

# Climate-Critical Underrepresented Business Support (CUBS) Grants RFP

## Pre-Application Webinar

March 10, 2025



# AGENDA

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Background Information

---

Hub & Spoke Model

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Funding Details and Eligibility

---

Selection Criteria

---

Hub Expectations

---

Spoke Expectations

---

Application Process and Timeline

---

Office Hours and Networking

---

Additional Resources and Q & A

# Climate-Critical Underrepresented Business Support (CUBS) Grants RFP



RFP available [here](#)



**\$4.4 MILLION TOTAL  
AVAILABLE FUNDING \***

\*additional funding may be added as resources become available



**SUPPORTS THE GROWTH OF  
UNDERREPRESENTED  
BUSINESSES IN CLIMATE-  
CRITICAL FIELDS**



**INTEGRATE ORGANIZATIONS  
INTO THE NEW HUB AND  
SPOKE ECOSYSTEM,  
OFFERING STATEWIDE  
CONSISTENCY AND  
COORDINATION**

# MassCEC's Work Spans Four Main Areas of Climate Impact for MA

## Climatetech Innovation & Investment



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.

## 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.

## Large Scale Deployment: Offshore Wind



We're building a cutting-edge offshore wind 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



**Janel Granum**  
Program Director



**Edward Hsieh**  
Program Director



**Jenna Wills**  
Senior Program Manager



**Elizabeth Youngblood**  
Senior Program Manager



**Alex Schwartz**  
Senior Program Manager



**Ben Christensen**  
Program Manager



**Heather Marciniac**  
Program Manager



**Francesca Reznik**  
Program Manager



**Djeunie Saint Louis**  
Program Manager



**Lauren Van Schepen**  
Program Manager



**Christina Dellaventura**  
Program Manager



**Anitra Ford**  
Program Manager



**Korina Anagnostopoulou**  
Program Manager



**Cassia Schuler**  
Program Coordinator



**Kira Nolan**  
Program Administrator



**Maeve Singer**  
Program Administrator



**Kyle Hammond**  
Workforce Fellow



**Amanda Slattery**  
Workforce, EJ, and  
Research Fellow



**Meaghan Connelly**  
Workforce, EJ, and  
Research Fellow



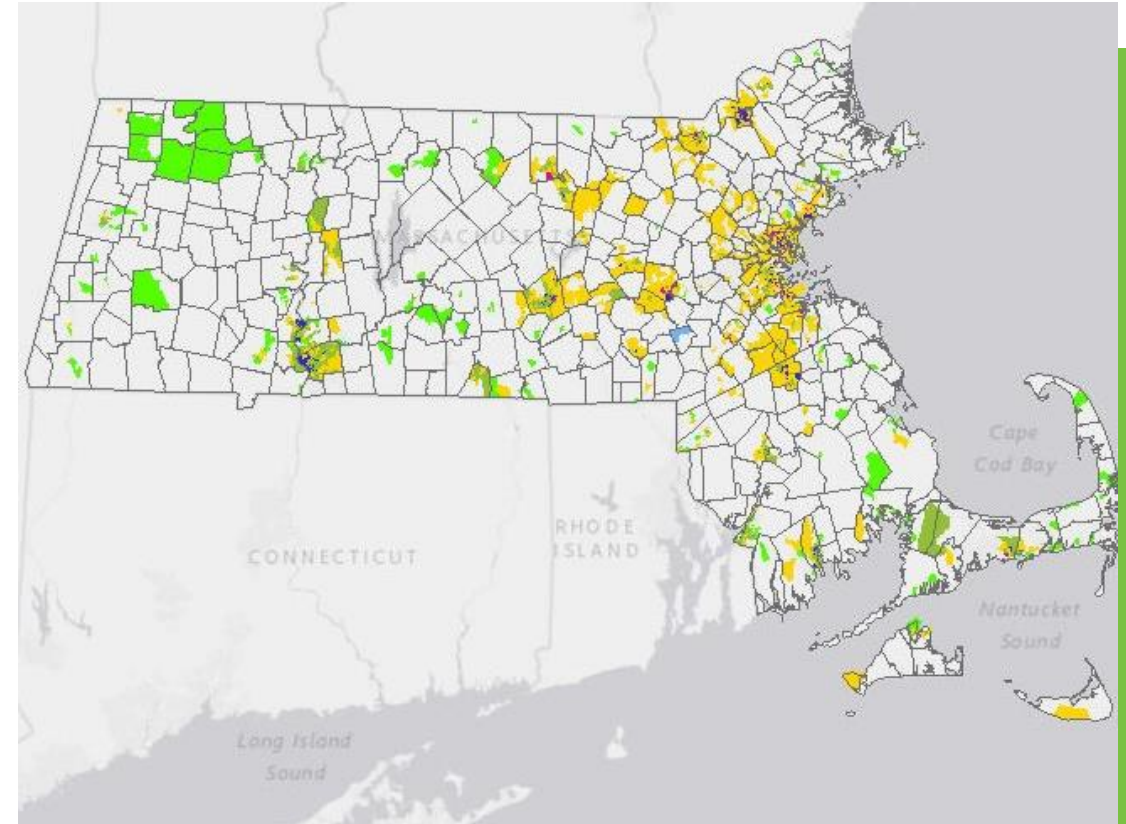
# Act Creating A Next-Generation Roadmap for Climate Policy

## \$12 MILLION ANNUALLY TO EXPAND MASSCEC'S WORKFORCE DEVELOPMENT EFFORTS

In 2021, the MA Legislature passed the Act Creating A Next-Generation Roadmap for Climate Policy setting aggressive net zero emissions goals for 2050 and interim goals and officially recognizing the inordinate impact climate change has on Environmental Justice (EJ) Neighborhoods and other marginalized communities.

