

FY27 CLIMATETECH PATHMAKER

AGENDA

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FOCUS AREAS

ACCELERATING DECARBONIZATION

We contribute to meeting our state's ambitious climate goals by tackling barriers to widespread use of clean energy and climate technology in buildings, transportation, and the grid.





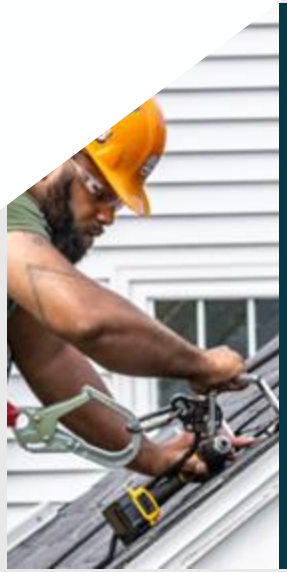
EMERGING CLIMATETECH

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.

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.

MassCEC Workforce Development Team



Jennifer Applebaum
Managing Director



Raija Vaisanen
Deputy Director



Elizabeth Youngblood
Senior Program Manager



Korina Anagnostopoulou
Program Manager

Strategy, External Engagement and Research



Janel Granum
Program Director



Alex Schwartz
Senior Program Manager



Gaby Guity
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Kate Ratcliffe
Program Administrator



Ellie O'Donnell
Program Administrator

Student and Young Adult Pathways



Edward Hsieh
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Jenna Wills
Senior Program Manager



