

A woman wearing a blue hard hat and an orange safety vest is working on a server rack. She is holding a yellow multimeter and testing a component. The server rack is filled with various electronic components and cables.

RFP: Climate Service Corps Grants

Pre-Application Webinar



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AGENDA

Funding Sources

Target Populations & Occupations

Eligibility

Questions & Answers

Application Process & Timeline

Selection Criteria

Questions & Answers

Program Design

Sample Proposals

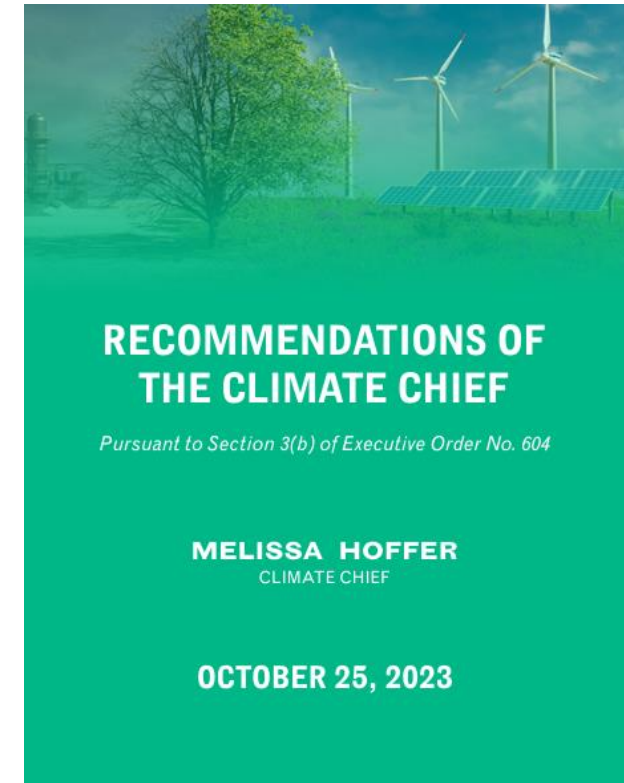
Office Hours

Questions & Answers

Additional Funding Opportunities

Climate Service Corps Context

In October of 2023, Massachusetts' Climate Chief Office issued a comprehensive report titled "Recommendations of the Climate Chief" which offers a detailed overview of all aspects of the state's climate policy. The report emphasized that planning around workforce development and clean energy economic development are key for improvement. This report calls for the creation of a state Climate Service Corps (CSC) for young people ages 18-24. MassCEC is supporting these efforts through planning, capacity, and implementation grants.



Targeted Populations

- **Participants must be young people, ages 18-24 who are also one of the following:**

- **Members of an Environmental Justice community**

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.

- **From underrepresented communities in the clean energy workforce**

- **Current or former workers from the fossil fuel industry**

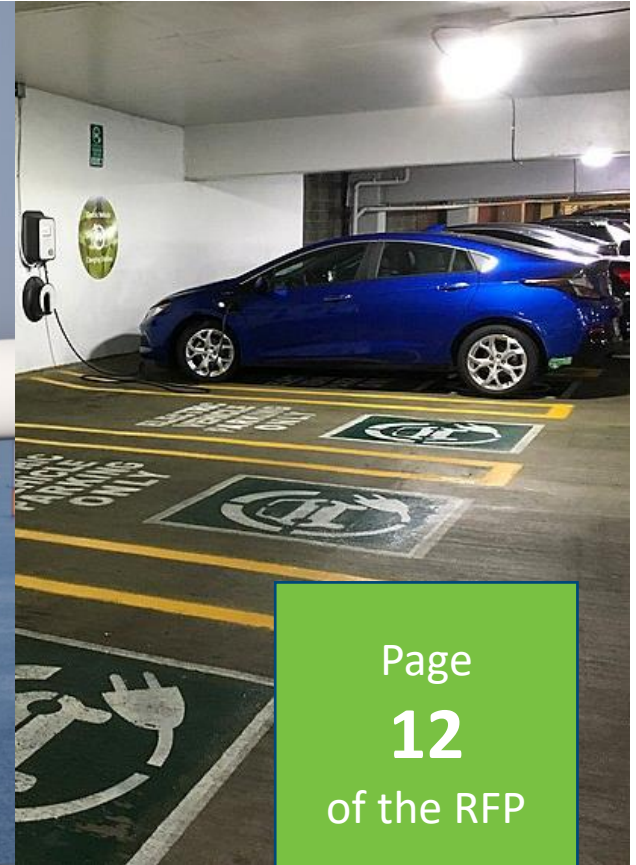
- **Members of Federally Recognized or state-acknowledged tribes**