Within the Act, the Legislature set aside \$12 million annually to enable MassCEC to expand its workforce development efforts to support individuals living in EJ Neighborhoods, Minority- and Women-owned Business Enterprises in Clean Energy Sectors, and Fossil Fuel Workers transitioning into the sector.

In 2022, the Legislature expanded the applicability of the Act to also include members of Federally Recognized and State Acknowledged Tribes, as well as members of those populations currently underrepresented in the Clean Energy Sector.





**Also included in the 'Massachusetts Clean Energy and Climate Plan for 2025 and 2030'**  
***(Executive Office of Energy and Environmental Affairs)***

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The Equity Workforce Program was initially created through the March 2021 Climate Legislation, An Act Creating a Next Generation Roadmap for Massachusetts Climate Policy and re-defined by the August 2022 Climate Legislation, An Act Driving Clean Energy and Offshore Wind. The program provides a minimum of \$12 million annually from the utility Program Administrators (PAs) to support workforce training, educational and professional development, job placement, startup opportunities, and grants promoting participation in the Commonwealth's energy efficiency, clean energy, and clean heating and cooling industries for:

- **Certified minority-owned and women-owned small business enterprises (MWBES);**
- **Other businesses or communities underrepresented in the clean energy workforce or clean energy industry;**
- Individuals residing within an environmental justice or low-income community;
- Current and former workers from the fossil fuel industry;
- and federally recognized and state-acknowledged tribes within the Commonwealth.



- ▶ **Definition:** A business that is at least 51% owned and operated by an individual or group that is part of a traditionally underrepresented or underserved group. MWBEs are Underrepresented Businesses. Note: To support equity goals, MWBEs and Underrepresented Businesses can substantiate eligibility for programming based on their home or workplace address.
  
- ▶ **Supplier Diversity Office (SDO):** State office that promotes diversity, equity and inclusion in state contracting by certifying diverse small Massachusetts businesses and connecting them with business opportunities and resources. Certifications include:
  - ▶ Minority Business Enterprise (MBE)
  - ▶ Women Business Enterprise (WBE)
  - ▶ Disadvantaged Business Enterprise (DBE)
  - ▶ Portuguese Business Enterprise (PBE)
  - ▶ Veteran Business Enterprise (VBE)
  - ▶ Lesbian Gay Bisexual Transgender Business Enterprise (LGBTBE)
  - ▶ Service-Disabled Veteran-Owned Business Enterprise (SDVOBE)
  - ▶ Disability-Owned Business Enterprise (DOBE)





# Example of Underrepresented Businesses: MWBEs

## MINORITY- AND WOMEN-OWNED BUSINESS ENTERPRISES (MWBEs)

- MWBE are 51% owned and dominantly controlled by minority or women principals
- May have MA, federal or other city specific certifications in place
- May have the ownership structure in place to gain certification but need assistance
- May need support to create a business entity that would be able to gain certification once established
- May be an early-stage start-up with minority founders in executive roles, regardless of equity stake or demographics of other shareholders



# Targeted Environmental Justice Populations

## INDIVIDUALS RESIDING IN ENVIRONMENTAL JUSTICE NEIGHBORHOODS OR LOW-INCOME COMMUNITIES

An EJ Neighborhood has one or more of the following four criteria:

- Annual median household income not more than 65% of the statewide annual median;
- Minorities comprise 40% or more of the population;
- 25% or more of households lack English language proficiency;
- 25% or more are minorities and the annual median household income is 150% or less of the statewide median.