Heather Marciniec
Senior Program Manager



Ben Christensen
Program Manager



Christina Dellaventura
Program Manager



Ana Marques-Jackson
Program Manager



Elsabel Rincon
Program Manager



Courtney Foster
Program Specialist



Omni Balkema
Program Administrator



Kira Nolan
Program Administrator



Jonah Kipnis
WFD Fellow

Training and Small Business Support

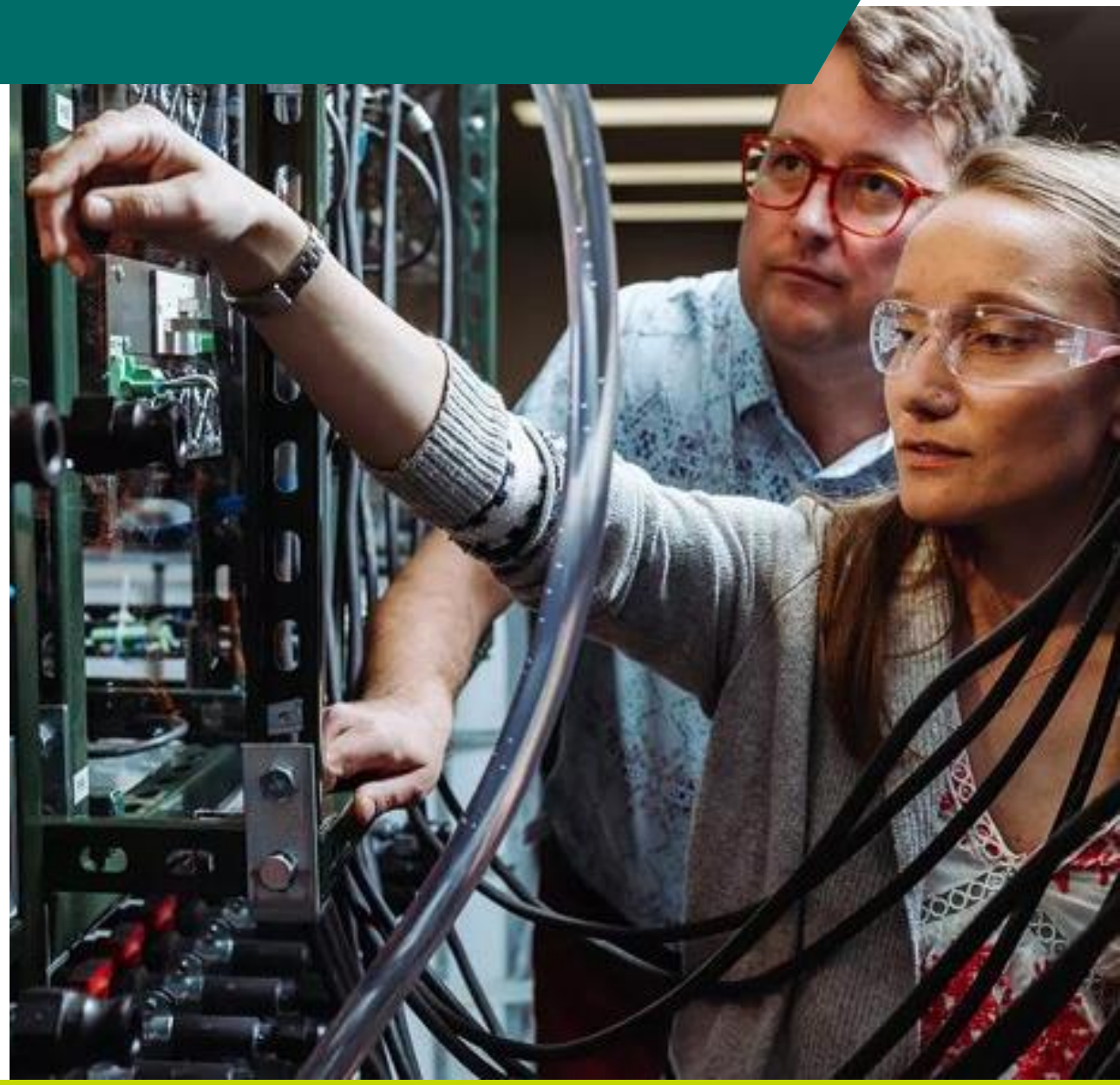
Workforce Investment Trust Fund

EOED EXPANDS PATHMAKER IN 2026

Pathmaker is a Workforce Skills Cabinet initiative funded by the Workforce Investment Trust Fund, a non-reverting fund supported by revenue generated by sports betting. The Fund was established via Section 18 of Chapter 23N of the Mass. General Laws and further amended by the 2024 Mass Leads Act.

The Executive Office of Economic Development (EOED) launched Pathmaker in 2023, initially piloting with Massachusetts Life Sciences Center (MLSC) to empower the life science industries to attract and retain key talent while opening career pathways for all. In 2026, EOED has expanded Pathmaker to support advanced manufacturing and defense and climatetech industries.

Commonwealth of Massachusetts
Executive Office of
Economic Development



Pathmaker Model

EMPLOYER-DRIVEN OCCUPATIONAL TRAINING

Pathmaker is designed to expand access to careers while addressing critical employer skills and talent needs. Prospective Pathmaker training organizations are required to:

- Engage employers prior to application to ensure existing and pending openings and overall regional scale of need, customize training curriculum to the employer needs, and obtain MOUs substantiating commitment to hiring.
- Launch training programs that incorporate Pathmaker Core Competencies into the curriculum.
- Provide short-term training (8 to 16 weeks or 80 to 220 hours) that results in a high-level of placement for individuals from low income and underrepresented communities and Federally recognized or State-acknowledged tribes into entry level jobs in the sector.



Targeted Occupations – BESS Technician & Power Systems Technician



POWER SYSTEMS TECHNICIANS

- Power Systems Technicians install, maintain, troubleshoot, and repair electrical power systems.*
- In demand at hospitals and large institutions, manufacturing and industrial sites, data centers, utility substations, certain commercial complexes.