DEFINITION & MAP OF
EJ NEIGHBORHOODS



[HTTP://BIT.LY/3UOK1QW](http://bit.ly/3UOK1QW)

MassCEC's Climate-Critical Sectors



Page
12
of the RFP

Examples of Targeted Occupations: Clean Heating & Cooling



CONSTRUCTION TRADES & PRE-APPRENTICESHIP

Individuals entering construction trades, especially weatherization and building electrification, are needed. This includes construction laborers, carpenters, electricians, and plumbers.



ENERGY ANALYSTS & HERS RATERS

Energy Analysts and HERS Raters are needed to evaluate building energy efficiency criteria and identify additional opportunities for energy efficiency gains.



CUSTOMER SERVICE REPRESENTATIVES

Solar, weatherization and clean heating & cooling installers need representatives to work with individuals in EJ neighborhoods to support adoption of clean energy technologies.



INSULATION WORKERS

Insulation workers install and replace the materials used to insulate buildings or mechanical systems, and may be involved in other weatherization efforts.



HVAC TECHNICIANS

Technicians with heat pump and other weatherization expertise are in especially high-demand.

Climate Service Corps

- **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



Who is eligible to apply?

Page
9 – 10
of the RFP

Eligible Lead Applicants:

- Community-Based Entities (CBOs);
- Post-secondary educational institutions, K-12 School Districts, Comprehensive and Vocational High Schools, Middle schools, and Vocational Schools offering a Career Technical Initiative evening program;
- For-Profit Entities such as for-profit training companies or other coalitions of businesses and clean energy businesses;
- Trade associations and Unions;
- Federally and State Acknowledged Tribes; or
- Workforce Development Organizations
(Including MassHire Workforce Investment Boards and Career Centers).

Additional criteria:

- Have a MA-based office or staffing;
- Be in good standing and provide a Certification of Good Standing (COGS)

Grant Strands

	Strand A: Implementation	Strand B: Planning
Funding Amount per Award	\$120,000 - \$375,000*	\$30,000 - \$50,000
Length of Grant	1-2 years	1-2 years
Project Type	Matching funds for complete career pathway workforce development programs	Financial and technical assistance for a comprehensive planning process in preparation for implementation of a Massachusetts Climate Service Corps program
Additional Requirements	Applicants must be able to demonstrate a capacity to braid additional relevant funding	None

* While there is no fixed per-participant cost limit, applicants who propose programs requiring MassCEC funding of more than \$18,000 per participant must demonstrate detailed rationales for higher cost models.

