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DEDICATED TO INNOVATION

# *Offshore Wind Works* 2025 Workforce Grants

Informational Webinar – February 25, 2025

LAUREN PARNSWORTH, SENIOR PROGRAM MANAGER

JEREMY BELKNAP, PROGRAM COORDINATOR



# Agenda

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MassCEC Overview

Offshore Wind Workforce Development Strategy

*Offshore Wind Works* overview and prior awards





Community of Practice

OSWW Round 7

Questions?



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

Climatetech Innovation & Investment	Accelerating Decarbonization	Large Scale Deployment: Offshore Wind	Clean Energy & Climate Workforce Development
 <p data-bbox="142 1011 657 1239"><b>We're helping new climate-focused businesses grow faster</b> through direct support and by creating an ecosystem where they connect and thrive.</p>	 <p data-bbox="741 1019 1200 1248"><b>We're tackling barriers to widespread use of clean energy and climate technology</b> in buildings, transportation, and the grid.</p>	 <p data-bbox="1276 1033 1811 1262"><b>We're building a cutting-edge offshore wind industry, marshaling world-class ports,</b> a robust supply chain and a highly trained workforce.</p>	 <p data-bbox="1849 1029 2384 1258"><b>We're partnering with schools and other education partners to build the skilled and diverse workforce</b> essential to achieving our climate goals.</p>

**MassCEC has invested in \$650M in the MA clean energy economy and has attracted more than \$2.5B in private & federal funds**

# Offshore Wind Programs

Reduce project risk, increase market confidence, and support the economic development and workforce opportunities of the offshore wind sector



**PLANNING AND ANALYSIS** - Support technical studies and projects to collect, analyze and interpret physical and biological data, establish baseline site conditions, and support permitting. Promote forums and opportunities for robust stakeholder engagement to inform planning and siting, project-specific reviews and progression, and state/regional policy and program planning.



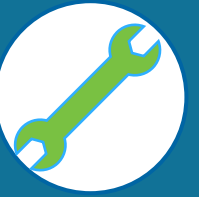
**PORTS, INFRASTRUCTURE, AND HARBOR ACCESS** - Manage investments in redevelopment of priority OSW port facilities and infrastructure and seek additional funding. Ensure the utility of MA ports for OSW activities through trainings (e.g., marine harbor pilots), coordination with port managers and users, and supporting availability of real-time met-ocean conditions.



**OFFSHORE WIND WORKS** - Develop and sustain a qualified, well-trained, safe, and diverse OSW workforce to plan, build, operate and maintain regional offshore wind facilities through grants and technical assistance. Convene and facilitate offshore wind workforce development practitioners to exchange information and best practices.



**OFFSHORE WIND SCIENCE AND RESEARCH** - Cultivate capacity for and directly support applied research, science, and analysis projects and initiatives for the long-term planning, deployment, and/or operations of offshore wind in the southern New England and Gulf of Maine lease areas.



**OFFSHORE WIND BUSINESS READY (SUPPLY CHAIN)** - Foster the growth of offshore wind business in the Commonwealth by supporting the localization of the global industry and expanding participation of MA-based manufacturers, suppliers, and service providers in the offshore wind supply chain through technical assistance, tax incentives, and grants.



**OCEAN RENEWABLE ENERGY & CLIMATECH INNOVATION** - Collaborate with partners to support entrepreneurs and early-stage companies in technology and IP development and commercialization. Advance development of ORE testing and validation sites (dockside, nearshore, offshore).

# OSW Workforce Development Strategy



## RESEARCH AND ANALYSIS

Conduct targeted **research and analysis** to inform workforce development initiatives



## ENGAGE

**Engage** directly with OSW industry to ensure programs and efforts align with their needs



## INVEST

**Invest** in and leverage resources for essential, high-need programs to meet needs and fill gaps



## SUPPORT

Proactively **support** programs and initiatives that build an OSW workforce that is diverse, equitable, inclusive, and just



## CONVENE

**Convene**, support, and facilitate practitioners and stakeholders to share information, ideas, challenges, and best practices

# Offshore Wind Workforce Opportunities



## Planning and development

- Activities that precede construction, including site characterization, research, engineering, and permitting

## Manufacturing and Assembling

- The ability to produce components of offshore wind turbines and associated infrastructure domestically is ramping up in the Commonwealth.

## Construction and installation

- Pre-assembly, installation, and commissioning, with a large roles for skilled trades, organized labor, engineers, project managers, and individuals with maritime and water transportation expertise

## Operations and maintenance

- Regular inspection of turbines, foundations, cables, and substations, and process of making necessary repairs or replacements

# Workforce Demand

## 2023 MASSCEC CLEAN ENERGY WORKFORCE NEEDS ASSESSMENT

### Industry Growth Projections

- Roughly 2,000 jobs in MA by 2030
  - 2,200 – 3,500 depending on development scenario
- Most jobs created will be in the manufacturing sector

### High Growth Occupations

- Electricians
- Misc. Assemblers and Fabricators
- Metal Fabricators and Fitters
- Misc. Metal and Plastic Workers
- Misc. Installation, Maintenance and Repair Workers

## 2024 VINEYARD WIND 1 IMPACT ON JOBS AND ECONOMIC OUTPUT

### Data from Project under Construction

- Over 3,000 Workers employed on VW1, equating to 1,610 FTEs.
  - Nearly 1,400 Union Workers have been employed on the project
  - Nearly 1,800 Nonunion Workers have been employed on the project
- MA residents received 78% of total labor income.