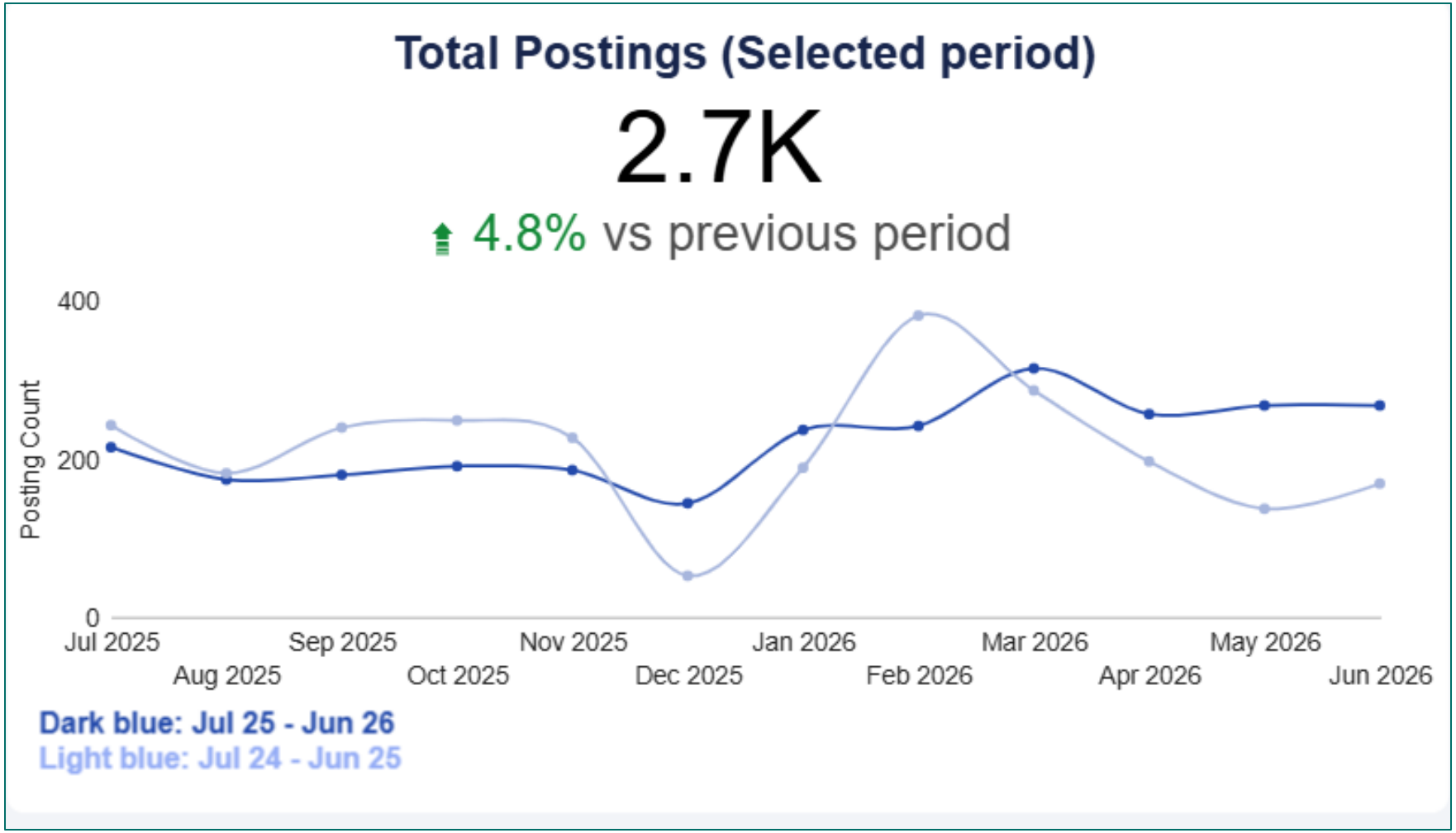
BESS (Battery Energy Storage Systems) Technician

- BESS Technicians install, operate, maintain and repair battery storage systems.
- Battery storage systems are increasing in demand as storage is starting to be required on certain building projects, as other projects increase demand on the grid, and to support the clean energy transition in more remote areas.



* - an Electricians license is required for many of the install jobs in MA; a Systems Technician License authorizes Power Systems Technicians in MA to do certain electrical work

MassCEC Labor Market Data & Employer Engagement



Core Competencies

Durable Skills / Career Readiness

Contextualized English and Math

Workplace & Electrical Safety

BESS Technical Skills		Power Systems Technical Skills	
Battery System Fundamentals	Maintenance	Physics and Circuits	Power Systems Tools
Installation and Commissioning	Compliance and Monitoring	Components of Power Generation	Power Systems Safety

Employer Engagement & MOUs

Pathmaker applicants must engage employers to demonstrate real-time industry demand. Applicants:

- Must provide **at least one MOU** that substantiates partnership with an employer with hiring needs and that signals intent from the employer to consider hiring program graduates.
- Are encouraged to form a **Consortium of multiple industry partners** with overlapping workforce needs for similar occupations, skills, and/or competencies to ensure training investments directly connect to documented employment opportunities while reducing reliance on the hiring needs of any single employer.



Employers engaged by applicants must predominantly be Climatetech employers (e.g., startups innovating new tech, manufacturers of clean energy technology, clean energy developers), not just clean energy subcontractors.

Participants & Collaboration with MassHire

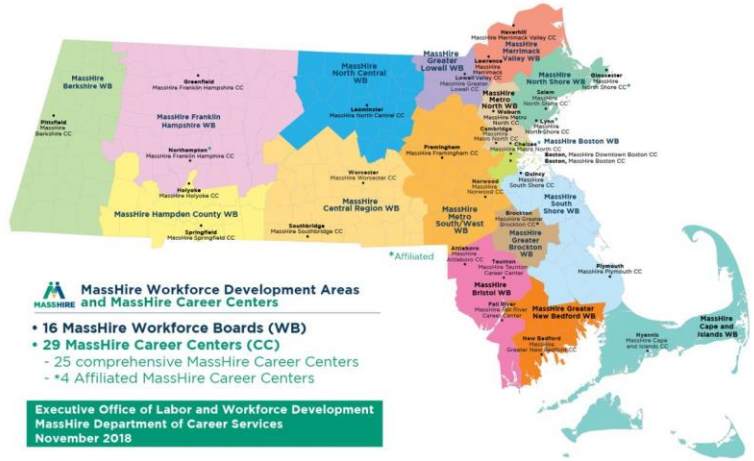
Pathmaker is designed to enable those from the most impacted communities to access the economic opportunities of the climate transition. Eligible participants include individuals from:

- Low-income communities
- Underrepresented communities
- Federally recognized and State-acknowledged tribes

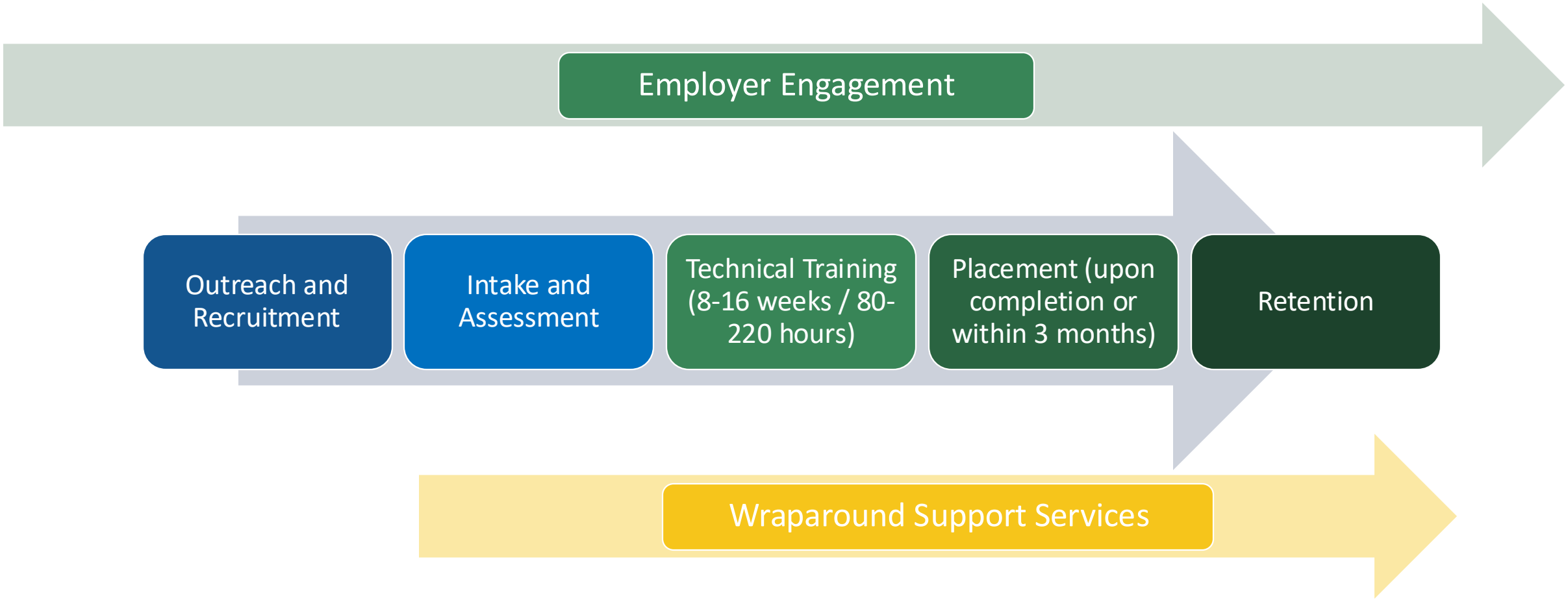
Participants from these communities without significant industry experience or related higher education are prioritized.

As a Skills Cabinet Initiative, **all grantees will be required to contract with the MassHire workforce system** to support these individuals and to ensure statewide workforce strategies and tracking are consistent.

Applicants must demonstrate their intent and capacity to work with the appropriate MassHire Career Centers, and proposed costs related to this partnership must be included in the budget.



