

## 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 upskills 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



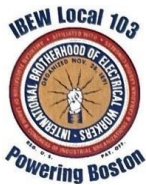
model, which has demonstrated success in the tech sector, to find ways to incorporate clean energy sector opportunities, technical upskilling, and onboarding and will also identify if additional programs need to be built out to support the unique needs of the clean energy sector.



**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 to solidify pipelines into climate-critical business opportunities.



**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.



**Local 103 I.B.E.W Educational Corp.** - 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.



**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 Massachusetts** - 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.** - In partnership with National Grid, TRA Inc. 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.