## MEMBERS OF FEDERALLY RECOGNIZED OR STATE ACKNOWLEDGED TRIBES

## MEMBERS OF UNDERREPRESENTED COMMUNITIES IN THE CLEAN ENERGY WORKFORCE

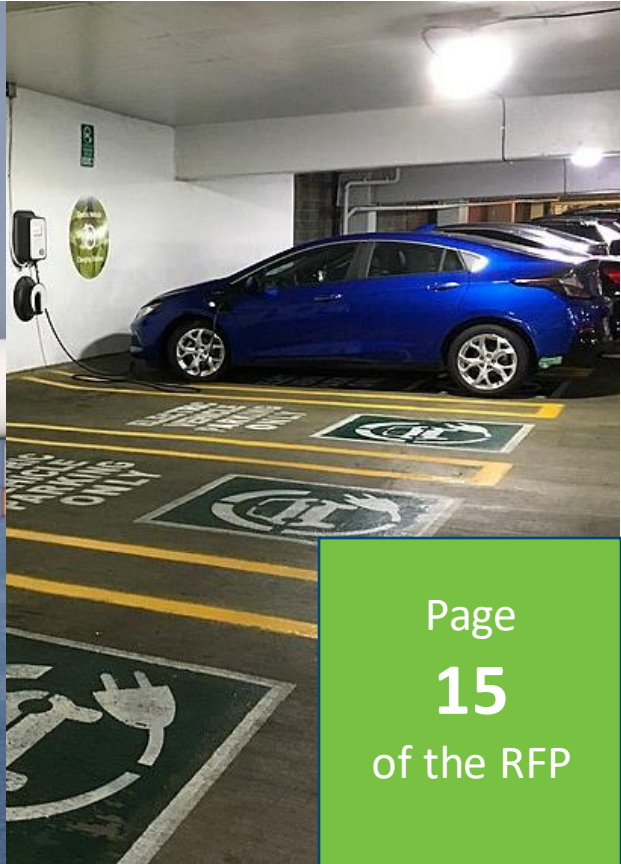
## CURRENT OR FORMER WORKERS FROM THE FOSSIL FUEL INDUSTRY

### DEFINITION & MAP OF EJ NEIGHBORHOODS





# Targeted Climate-Critical Sectors



Page  
**15**  
of the RFP

# Examples of Targeted Climate-Critical Businesses

CUBS grantees will be expected to serve predominantly Underrepresented Businesses that employ workers that are directly involved in the **design, manufacturing, installation, and maintenance of clean energy projects**, who typically fall within the highest growth climate-critical occupations.



Minority or women owned general contractor with experience **designing** and retrofitting buildings that needs guidance on applying for and landing larger scale retrofit contracts



Supply chain **manufacturing** minority owned contractor that needs back office administrative support to enable growth into the heat pump sector



Solar **installers** that are women or minority owned and seeking assistance with capacity growth and recruiting assistance



Minority sole proprietors or small electrical contractors exploring expanding into **maintenance** of: EV infrastructure, solar installation, or building retrofit



# CUBS RFP Solicitation Funding Opportunity



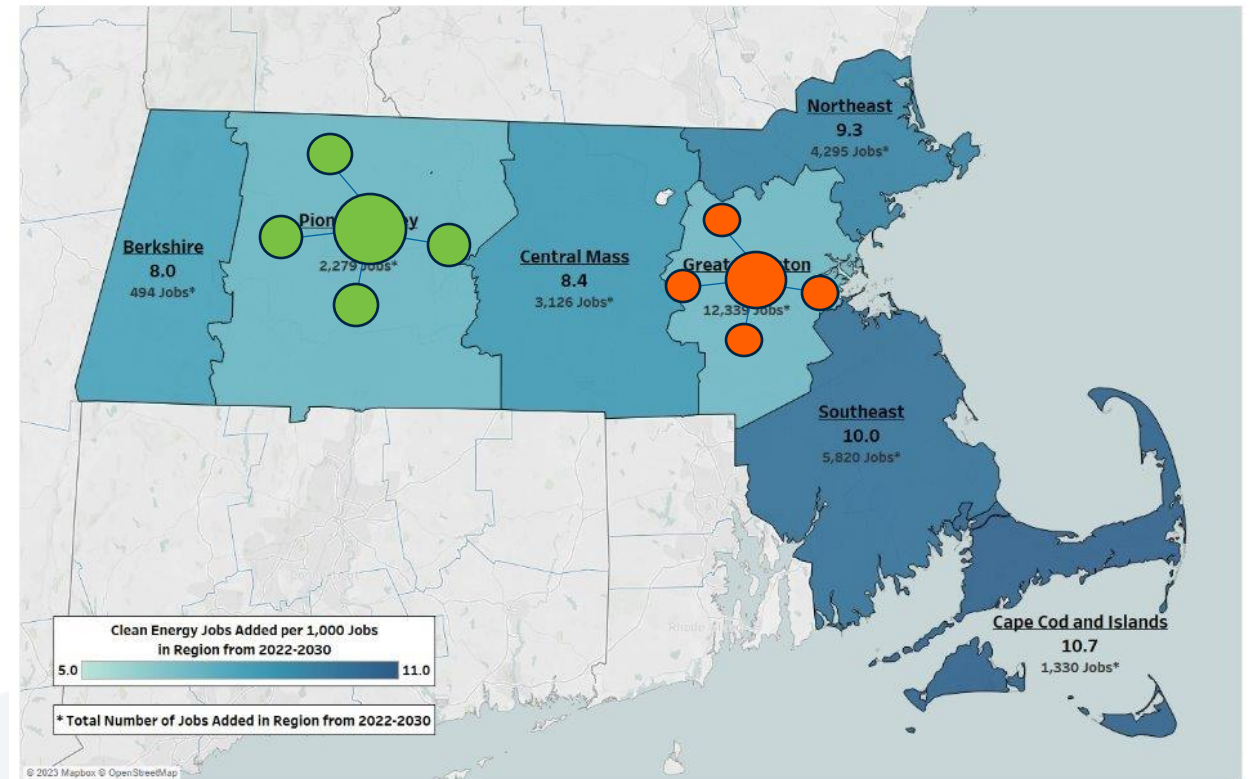
- ❖ **\$4.4 million available**
- ❖ **Due:** April 25<sup>th</sup>, 2025
- ❖ **Goal:** Pivot and expand existing MassCEC business support ecosystem into a hub and spoke delivery model to ensure accessible and uniform support for Underrepresented Businesses in climate-critical sectors.
- ❖ **Impact:** The new model will enable:
  - Access to quality business support services to enable Underrepresented Businesses to reach business ready regardless of location or scale
  - Focus on procurement navigation for Underrepresented Businesses involved in the **design, manufacture, install, and/or maintenance of decarbonization projects**
  - Concerted marketing and communication across each region and statewide
  - Enhanced coordination and data sharing between grantees and MassCEC
  - Responsiveness to unique regional economic barriers and workforce opportunities