Program Timeline



Eligible & Ineligible Uses

Eligible Uses	Ineligible Uses
Staff time for programmatic activities, including reasonable fringe	**Indirect expenses that cannot be attributed to the program**
Marketing, communications, and outreach related to the program	**Capital equipment or infrastructure costs (applicants encouraged to apply to CCT)**
Subcontracting with training providers or vendors providing platforms or licensure	Costs associated with preparing an application or activities prior to award
Training stipends for participants	Meals and lodging for staff, except food directly related to student events
In-state conferences and travel, approved by the funder	(see RFP for additional ineligible uses)

Scoring Criteria

Evaluation Criteria	Points
Program Design, Core Competencies and Delivery	20
Employer and Industry Engagement	20
Target Roles, Skills and Populations	15
Recruitment, Supports and Job Readiness	15
Outcomes, Evaluation and Participant Tracking	15
Budget, Matching Funds and Sustainability	15
TOTAL	**100**

Contracting & Monitoring and Reporting

Applicants that receive awards will be expected to satisfy the following responsibilities, in addition to program delivery:

- Execute a grant agreement contract with MassCEC
  - All contracts will be cost reimbursement basis and will memorialize contingencies placed on the applicant by MassCEC during awards process
  - Standard MassCEC boiler plate terms with minimal ability to modify, including indemnification, liability, and intellectual property clauses
  - Adherence to Pathmaker branding and to MassCEC marketing terms, including potential embargos on announcements post award
  - Net 45 payment terms, upon submission of complete invoice documentation approved by MassCEC
- Attend required Grantee activities
- Provide regular reports including outcome metrics on MassCEC templates during the course of training and the 12-month retention and monitoring period; data required includes:
  - Enrollment rates of target populations
  - Demographic details of participants served
  - Languages of participants served
  - Completion rates for individuals enrolled
  - Placement rates for individuals enrolled
  - Retention rates for individuals post-placement
  - Changes in salary/hourly wages

Q&A

Application Process

Application Process

STEP 1: Review the RFP, including all forms and attachments, to understand the opportunity, instructions, requirements, and application materials.

STEP 2: Attend MassCEC informational webinars and/or office hours, to learn more about the program requirements and application process, including submitting applications through the Workforce Development Data Solutions Platform.

Contact MassCEC with questions via email at **wfdtraining@masscec.com.**

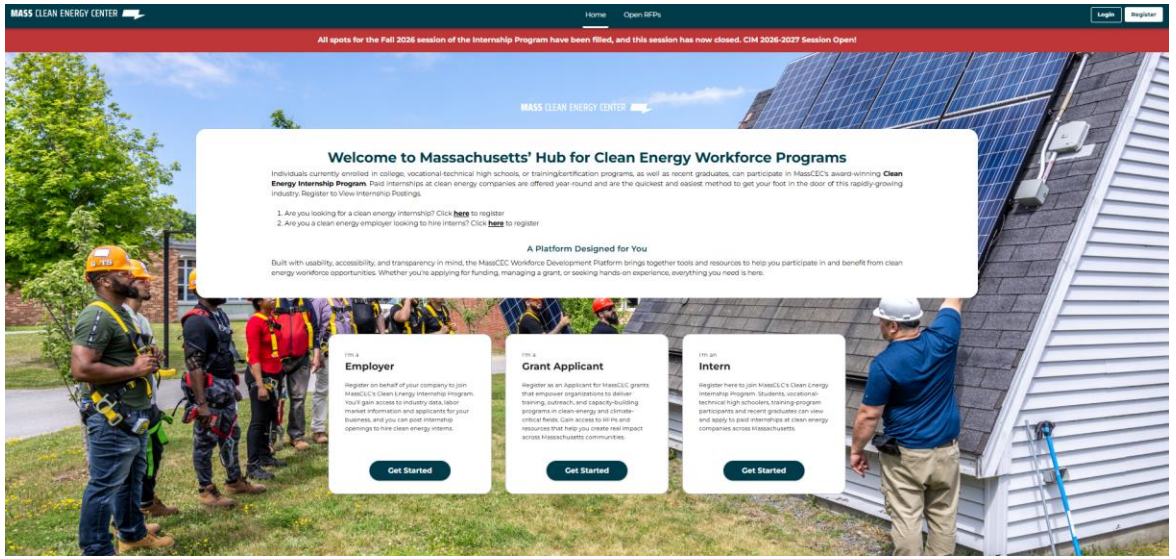
MassCEC's Workforce Development Data Solutions Platform

To begin an application, applicants must access the **Workforce Development Data Solutions Platform** (see QR code)

- The platform will serve as a one-stop hub for grant-seeking organizations and current grantees to access funding opportunities, submit materials, and track progress.
  - We will continue to enhance and expand the platform by introducing additional functionality and tools over time.