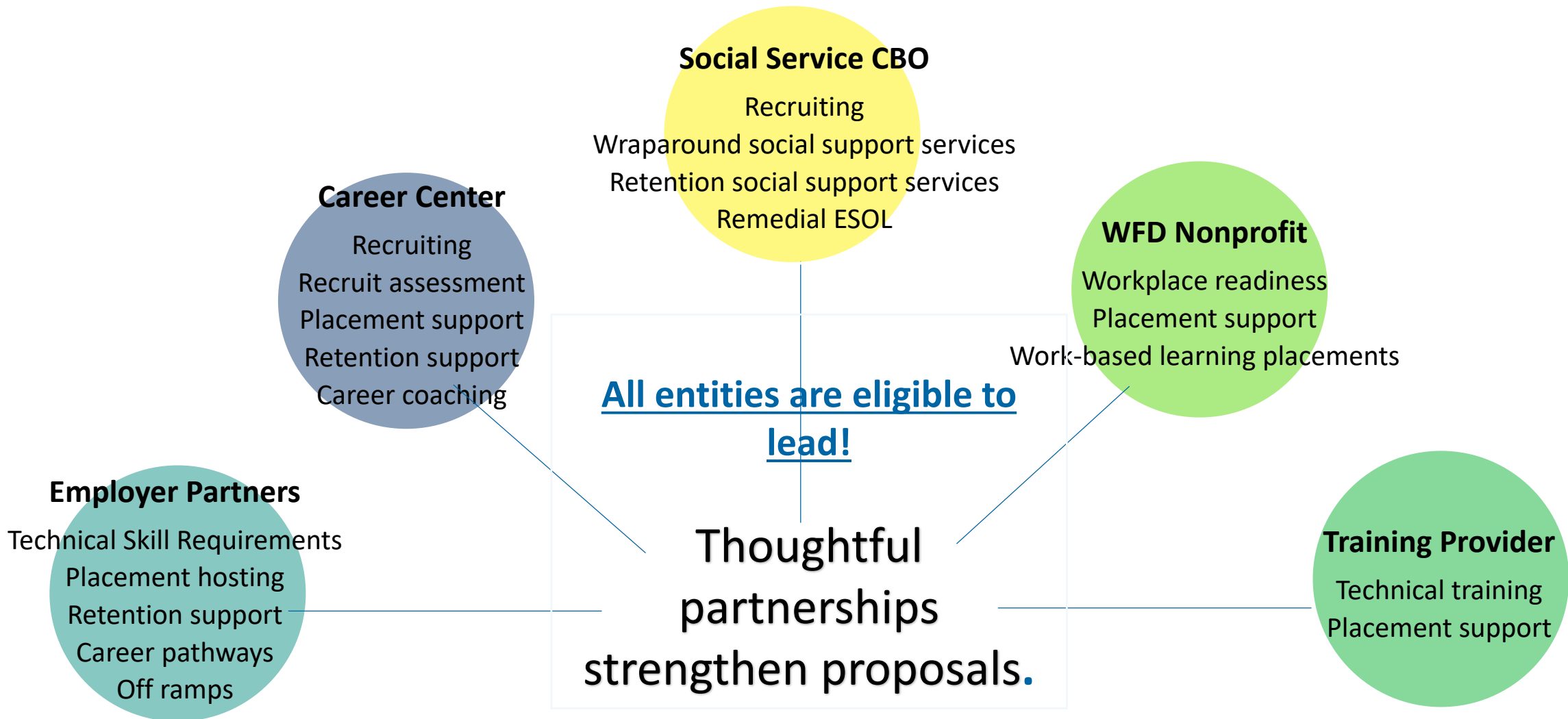


Braided Funding

- Implementation applicants must be able to demonstrate a capacity to braid additional relevant funding (e.g., YouthWorks, WIOA, Job Corps, AmeriCorps) or other disclosed funding source
- Planning applicants are not required to do the same, but it is encouraged