# Hub & Spoke Model Overview



- ✓ **Centralized Regional “Hubs”** that provide consistent baseline core services, coordination, regional programming, and a physical location
- ✓ **Specialized Sectoral “Spokes”** that deliver support and services that are designed to address:
  - Specific sub-sectors (e.g. **Clean Transportation**, **Net-Zero Grid**, **Renewable Energy**, High-Performance Building) within clean energy and climate-tech
  - Different levels of business support needed by stage and scale
  - Local economic and workforce opportunities



# Who is eligible to apply?

## Eligible Lead Applicants:

- Community-Based Entities (CBOs);
- Educational Institutions;
- For-Profit Entities;
- Non-Profit Entities;
- Trade and Labor Entities, Unions;
- Federally and State Acknowledged Tribes; or
- Workforce Development Organizations

## Additional criteria:

- Have a MA-based office or staffing;
- Be in good standing with Commonwealth of Massachusetts and provide a Certification of Good Standing (COGS)
- Not intended to benefit a single business but instead support an organization that can help many different Underrepresented Businesses.
- Disclose any potential conflicts of interest

# Program Goals and Outcomes

- **Increase MWBE and other underrepresented business activity** in climate-critical fields
- **Increase expertise of MWBEs and other underrepresented businesses** in climate-critical fields
- **Grow employment and revenue of existing MWBEs and other underrepresented businesses**
- **Create new MWBE and underrepresented business firms**
- **Bridge gaps in existing support systems for MWBEs and other underrepresented businesses**, ensuring alignment with broader clean-energy workforce and economic development initiatives
- **Develop tailored business pathways** supporting MWBEs and underrepresented businesses unique needs and capacity levels
- **Align with MassCEC-funded career pathway training programs**



# Key Considerations in Program Design

- **To effectively address specific barriers to success**

Strategies to support Underrepresented Businesses must be tailored to the specific challenges, mindful of the stage of business development, and transparent about how the model may or may not fit the needs of different businesses to become business ready.

- **Support organizations can maximize impact by addressing both “supply” and “demand”**

For example, working with Underrepresented Businesses to ensure that they are certified by the Massachusetts Supplier Diversity Office has great impact when organizations also work to increase the demand for certified MWBEs and help their stakeholders understand how best to access these procurement opportunities.

- **Tailor recruitment, retention services, and resources to the specific types of Underrepresented Businesses to be served**

Depending on the sector and stage of businesses that organizations seek to support, different models.

# Which role is right for us?

	Hub Application	Spoke Application
<b>Funding Amount per Application</b>	Up to \$800,000.00*	Up to \$400,000.00
<b>Funding Term</b>	2-3 years	1-2 years
<b>Services</b>	<p><b>Core Services (Hub)</b></p> <ul style="list-style-type: none"> <li>✓ Financial Planning</li> <li>✓ Operations</li> <li>✓ Management</li> <li>✓ Business Development</li> <li>✓ Certification and Licensing</li> <li>✓ Network Access</li> </ul> <p>✓ Procurement Navigation (Spoke)</p>	<p><b>Additional Specialized Services (Spokes)</b></p> <p><b>Sector-Specific:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Procurement Navigation</li> <li><input type="checkbox"/> Financial Planning</li> <li><input type="checkbox"/> Certification and Licensing</li> <li><input type="checkbox"/> Financial Planning</li> </ul>

# Examples of Hub & Spoke Roles and Responsibilities

Activity	Hub Roles & Responsibilities	Joint Responsibilities	Spoke Roles & Responsibilities
Case Management and Tracking	Lead case management process for cross referred participants and direct participants	Maintain an ongoing case file on each participant to ensure participant receives needed supports and reaches success	Provide case management to direct participants and collaborate with Hub when cross-referring
Hub and Spoke Coordination	Act as the central coordination point for cross-referrals of participants in a designated workforce region	Participate in bidirectional crossreferral and information sharing processes and sign MOUs formalizing this process	Collaborate with the Hub to support efficient cross-referrals and participant support
Physical Location	Maintain regular inperson staffing presence (minimum two days per week)	Raise awareness of inperson support and cross-refer participants	Refer participants to in-person support when appropriate

# Hub & Spoke Phases

February Release of  
the initial RFP

March-June Initial  
and Final Review  
and Awards

Late FY25 through -  
FY26 - Initial Awards  
and release of  
additional RFP to  
fund continued  
rollout

FY27 and Beyond  
Program Model  
refined based on  
feedback and gaps  
in services



# Selection Criteria

## Competitive Applications will include...

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- Clearly Defined Service Workflow from intake to outcomes
- Staff Roles and Responsibilities
- Data and Research to support the narrative
- Spoke Services focused on Procurement Navigation support in a clean energy sector
- Program Phases and Budget consistent with narrative that includes line-item descriptions

# Selection Criteria

## Applicant and Partner Experience

- Demonstrated history of engaging and supporting MWBE and Underrepresented Businesses and have a network established to attract existing Underrepresented Businesses
- Experience in fostering partnerships and collaboration
- Track record of success and use data to demonstrate historical success