➤ All organizations interested in applying for an open RFP must submit their application through the Workforce Data Solutions Platform. All application materials must be completed and submitted directly through this platform. **Applications will not be accepted via email.**

- If you need help throughout this process: please email WFDtraining@masscec.com with the subject "Data Platform Help."
- If submitting an application through the Workforce Data Solutions Platform creates an undue hardship, please contact WFDtraining@masscec.com with the subject line "Accommodations" to request an alternative accommodation.
- During the final hours of the applicable deadline, our team may not be available to respond in real time. If you begin experiencing technical issues with submitting your application through the platform , you must submit emails for technical support before **12:00 PM (ET).**
- **Applicants are strongly encouraged to allow sufficient time for submission and to address any unforeseen technical issues.** Late submissions due to technical difficulties may not be accommodated.

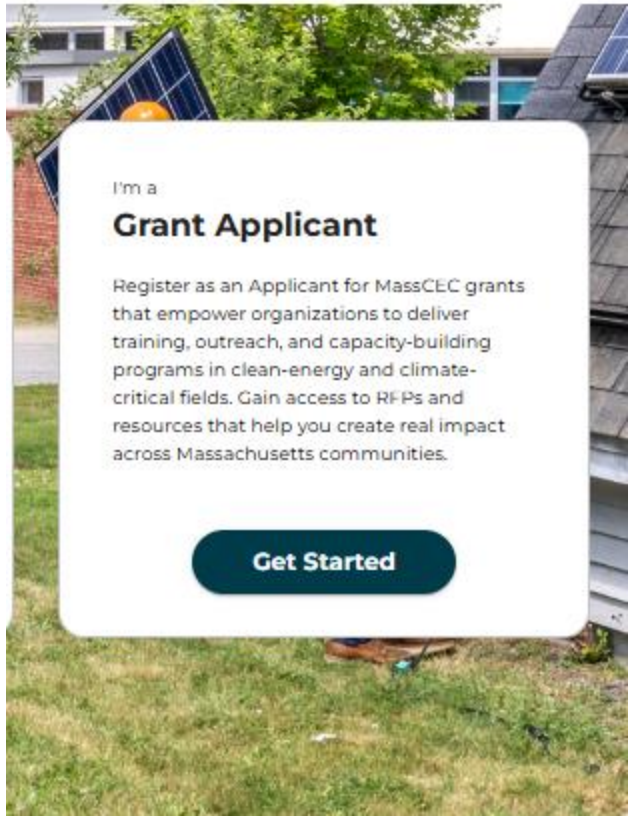


Scan the QR code for Workforce Data Solutions Platform

MassCEC's Workforce Development Data Solutions Platform

STEP 1: LOG IN OR REGISTER

- Current or existing MassCEC Workforce grantees should log in using credentials previously provided to their organization by no-reply@careerteam.com
  - If credentials cannot be located or were not received, applicants should contact WFDtraining@masscec.com for assistance.
- New applicants must register for an account and create an organizational profile by following the on-screen instructions.



STEP 2: LOCATE THE FUNDING OPPORTUNTIY

- Once logged in, applicants must:
  - Navigate to the “Open RFPs” section of the platform, located at the top of the webpage
  - Select the funding opportunity
  - Choose the relevant Strand
  - Review the RFP details and required application materials associated with the solicitation

Application Process

STEP 3: COMPLETE AND SUBMIT THE APPLICATION

- Applicants must complete all required application fields within the Workforce Development Data Solutions Platform and upload all required attachments as prompted. The following materials are available within the platform under Application Materials and must be reviewed and/or completed as applicable:



Required Application Attachments to Complete and Upload

- **Program Narrative and Scope of Work –** PathmakerBESS / PathmakerPOWER (.docx)
- **Attachment 3 –** Program Budget and Schedule (.xlsx)

Reference Materials (Provided for Review)

- **ClimateTech –** Pathmaker Checklist FY27
- **Attachment 4 –** Sample Cost Reimbursement Grant Agreement (.docx)
- **Attachment 5 –** Sample Progress Report Template (.xlsx)
- **Attachment 6 –** Sample Grant Resource Report Form (.xlsx)

- Responses must adhere to the **instructions** within each attachment.
- Attachment 3 must be submitted as an Excel file with all tabs filled out. Please note that some sections of the budget are locked to ensure that formulas remain unchanged.
- Supporting documents such as Memorandums of Understanding (“MOUs”) and Letters of Support (“LOSs”) should be integrated into the Pathmaker application.
- Additional attachments will **not** be considered during review and scoring.

Application Timeline

RFP Release	October 20th, 2026
Questions due via wfdtraining@masscec.com and answers posted on website	Ongoing through December 23rd, 2027
Pre-Application Webinar	November 5th, at 11:30 am via Zoom
Pre-Application Office Hours	Ongoing
Proposals Due	January 8, 2027, at 11:59 pm
Interviews of Applicants	As needed
Notification of Award	Spring 2027

Office Hours & Partnerships

OFFICE HOURS

- Go to the RFP Landing page(s) on the MassCEC website to receive the Zoom link
- Join anytime during the one-hour block
- Ask questions and discuss your specific proposals.
- Meet other potential applicants to form partnerships.