Braided Funding (for Strand A)	<p>To qualify for implementation funding in Strand A, applicants must be able to braid, leverage, or coordinate resources from an additional funding source to ensure a comprehensive and high-quality program. Please indicate all applicable funding sources and provide additional details in section 5.3:</p> <table><tr><td><input type="checkbox"/> YouthWorks</td><td><input type="checkbox"/> WIOA</td></tr><tr><td><input type="checkbox"/> JobCorps</td><td><input type="checkbox"/> AmeriCorps</td></tr><tr><td colspan="2"><input type="checkbox"/> Other (please explain)</td></tr></table>	<input type="checkbox"/> YouthWorks	<input type="checkbox"/> WIOA	<input type="checkbox"/> JobCorps	<input type="checkbox"/> AmeriCorps	<input type="checkbox"/> Other (please explain)	
<input type="checkbox"/> YouthWorks	<input type="checkbox"/> WIOA						
<input type="checkbox"/> JobCorps	<input type="checkbox"/> AmeriCorps						
<input type="checkbox"/> Other (please explain)							

Example of an Applicant Partnership



Questions

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.



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 by 11:59pm on March 17, 2025, with "Climate Service Corps Grant Application" in the subject line.



Application Packet

A COMPLETED APPLICATION PACKET INCLUDES:

- **Attachment 1:** Authorized Applicant's Signature and Acceptance Form
- **Attachment 2:** Climate Service Corps Application
- **Attachment 3:** Program Budget and Proposed Project Schedule
- **Attachment 4:** Sample Milestone Grant Agreement
- **Attachment 5:** Sample Cost Reimbursement Grant Agreement

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

Attachment 3 must be submitted as an Excel file with all relevant tabs filled out.

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



Application Timeline

RFP Release	February 3rd, 2025
Questions due via rfpworkforce@masscec.com	Posted after Office Hours
Pre-Application Webinar	February 14, 2025, at 12 pm
Pre-Application Office Hours	February 24, 2025 at 5 pm March 5, 2025 at 8:30am March 11, 2025 at 12 pm
Proposals Due	March 17, 2025, at 11:59 pm
Interviews of Applicants (as needed)	TBD
Notification of Award	2-3 weeks after submission



(access link on website)



Questions

SUCCESSFUL APPLICATIONS WILL INCLUDE...

- Occupational Focus
- Defined and Targeted Living Wage
- Transparent Career-Fit Counseling
- Designed and Delivered Quality Training
- Addressing Barriers
- Skill Development
- Designing for Success



Duration

- All implementation proposals must present program models that include
 - at least twenty (20) weeks in direct program delivery
 - orientation, skills training, work-based learning, and service experiences
 - alumni services for at least one (1) year after the program completion

Reminder:
Award - \$120,000 - \$375,000
Braided Funding Required

Recruitment, Assessment, and Onboarding

- Coordination of all administrative and fiscal processes
- Member and partner recruitment and outreach plans
- Service site orientation and training for program fidelity and quality participant experience
- Evaluation of participant applications
- Participant selection, and onboarding

Durable Skill Development and Coaching

- Training and coaching work designed to prepare new Corps participants for work-based learning, service, and further training,
 - Core Career Readiness Skill training
 - Participation in career advising
- Coaching and case management must be present and consistent throughout the entirety of the participant experience and beyond.

Industry-Aligned Skill Development

- Standard universal training for clean energy career awareness
- Occupation-specific training for specific high demand, climate critical occupations in energy efficiency and/or clean heating and cooling
 - e.g. OSHA 10, NATE Ready-to-Work, BPI certificates, EPA 608 Universal, Multi-Craft Core Curriculum

Climate Service and Work-Based Learning

- Combination of paid and/or stipend-supported work-based learning and service learning experiences focused on tackling local climate challenges in the energy efficiency and clean heating and cooling sector of the clean energy industry

Placement, Enrollment, Next Step Planning, Alumni Services

- Individual and group opportunities to examine the Corps experience, reflect on strengths and challenges, consider future career plans, connect with employers, or participate in further training for career pathway success
- 12 month post-term with follow-up services, coaching, and contact from the grantee and/or partner organizations

Outcomes and Metrics – Strand A

Outcomes may include...

- Successful community recruitment
- Comprehensive wraparound services
- Impactful skills-based training
- Participants entering a climate-critical training program
- Participants admitted to apprenticeship programs
- Participants obtaining employment in a climate-critical occupation

Metrics may include...

