

**FY24 EQUITY WORKFORCE TRAINING, EQUIPMENT, AND INFRASTRUCTURE GRANTS**

**Benjamin Franklin Cummings Institute of Technology** - FC Tech will provide more affordable HVAC training opportunities for low-income individuals from EJ and Gateway Communities, including returning citizens. FC Tech will provide scholarship funding to take FC Tech's HVAC&R program and will select those participants through specific partners that provide the participants higher levels of wraparound support services than typically available to students during the course of their training and during post-placement retention. FC Tech will also purchase two portable tabletop heat pump trainers to enhance the current HVAC&R curriculum and to provide additional training in heat pumps. The trainers will allow the college to raise clean energy career awareness by providing HVAC (heat pump) demonstrations during the college's annual Clean Energy Day and other tours and events throughout the year targeted towards community organization participants, high school students, and administrative folks at these entities.



**Biochem, LLC** - Biochem will develop additional curriculum and add additional capacity to align the existing program with exploration of career pathways leading to climate-critical careers. Biochem, in collaboration with community-based partners, currently offers a comprehensive clean-tech education and training program aimed at raising awareness of clean energy careers among secondary education students. The training program integrates cutting-edge technology from the renewable power sector, providing a hands-on, biological battery technology experience to enhance the learning process.



**Cape Cod Regional Technical High School** - Funding will expand the environmental science program at Cape Cod Tech to expand vocational training opportunities in for environmental engineering career paths. This program will serve secondary students, as well as provide resources for adult learners to enrich their professional development, closely integrated with Cape Cod's Blue Economy and the energy transition required to support it.



**Caribbean Integration Community Development** – CICD will introduce the "Energy Shifters Program" (ESP), a comprehensive training initiative for aspiring energy auditors. The program focuses on critical areas such as data collection, economic analysis, building envelope science, and practical experience through shadowing and administering home energy audits. Designed to equip participants with the necessary skills to pass the Building Performance Institute



(BPI) examination, ESP aims to empower a diverse workforce by integrating them into the energy sector.



**Eastie Farm** - Eastie Farm will add the capacity and develop the curriculum necessary to pivot their existing Climate Corps program to feature climate-critical occupations. This earn-to-learn training program connects youth, ages 15-24, in Environmental Justice communities to job training and opportunities in the green economy through service to clean-energy and climate-resilience goals. Corps members are made up of community members who are intimately familiar with the impacts of climate change and the promise of environmental justice.

#### ETHOS ADMISSIONS

**Ethos Admissions** - Ethos Admissions will develop a plan to launch the Berkshire Clean Energy Career Exploration & Workforce Development Pilot Program for EJ Youth in partnership with Berkshire community organizations. The program will offer 3 pathways to climate-critical careers while anticipating and removing barriers.



**Greater Lawrence Technical School** - GLTS will increase training opportunities for students by upgrading their HVAC lab with high efficiency electrified equipment. GLTS will also expand training opportunities in the Electrical Department with the addition of roof top and ground mounted solar photovoltaic systems. A framed structure will be created to serve as a weatherization training lab and as the sight of a solar rooftop system.



**Greenfield Community College** - Greenfield Community College Office of Workforce Development will build capacity to launch the Youth Climate Corps programming for the purpose of providing career awareness and exploration of the growing array of clean energy jobs. The Youth Climate Corps will offer hands-on clean energy career experiences and visits to employer partners and initially target teens in the 10th-12th grades, with the potential to expand to also include 7th-8th grades.



**Grounded Services, LLC** – In partnership with E&BC, Grounded Services will focus on program design and adding the capacity needed to launch comprehensive training focused on renewable energy systems and modern electrical infrastructures with the goal of addressing the critical shortage of skilled electricians in Massachusetts. The program will combine industry-relevant courses, hands-on field training, and personalized case management.



**Interplay Learning** - Interplay Learning will develop partnerships with Massachusetts regional workforce development boards to identify training partners and to explore the approaches to supplementing existing hands-on programs and supporting training organizations with clean-energy career awareness, exploration, navigation, and preparation to learners using an online skilled-trades training platform, Interplay Academy. Interplay Learning offers online training for skilled trades utilizing virtual reality and 3D simulations. The Academy platform is a holistic training solution that offers job-ready certificate programs available in English and Spanish for learners with zero trade skills.



**Jewish Vocational Services** - JVS will partner with Franklin Cummings Tech to provide a 16-week HVAC&R and Heat Pump training and wrap-around services to clients underrepresented in the field. The project will 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. This program addresses the need for climate justice, the growing need for clean energy jobs, and works to include communities most affected by climate change.



**La Colaborativa** - La Colaborativa will implement an equitable, multifaceted workforce development program, catering to marginalized young adults. The program comprises intensive training for HVAC, weatherization, and construction occupations, complemented by multilingual, culturally competent wraparound services for young adults ages 18 to 24. For youth aged 16-18 and facing systemic barriers, La Colaborativa will implement a 32-week multilingual, trauma-informed career awareness, job readiness, and paid youth employment program to expose youth to career pathways in clean energy and sustainability.



**LISC** - The program will build on the current Bridges to Green Jobs model and (1) formalize pathways into related clean energy jobs and longer training programs through added technical training and required certifications; (2) integrate career navigation into the current training curriculum to match-make more effectively; (3) deepen employer partnerships that are committed to job quality; and (4) support a replication in New Bedford as a third training site.



**MassHire Central Region Workforce Board** - MassHire Central Region offers a two-track program for new and incumbent workers that provides training to individuals affected most severely by legacy pollution and associated environmental justice challenges. MassHire



works with the Worcester Housing Authority to recruit residents and to provide those individuals with skills desired by employers in Climate-Critical Occupations such as construction, hazardous waste removal, and building maintenance.