PARTNERSHIPS

- MassCEC will compile a list of potential applicants interested in forming partnerships for the open Pathmaker grant. Sign up for this list by scanning the QR code. The list will be published on the MassCEC website and updated monthly.

PARTNERSHIPS LIST – SIGN UP



Office Hours – Dates & Times

ET/CCT

- Thursday, November 12 at 3:00 PM
- Thursday, November 19 at 5:30 PM
- Thursday, December 3 at 1:00 PM
- Tuesday, December 8 at 12:30 PM
- Wednesday, December 16 at 1:00 PM

CUBS

- Thursday, November 12 at 3:00 PM
- Thursday, November 19 at 5:30 PM
- Thursday, December 3 at 1:00 PM
- Tuesday, December 8 at 12:30 PM
- Wednesday, December 16 at 1:00 PM

Climatetech Pathmaker

- Thursday, November 19 at 5:30 PM
- Tuesday, December 8 at 12:30pm

Scan here to find Zoom links and 2027 dates and times on our RFP page at [Climatetech Pathmaker Grants | MassCEC]

Additional Funding Opportunities

MassCEC Overview:
Streamlined Equipment Procurement Program RFI Survey



Workforce Training and Equipment RFPs

MA Residents / Incumbent Workers

Climate-Critical Workforce Training, Equipment, and Infrastructure

Up to $800,000

- Support MA residents with **Career Pathway Training** or **Incumbent Workers** with upskilling
- Funds eligible for **Equipment and Infrastructure**
- Increase **Trainer Capacity**

Deadlines:
November 23, 2026
February 26, 2027
May 3, 2027

Priority Populations

(Burdened Communities, Fossil Fuel Workers, Federally Recognized/State-Acknowledged Tribes, LMI Communities)

Equity Workforce Training for Job Seekers and Adult Learners

Up to $1.2 Million

- Support individuals from priority populations with **Career Pathway Training**
- Support **Training Preparedness and Pre-Apprenticeships for Adults**
- **Planning or Capacity** to prepare for implementation

Deadlines:
November 23, 2026
February 26, 2027
May 3, 2027

Workforce Training Industry and Business RFPs

Priority Populations

(Burdened Communities, Fossil Fuel Workers, Federally-Recognized/State-Acknowledged Tribes, LMI Communities)

Climatetech Pathmaker

Up to $450,000

- Support individuals from priority populations with **Career Pathway Training** in energy storage and power generation
- Support **Training Preparedness and Pre-Apprenticeships for Adults**
- Must align with **Climatetech Pathmaker Core Competencies** and have an **industry partnership**

Deadlines:
January 8, 2027

Underrepresented Businesses

(Nonprofit Organizations, Trade Associations, Clean Energy Incubators, Environmental Equity Organizations, Tribe-Affiliated)

Climate-Critical Underrepresented Business Support (CUBS)

Up to $800,000

- Supports Underrepresented Businesses
- Core Services, Sector-Specific Services, **Procurement Navigation**
- **Regional Hub and Spoke** Model