- Enrollment/engagement rates of target populations
- Demographic details of participants
- Completion rates
- Number and type of certifications
- Placement rates / rate of individuals navigated into an off-ramp
- Retention rates post-program for at minimum 12 months
- Changes in salary/hourly wages



Strand A: Implementation Example

MassCEC supports diverse approaches to achieving the goals of this solicitation. These examples are illustrative only.

A MassHire Workforce Board applies to expand their YouthWorks programming to include a Climate Service Corps experience for their older participants.

They propose to build on existing summer work-based learning experiences related to energy efficiency and provide participants with technical skills training, service experiences, and placement into apprenticeships, expanded technical training, and entry-level positions in weatherization.

Strand B- Planning - Required Components

Goal Alignment

- Applicants connect how envisioned program would meet the core goals of the Climate Service Corps
- Proposed program includes ideas for required components outlined for Strand A

Reminder:
Award - \$30,000 - \$50,000
Braided Funding Recommended

Demonstrated Need

- Applicants present increased capability to plan and execute intentional Climate Service Corps programming with potential support



Outcomes and Metrics – Strand B

Outcomes may include...

- Grantee ready to successfully implement a Climate Service Corps program through applying for a MassCEC Climate Service Corps Implementation grant
- Braided funding
- Intentional wraparound services and off-ramp plans

Metrics may include...

- Program Plan
- Established Partnerships, MOUs
- Curriculum
- Secured funding



Strand B: Planning Example

MassCEC supports diverse approaches to achieving the goals of this solicitation. These examples are illustrative only.

A Massachusetts nonprofit organization with experience in environmentally-focused service learning and established community partnerships applies to plan a Climate Service Corps program.

They plan to braid AmeriCorps and MassCEC funding to offer a program with clear pathways into occupations in energy efficiency and clean heating and cooling.



- Proposal Budgets should be clear and tied to narratives to explain the programmatic costs.
- There are separate budget tabs for Strand A and Strand B
- Explanation for fringe and indirect beyond that referenced in the template should be submitted
- Budgets should consider cost associated with:
 - Staff time devoted to the program
 - Marketing, communications, and outreach activities
 - Subcontracting with training providers for curriculum delivery or with vendors providing specific training platforms or licensure testing services
 - Purchasing and installing specialized equipment for training
 - Leasing venue space and other direct startup costs needed for training delivery
 - Training stipends for program participants
 - Subsidized wages for on-the-job training/initial placements
 - Support services to reduce barriers
 - Uniforms or professional clothing, equipment, and gear subsidies



Activities NOT eligible for funding include, but are not limited to:

Page
12-13
of the RFP

Purchase or lease of venue space or equipment intended for general operating purposes

Costs associated with preparing this proposal

Activities that occur before or following the term of an awarded grant



Applicants' Experience and Qualifications

- Strong track record serving the target population using defined network of partners
- Understanding of unique or advanced work-based learning in the clean energy sector

Target Occupations and Populations

- Target participants' assets and barriers addressed through programming
- Targets climate-critical occupations in the Energy Efficiency, Clean Heating and Cooling Sectors

Wraparound and Post-Placement Retention Support

- Comprehensive access to wraparound and support services and retention services
- Designated staff or referral partners to provide case management

Commitment to Maximizing Partnerships, Resources, and TA

- Plans to establish partnerships, identify resources, and utilize TA to execute programmatic vision
- Proposed milestones, deliverables timelines, and resource allocations that align with the project

Outcomes, Budget, Leveraged Resources, and Sustainability

- Line-item budget with descriptions, per-participant cost, and funding support (braided funding for Strand A)
- Strong outcomes, a program design that can achieve these outcomes, and data collection practices that support effective outcome tracking
- Timeline that matches grant period and includes program development, delivery phases, and monitoring

Metrics and Outcomes (Strand A)