## Target Sectors/Demonstration of Market Opportunity

- Defined climate critical businesses to focus on substantiated with data
- Strong ties to workflow and customers, so MWBEs have a pipeline of work available at completion
- Identifies current gaps in services and has a plan to fill gaps
- Types of target underrepresented businesses and MWBEs are clearly identified

## Capability Statement

- Clear accounting of services and training to be offered under each core service bucket
- Clear delivery and dosage model for each offering, including defining staff and partner roles and responsibilities
- Reasonable timelines and performance metrics

# Selection Criteria [Continued]

## Program Design and Delivery

- Comprehensive program design with a clear service plan to deliver Core Services or Additional Services
- Match program design elements to the needs of underrepresented businesses in the region and sectors proposed
- Continuous improvement plan with clear reporting processes for tracking outcomes and data

## Outcomes, Budget, Leveraged Resources, and Sustainability

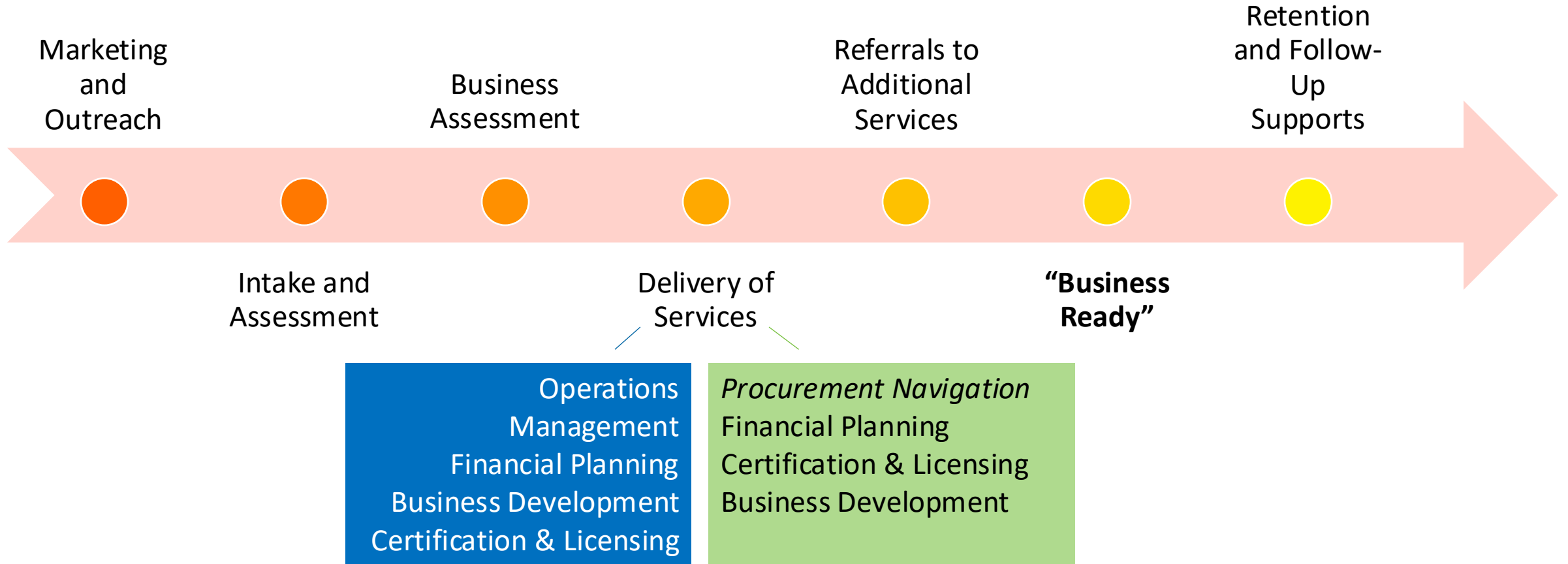
- Propose strong outcomes with reasonable performance metrics
- Budget aligned with program needs and competitive MWBE per participant cost
- Leverages and takes advantage of existing government and other business support and workforce resources

## Diversity of Approaches

- Team diversity -applicant teams are diverse, including SDO certified partners
- Geographic diversity - consideration for a spread of communities, variety of climate critical business fields, and diverse project plans
- Sector diversity -consideration for variety of high priority climate critical business sectors
- Heightened and Innovative Support not offered by other programs addressing childcare barriers, food/housing insecurity



# Service Plan Workflow Example



# Hub & Spoke

## ➤ Regional Anchors

- Have the staffing capacity to provide central resources, reporting, and coordination, ensuring alignment with state-level goals in clean energy.
- Provide in-person support to “walk-in” businesses at least two days per week with scheduled and published hours.

## ➤ Core Services

- Provide services and support on Financial Planning, Operations, Management, Business Development, Certification and Licensing, Network Access
- Additionally, provide Sector-Based Procurement Navigation (Spoke) and other Additional Services through referrals to regional Spokes.