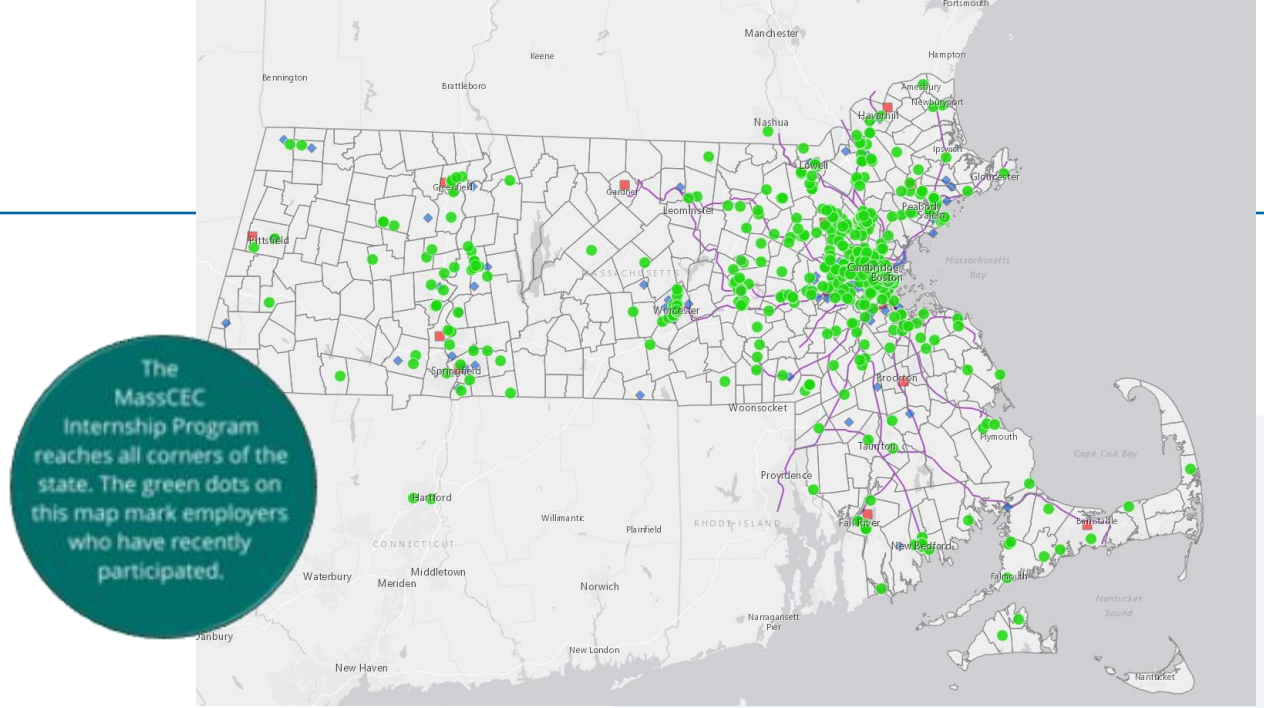
Deadlines:
December 11, 2026
April 2, 2027

Clean Energy Internship program

PAID INTERNSHIP OPPORTUNITIES FOR COLLEGE STUDENTS AT MASSACHUSETTS-BASED CLEAN ENERGY COMPANIES.

PROGRAM LOGISTICS

- Students and Employers apply via new MassCEC Workforce Solutions Platform
- 4 sessions per year. Usually opens 2 months before start date.
  - Spring (Jan-May)
  - Summer (May-Aug)
  - Fall (Aug-Dec)
  - Construction, Installation and Maintenance (CIM, Year-Round)
- Companies may host up to 2 interns per session, with 1 additional placement for a community college student
- 30 spots (spring/fall), 60 spots (summer) reserved for students & companies located in Gateway Cities
- Employers reimbursed for 12 weeks of an intern's work at the host company, 32 weeks if intern is in high school
- MassCEC reimburses employers at the end of the session. Cap is $4,320/intern (spring/fall) $8,640/intern (summer, CIM)



SUCCESS TO DATE

- Placed over 8,000 interns at 600+ companies since 2011
- Over 1,100 students have gained full or part-time employment at their host companies
- More than 5,000 students apply annually
- Overwhelming participant satisfaction with the program to-date
- International students are eligible to participate.

Apply Now!

MASS CLEAN ENERGY CENTER

	Students and Young Adults Career Awareness and Training Grants
Deadlines	Priority: **January 12, 2027** Final: **April 12, 2027**
Length of Grant	6 Months - 2 Years
Target Population(s)	Students and Young Adults (*up to age 24*) from EJ Neighborhoods; Federally Recognized and State Acknowledge Tribes; Low/Moderate-Income Populations
Strands *Scan to view RFP Webpage*	**Strand A:** Clean Energy Career Awareness, Career Exploration, Career Navigation, and Preparedness *[Up to **$400,000**]* **Strand B:** Career Pathway Training with Work-based or Learning-based Opportunities *[Up to **$600,000**]* **Strand C:** Climate Service Corps *[Up to **$375,000**]* **Strand D:** Planning and Capacity Grants for Career Awareness or Career Pathways Training *[Up to **$30,000** for planning; Up to **$150,000** for capacity]*

Massachusetts Climate Careers: Powering The Future

- Clean Energy Career Awareness Curriculum built by MassCEC in partnership with leading curriculum developers and experienced educators within the Commonwealth.
- Designed for Grades 9-12.
- Eighteen modular lessons focused on foundational climate topics, clean energy and climate technologies, and clean energy career spotlights.
- **Massachusetts focused.** Each lesson includes a 3- to 5-minute video highlighting specific projects and organizations around Massachusetts. Career spotlight videos focus on young people in the clean energy industry throughout the state.

Available at www.cleanenergyeducation.org



Thank You!

Questions can be sent to: wfdtraining@masscec.com