**Montachusett Regional Vocational Technical School** – Monty Tech will provide high-quality vocational training to high school students, as well as non-traditional students through the School of Continuing Education. To address the increasing student demand for vocational training, the regional workforce needs for skilled laborers in the clean energy sector, and additional training capacity, the district is opening its first-ever “satellite campus--the Montachusett Vocational Partnership (MVP) Academy--which will serve up to 120 more day students and 60 adult learners each year in these trades.



**Museum of Science.**

**Museum of Science** - As part of the Museum’s year-long exploration of the climate crisis and the solutions, the Museum will organize a Youth Climate Summit to learn about, discuss, consider, and recommend solutions for environmental justice dimensions of the climate issue, with a particular focus on how the green economy can serve the needs and priorities of those who are most impacted by climate change.



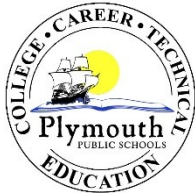
**My Brother’s Keeper 617** - Through a combination of classroom instruction, hands-on training, and industry certifications, training participants will gain practical experience and expertise in areas such as carpentry and renewable energy systems installation. The program will also provide continuous and comprehensive support services, including career counseling and job placement assistance, to ensure participants successfully transition into sustainable employment. By empowering individuals from underserved communities with valuable skills and opportunities, the program seeks to promote economic empowerment, address workforce shortages, and contribute to a more sustainable future.



**National Grid** - Building on the success of National Grid’s FY24 Clean Energy Academy programs, funding from MassCEC will enable existing partners to scale entry point opportunities and to expand the National Grid Energy Infrastructure Academy (NG EIA) to implement a cohort for Returning Citizens. The NG EIA is an immersive upskilling program which trains Greater Worcester and Greater Boston residents from historically underrepresented and marginalized populations.



**Northeast Home Energy Rating System Alliance - NEHERS** will develop an in-house RFI and Modeler curriculum to deliver live trainings, revise and streamline the HERS Rater Training and Reference Manual, design pull-out sections for RFIs and Modelers, and prepare the manual for future translation into other languages. NEHERS will expand the mentorship offerings to ensure that participants from target populations complete the training and successfully navigate careers as HERS Raters.



**Plymouth Public Schools** – Through a Clean Energy Lab for Trades, Plymouth Public Schools will provide integrated workforce skill development for the High-Performance Building, Net Zero Grid, and Clean Transportation Occupations. Students from each trade will have the opportunity to work on integrated projects in a shared, new lab space. Plymouth Public Schools will also install a pre-engineered metal building on an existing 50' by 50' slab with footings/foundation to create additional space to enable students to collaborate and learn on clean energy trades projects. This Clean Energy Lab for Trades will provide integrated workforce skill development to students for the High-Performance Building, Net Zero Grid, and Clean Transportation Occupations.



**Project Green Schools** – Project Green Schools will collaborate with Brockton High School, ACDC, and others to implement the Clean Automotive Technology Center of Excellence, which will support training and hands-on equipment essential to developing the next generation of Auto Technicians while creating equitable access to climate-critical internships leading to job placements. Project Green Schools will also renovate a classroom adjacent to the current automotive shop by installing retractable bay doors, removing non-load bearing walls, and bringing in lifts and other automotive training equipment to create a second large garage to double the shop capacity. The school will bring in additional EV specific equipment, such as EV chargers and tools needed to work safely on EVs.



**Studio for High-Performance Design & Construction, Inc.** - Studio HPDC will launch the High-Performance Living Lab program that uses the real-world as a laboratory for the creation of hands-on trainings, exposure to emergent technologies, and development of resources and articulated pathways to clean energy careers and higher education. Students will be awarded badges, recognized as micro credentials by select industry partners, as they complete different modules, attend in person tours of construction sites, and reach out to industry experts at major conferences.



Studio HPDC will also complete and document major high-performance renovations to its hands-on learning space, “The Barn.” Re-created as both a high-performance building model and instructional space, The Barn will increase access to the Studio’s programming and also serve as a case study of high-performance best practices.



**The Possible Zone** - The Jackson Square-based innovation and education center will be home to the Clean Energy Innovation Pathway program building awareness, exposure, engagement, skills, networks, and agency for underrepresented BIPOC high school students in Boston to pursue post-secondary opportunities in the Massachusetts clean-energy economy.



**Tremco CPG Inc.** - The Achieve Green (“AG”) program by Tremco CPG Inc. will create avenues for young people to gain the skills required to go into multiple green construction fields. The AG program provides two (2) pathways for high school students in their senior year leading into continued educational pathways and employment: the IUPAT pre-apprenticeship pathway for glazers/weatherization techs and a hybrid college and on the job training program through Roxbury Community College and NEHERS training program leading to energy auditor/assessor jobs, heat pump, and solar installer opportunities.



**Upper Cape Cod Technical School** - UCT will provide Electrical Code and Theory Level 1 training with entry to apprenticeship to thirty (30) students from underrepresented populations, including opportunity youth. The 9-month program will include significant supports including provided tools and supplies and wraparound social support services, including career counseling, work-readiness, mentorship, ESOL, and other resources to reduce obstacles to success. UCT will recruit students from the South Shore, Cape Cod and the Islands, as well as from the Federally Recognized and State-acknowledged Tribes.



**WeReach** - WeReach will establish a ten-week construction management training program with a primary focus on increasing the number of individuals of color in leadership positions in the construction industry. The program will be tailored to individuals of color within the construction service sector, equipping them with the skills and knowledge needed to become construction managers specializing in clean energy initiatives. The program's curriculum will be thoughtfully designed, incorporating Diversity, Equity, and Inclusion (“DEI”) principles based on comprehensive research



insights into the specific challenges faced by people of color in pursuing careers in construction management.