete the project and do the proposed schedule, milestones, and deliverables seem appropriate and achievable?

Commitment to Equity and Inclusion and/or Priority Groups

- Does the application demonstrate a genuine and proactive commitment to equity and inclusion, both internally in their organizations and in any external programming?

Budget

- Does the proposal include a sufficiently detailed budget, a cost-effective solution, and identification of cost share sources.

Value Demonstration

- What is the overall value proposition of the proposal when compared with other applicants' proposals and taking into account the broader workforce ecosystem in Massachusetts and the offshore wind industry.

Application Materials

REQUIRED ATTACHMENTS

- ▶ Attachment C: Authorized Representative Signature and Acceptance Form
- ▶ Attachment D: Application Form

OPTIONAL ATTACHMENTS

- ▶ Attachment E: Sample Agreement (If requesting changes)
- ▶ Letters of Support
- ▶ SDO Self-Assessment Results
- ▶ Equity and Inclusion Materials

SUBMISSION REQUIREMENTS

- ▶ All materials submitted by email to offshorewind@masscec.com by 11:59 PM on indicated due date
- ▶ Include “2026 Offshore Wind Workforce RFP Application” in the subject line
- ▶ Responses should be descriptive, but concise

Facilitating Partnerships

MassCEC would like to help facilitate partnerships between organizations in the offshore wind workforce training and development space.

If you are interested in forming a partnership, we are happy to help connect you with others in the offshore wind workforce development ecosystem in Massachusetts.

This webinar could be a great starting point for a partnership, if you would like to leave your information in the chat.

RESPOND IN CHAT WITH:

- Organization Name
- Organization Type
 - Non-profit, training organization, private company, educational institution, etc.
- Contact Name
- Contact Email
- Type of partner organization sought

OR EMAIL TO: OFFSHOREWIND@MASSCEC.COM

Q & A

**Please submit questions in writing to:
offshorewind@masscec.com**

**Answers will be posted to the RFP page by
April 10, 2026.**

Frequently Asked Questions

CAN AN ORGANIZATION APPLY FOR BOTH A STRAND A WORKFORCE PROGRAMMING GRANT AND A SEPARATE STRAND B INFRASTRUCTURE GRANT?

Organizations are limited to receiving one grant as the lead applicant under this grant opportunity. You may submit an application that combines elements of both strands in one proposal but should not exceed the Strand B maximum preferred award in that case.

IS AN ORGANIZATION ALLOWED TO BE THE LEAD ON ONE APPLICATION AND A SUBCONTRACTOR OR PARTNER ON ANOTHER?

Yes.

Thank you!

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