- Applicants connect how the proposal will meet the core goals of the relevant program strand and offer innovative ideas about how to support the identified target populations
- Applicants propose a reasonable number of participants, and trackable outcomes and metrics

Impact of Program (Strand B)

- Applicants connect how envisioned program would meet the core goals of the Climate Service Corps
- Applicants present increased capability to plan and execute intentional Climate Service Corps programming with potential support



Next Steps

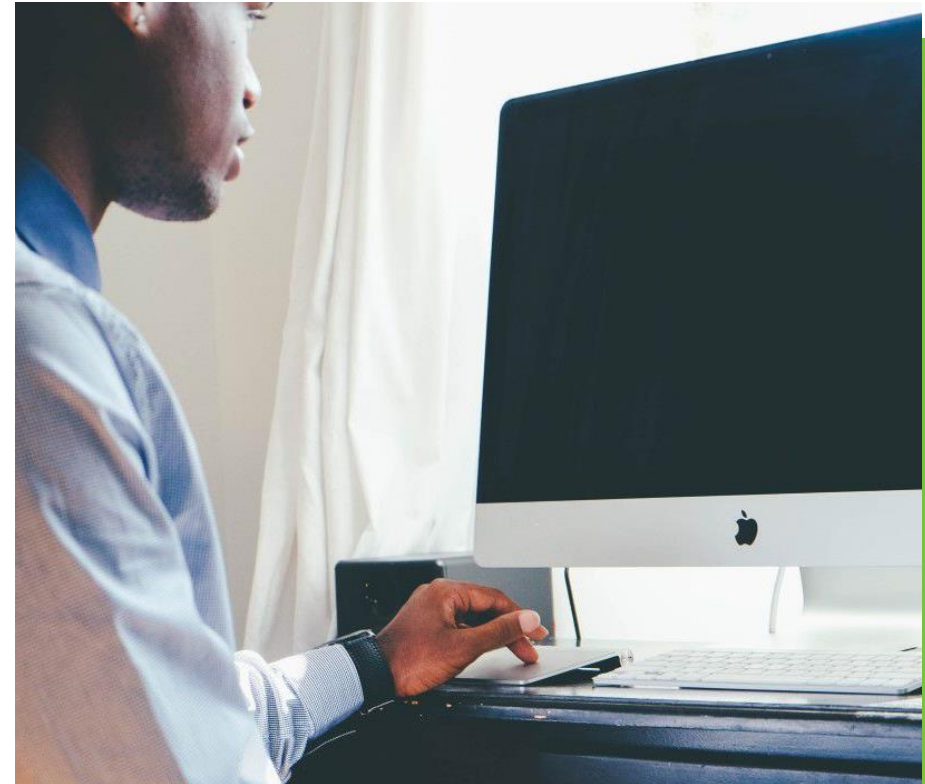
OFFICE HOURS

- Go to the RFP Landing page(s) on the MassCEC website to receive the zoom link (QR code on next slide)
- Join anytime during the one-hour block
- Ask questions and discuss your specific proposals.
- Meet other potential applicants to form partnerships.
 - Feb 24, 2025 at 5 pm
 - March 5, 2025 at 8:30 am
 - March 11, 2025 at 12 pm

CONTACT US WITH QUESTIONS:

- rfpworkforce@masscec.com

RFP DUE MARCH 17, 2025



Questions

Additional Funding Opportunities

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:

May 2nd

[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:

May 2nd

[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](#)



URSB (Under-Represented Small Business Support)

- Address barriers faced by small businesses and communities
- Move towards Hub and Spoke Model

Deadlines:

TBD, 2025

FY24 RFP available here:

<https://bit.ly/3N4J4Ha>



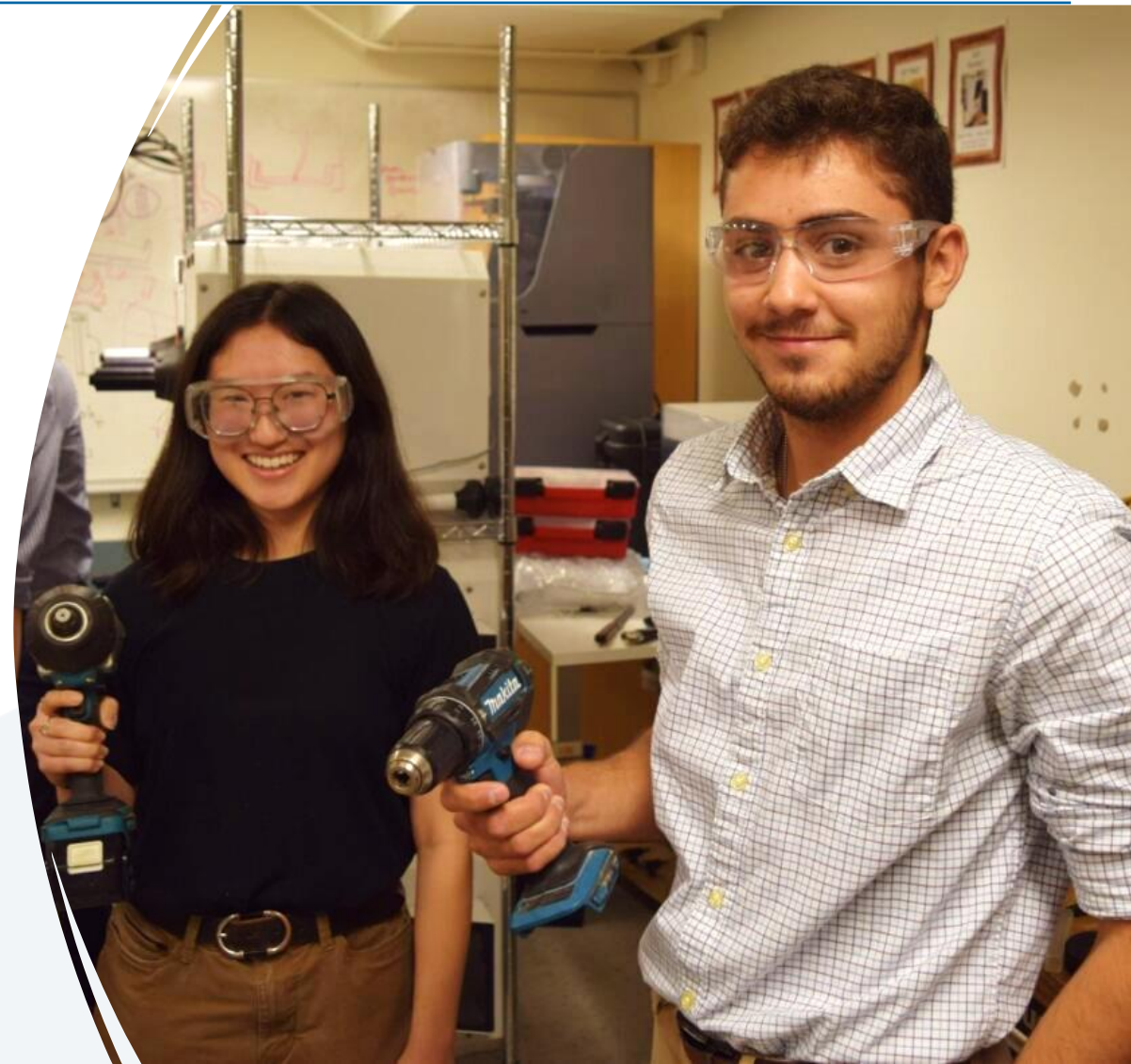


Clean Energy Internship Program Summer Session open!

- 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 \$4,230 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!



Thank You

Questions can be sent to: rfpworkforce@masscec.com