## ➤ Service Delivery

- Ensure that service offerings meet the needs of businesses at different stages of business development, e.g. through assessments and individualized businesses growth plans as part of defined workflow, service plan



# Hub Applicants must also submit a Separate Spoke Application

## TO PROVIDE SECTOR-SPECIFIC "PROCUREMENT NAVIGATION," AS DETAILED IN THE RFP INSTRUCTIONS

- To ensure a focus on clean energy businesses, Hubs are required to deliver services that directly support MWBEs and other Underrepresented Businesses in Clean Energy Procurement Navigation in addition to Core Services supporting operational sustainability and business growth
- Acknowledging the transition to a model, the RFP is designed to be flexible to allow Applicants to be assessed for both funding streams as well as potential matchmaking with complementary applications during the initial review phase





# Hub Core Services

## Operations

Business Registration  
Regulatory Compliance

## Business Development

Pitch Development  
Customer Discovery

## Network Access

Procurement Workshops

**Procurement Navigation  
Spoke Application**

## Certification & Licensing

SDO Support

## Financial Planning

Access to Capital  
Tax Incentive Workshops

## Management

Human Resources  
Streamline Payroll



# Hub & Spoke

# Goal of the Spokes

## ➤ Focus on procurement navigation in one sector

The Spoke's goal is to help underrepresented businesses navigate procurement processes and **secure contracts** in the clean energy sector. By identifying opportunities and ensuring businesses are prepared, Spokes aim to drive business growth. This focus requires specialization in **one clean energy sector**.



# Spoke Elements

## ➤ Sectoral or Localized Approaches

- Provide sector-specific Additional Services tailored to the unique needs of Underrepresented Businesses competing in one clean-energy sector including Procurement Navigation, Financial Planning, or Certification Support
- Provide sector-specific Additional Services tailored to the unique needs of Underrepresented Businesses in the region

## ➤ Access to Comprehensive Services

- Using case management and service plans, engage in a bi-directional cross-referral system with Hub to ensure that businesses have access to needed core supports
- Like Hubs, Spokes will be expected to navigate businesses towards becoming business ready

## ➤ Outcomes

- Spokes will be focused more towards securing clean energy contracts but other performance metrics (revenue/credit growth, increase in personnel, inclusion on preferred vendor lists, attainment of licenses or certifications) may also signal success depending on service plan





# Spoke Outcomes

## COMPETITIVE APPLICATIONS WILL INCLUDE.....

- **Capability Statement**
  - Describing in detail the service workflow including approaches to delivery, dosage, and specific roles and responsibilities for the proposed specialized Additional Services
- **Intake and Assessment and Business Assessment**
  - Describing the approach to developing sector-specific business growth plans for each MWBE and other underrepresented business participant
- **Case Management and additional Wraparound Services**
  - Managing the progress of participants through the business growth plan, service delivery, and cross-referrals to the Hub or other partners.
- **Retention and Follow-up Supports**
  - Case management and monitoring after completion of proposed services for 12 months to track advancements of participants and refer to Additional Services as needed



# Application Process

Business Support Organization provides mentoring for solar installation projects and partners with a community college to provide support hours to enroll businesses participants

**Hub Application**  
providing all Core Services & Procurement Navigation

Nonprofit provides support to HVAC technicians transitioning to business ownership. Nonprofit uses preexisting training pipelines and also connects participants to local manufacturers for product-specific training.

**Spoke Application**

Regional Economic Dev. Agency collaborates with small business support nonprofit to deliver Core Services. EDA will focus on administration and Businesses Development and nonprofit will support SDO Certification and licenses. EDA will also navigate businesses into local municipal electrification bid opportunities.

**Hub Application**  
with subcontractors providing some Core Services



# Application Process

**Review the RFP and all forms and attachments to understand the opportunity, requirements, and MassCEC's objectives**



**Attend MassCEC informational webinars, office hours and/or utilize other informational resources offered**



**Contact MassCEC with questions and/or to discuss your idea(s) via email at [rfpworkforce@masscec.com](mailto:rfpworkforce@masscec.com)**



**Submit all completed forms and attachments, adhering to word limits, format requirements, and other instructions listed within the RFP and each attachment, by email to [rfpworkforce@masscec.com](mailto:rfpworkforce@masscec.com) by 11:59pm on April 25, 2025, with "CUBS25 Grants Application" in the subject line.**





# Application Packet

## A COMPLETED APPLICATION PACKET MUST CONTAIN THE FOLLOWING:

*Please note: Hub applicants must also submit a separate Spoke application to provide sector-specific "procurement navigation," as detailed in the RFP instructions*

- Attachment 1: Authorized Applicant's Signature and Acceptance Form
- Attachment 2: CUBS Grant Application Form
- Attachment 3: Budgets and Proposed Project Schedule Form
- Attachment 4: Sample Cost Reimbursement Gant
- Attachment 5: Sample Grantee Progress Report
- Attachment 6: Sample Memorandum of Understanding

Responses must adhere to the **instructions** within each attachment.

Attachments 1 and 2 must be submitted as separate documents in PDF or Word format.  
Attachment 3 must be submitted as an Excel file.

Letters of Support may be submitted attached to Attachment 2 or as separate documents.

Additional attachments will **not** be considered during review and scoring.



# Attachment 3: Budget Form

THE FOLLOWING TABS OF THE BUDGET FORM (ATTACHMENT 3) MUST BE COMPLETED:

➤ **Program Budget – Sheet A vs Sheet B**

- Personnel Costs & Fringe
- Direct Programmatic Costs
- Matching Funding (optional)
  - \$50,000 or more of grant funds to a subcontractor requires a separate subcontractor budget using program budget sheet B Attachment 3
- Please provide narrative explanations

➤ **Organizational Budget**

➤ **Project Timeline:** Please refer to the ‘Example Project Schedule’ included on that tab.

➤ **Go-No-Go Metrics:** Includes performance metrics for businesses based on the original number of participants (e.g. securing clean energy contracts, loan attainment, increase in personnel, inclusion on preferred vendor lists)



**Example Project Schedule:**

Timeline	Phase
May-24	Contract Initiation
May 2024-July 2024	Program Development, Hiring Grant Staff, Developing Program and Marketing Materials
April 2024-August 2024	[Sample recruitment period]
September 2024-May 2025	Cohort / year 1 - Program Delivery
September 2024-January 2025	Program Delivery - optional subphase
January 2025-May 2025	Program Delivery - optional subphase
June 2025 - September 2025	[Sample recruitment period]
Jun-25	Go or No Go based on Performance Metrics
September 2025 -May 2026	Cohort / year 2 - Program Delivery
September 2025 - January 2026	Program Delivery - optional subphase
January 2026 - May 2026	Program Delivery - optional subphase
June 2026 - September 2026	[Sample recruitment period]
Jun-26	Go or No Go based on Performance Metrics
September 2026 - May 2027	Cohort / year 3 - Program Delivery
September 2026 - January 2027	Program Delivery - optional subphase
January 2027 - May 2027	Program Delivery - optional subphase
Jun-27	Grant Completion

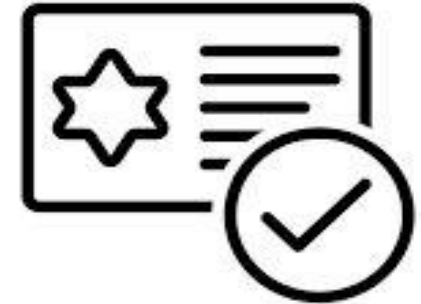
**Example:**

Cohort /Year	Under-Represent ed Businesses Enrolled	Program Completion	Participants with positive outcomes (e.g. net revenue gain, increase in contracts, etc.)	Contractors who submit clean energy bids
1	10	8 (80%)	7 ( 70%)	6 ( 60%)
2	10	8 (80%)	7 ( 70%)	6 ( 60%)



# Eligible Funding Uses

- Administrative and personnel costs
- Subcontractor and Service Delivery Costs
- Outreach and Engagement efforts
- Direct supports to business participants
- *Total Award to Hubs includes Spoke Application amount*



\*Budgets must align with program design

## Activities that are NOT Eligible for Funding include, but are not limited to:

- Costs associated with preparing this grant proposal
- Activities that occur before or following the term of an awarded grant
- Funding intended to benefit a single business or a very-limited number of Underrepresented Businesses



# Application Timeline

Process Step	Timing
RFP Release	February 24, 2025
Questions Due to MassCEC via <a href="mailto:workforce@masscec.com">workforce@masscec.com</a>	Rolling, through April 4, 2025
Questions with Answers Posted to MassCEC Website	Updated monthly on the 2 <sup>nd</sup> Tuesday until April 8 <sup>th</sup> , 2025
Pre-Application Webinar	March 10, 2025, at 1 pm and available online
Pre-Application Office Hours	<ul style="list-style-type: none"><li>• Thursday, 3/13 at 12 PM</li><li>• Tuesday, 3/18 at 12 PM</li><li>• Thursday, 3/27 at 2 PM</li><li>• Tuesday, 4/1 at 4 PM</li><li>• Thursday, 4/10 at 12 PM</li><li>• Tuesday, 4/15 at 12 PM</li><li>• Tuesday, 4/22 at 11 AM</li></ul>
<b>Proposals Due</b>	<b>April 25, 2025, by 11:59 pm</b>
Initial Review and Interviews	April - May of 2025
Final Review and Notification of Award	June 2025



# Office Hours & Networking

In addition to regular scheduled office hours for other RFP funding opportunities, **the dates listed below will have a Hub and Spoke expert** to answer more specific CUBS-related questions.

## Dates:

- ▶ Wednesday, 3/13 at 12 PM
- ▶ Tuesday, 3/18 at 12 PM
- ▶ Thursday, 3/27 at 2 PM
- ▶ Tuesday, 4/1 at 4 PM

## NETWORKING

- ▶ Drop your name, organization, and contact information in the chat.
- ▶ Sign up to the partnership list by filling out the Microsoft Form [link](#). This list is updated monthly and posted on the Workforce Page





# Additional Funding Opportunities:

[masscec.com/funding](https://masscec.com/funding)

# Workforce Training, MWBE Support, 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**



**Deadlines:**  
Feb 7<sup>th</sup> and May 2<sup>nd</sup>  
[RFP Funding Page](#)

## Priority Populations

(EJ Neighborhoods, Fossil Fuel Workers, Federal recognized/State-acknowledged Tribes, MWBEs)

### Equity Workforce Training for Job Seekers and Adult Learners

Up to \$1.2 Million

- Support individuals from priority populations with **Career Pathway Training**
- Support **Career Exploration for Adult Learners**



**Deadlines:**  
Feb 7<sup>th</sup> and May 2<sup>nd</sup>  
[RFP Funding Page](#)

### Equity Workforce Planning & Capacity

Up to \$50,000 or \$150,000  
Rolling through May 29, with

**Priority Deadline:**

Feb. 28, 2025

[RFP Funding Page](#)



### Climate-Critical Under-Represented Business Support (CUBS)

Up to \$800,000

- Address barriers faced by Underrepresented Businesses
- Move towards Hub and Spoke Model



**Deadlines:**  
April 25, 2025  
[RFP Funding Page](#)



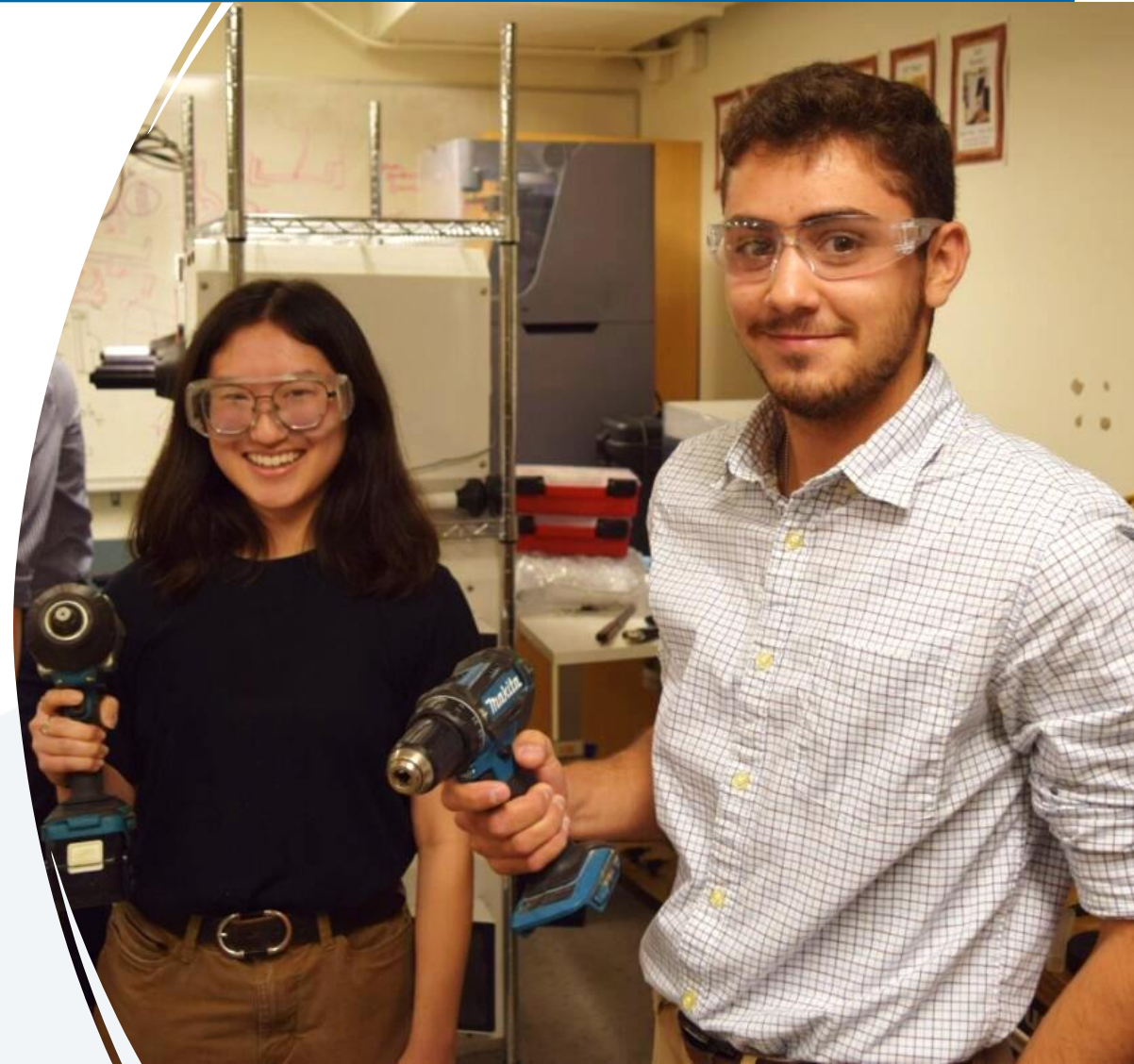
## Clean Energy Internship Program Summer Session open now!

- Tap into a dedicated, enthusiastic workforce that is committed to learning about the clean energy industry.
- Employ students across different majors and training programs.
- MassCEC reimburses for 12 weeks of an intern's work.
- Employers can be reimbursed up to \$18 per hour, or up to \$8,640 per intern.
- Interns can turn into hires!



# Gain valuable work and training experience through the Technical Trades Work & Learning Program

- Vocational high school, After Dark, CTI students, and participants of MassCEC-approved programs are eligible to participate.
- Participants receive valuable paid on-the-job training and work experience as they begin their careers in the fast-growing clean energy sector.
- Get paid for work during the academic year and through the summer.
- Clean energy employers (including construction firms) receive reimbursement for wages (for up to **\$8,640** per participant)
- Scan to learn more!





# Climate Service Corps (NEW)

- **Goal:** Expand access to climate-critical careers in Massachusetts communities
- Funding and technical assistance to organizations that can build and scale work-based learning, service, and career guidance in clean heating and cooling for young people ages 18-24
- Planning and Implementation grants
- Implementation requires braided funding (Youthworks, WIOA, AmeriCorps, etc.)
- Applications due 3/17



# Thank You

Climate-Critical Underrepresented Business Support (CUBS) Grants  
RFP Webinar

Questions can be sent to:  
[rfpworkforce@masscec.com](mailto:rfpworkforce@masscec.com)



Q & A