## 2018 & 2021 OFFSHORE WIND WORKFORCE TRAINING & DEVELOPMENT IN MASSACHUSETTS REPORT

## 2022 ASSESSMENT OF CURRENT OFFSHORE WIND WORKS PORTFOLIO OF INVESTMENTS

# OSW Workforce Development Investments

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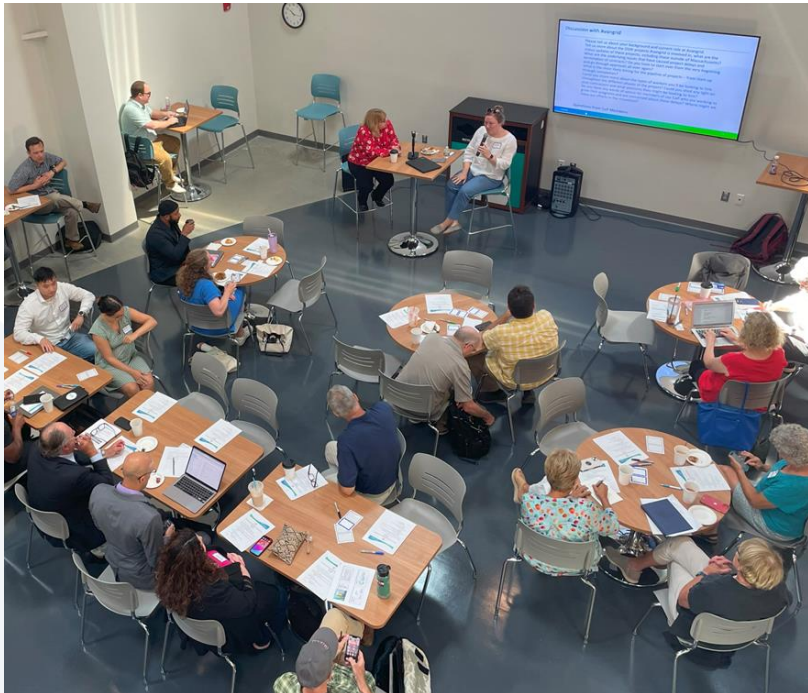
- ▶ **Introductory offshore wind courses and programs** - Programs to introduce the workforce (and supply chain) opportunities of OSW industry and include curricula and activities for K-12 students, CTE, college students, professionals
- ▶ **Health and safety training programs** - Programs to provide essential, industry-recognized health, safety, and maritime training, include Global Wind Organisation's (GWO) programs, medical fitness certifications, and maritime/US Coast Guard certifications and licensures. + Studies
- ▶ **Trades programs** - Programs specifically oriented to support the roles of organized labor, maritime workers, and other skilled trades for offshore wind.
- ▶ **Technical training programs** - Programs to train workers for both construction and installation and O&M scopes, including GWO, skilled trades training and apprenticeships, offshore wind power technician certificates, and associates degrees in engineering and technology.
- ▶ **Undergraduate and graduate programs** – OSW specific educational and extracurricular programs and curricula at 4-year degree and graduate institutions, focusing on engineering, project development, and other professional services.
- ▶ **Training Infrastructure** – Programs to purchase or build critical training infrastructure in Massachusetts, including training facilities, virtual simulators, and specialized equipment.
- ▶ **Access to Opportunity** - Increase participation of Priority Groups in existing offshore wind workforce programs, Reduce barriers for individuals interested in pursuing offshore wind job opportunities & provide offshore wind industry exposure and/or career guidance and counseling on offshore wind career pathways for students and job seekers in Priority Groups



# Community of Practice

Quarterly meetings are being held remotely and in-person for all OSWW grantees and select invitees.

Cop meetings are a place for practitioners to share, engage, and partner with other organizations.



## Topics being covered:

- Workforce demand
- Industry and regulatory trends
- Strategies for engagement with target populations
- Incorporating DEIJ into programming
- Recruitment best practices



# Previous Rounds of OSWW Grants

**\$18.4 MILLION**

In total awards made

**6**

Previous Funding Rounds

**58**

Total awards made

**30**

Unique organizations awarded



# OSWW Round 7

# Workforce Development Programming

AWARDS UP TO \$200,000

## Workforce Development and Training Project

- Applicants may propose to establish or expand an existing workforce development or training program. Applicants can propose to build capacity to conduct training, fund members to receive industry specific training, and/or create an introductory pathways program for offshore wind.

## Access to Opportunity Project

- Applicants may propose a project that aims to help mitigate, reduce, or eliminate existing barriers to entry (see Section V) in the offshore wind industry for members of Priority Group(s) or provide targeted exposure, career guidance, support, and/or counseling to individuals in the identified Priority Group(s) pursuing a pathway into the offshore wind industry.



# Focus Areas

This solicitation seeks specifically to advance projects related to these areas



PORT WORKFORCE



EDUCATION



SKILLED TRADES & WORKER SAFETY



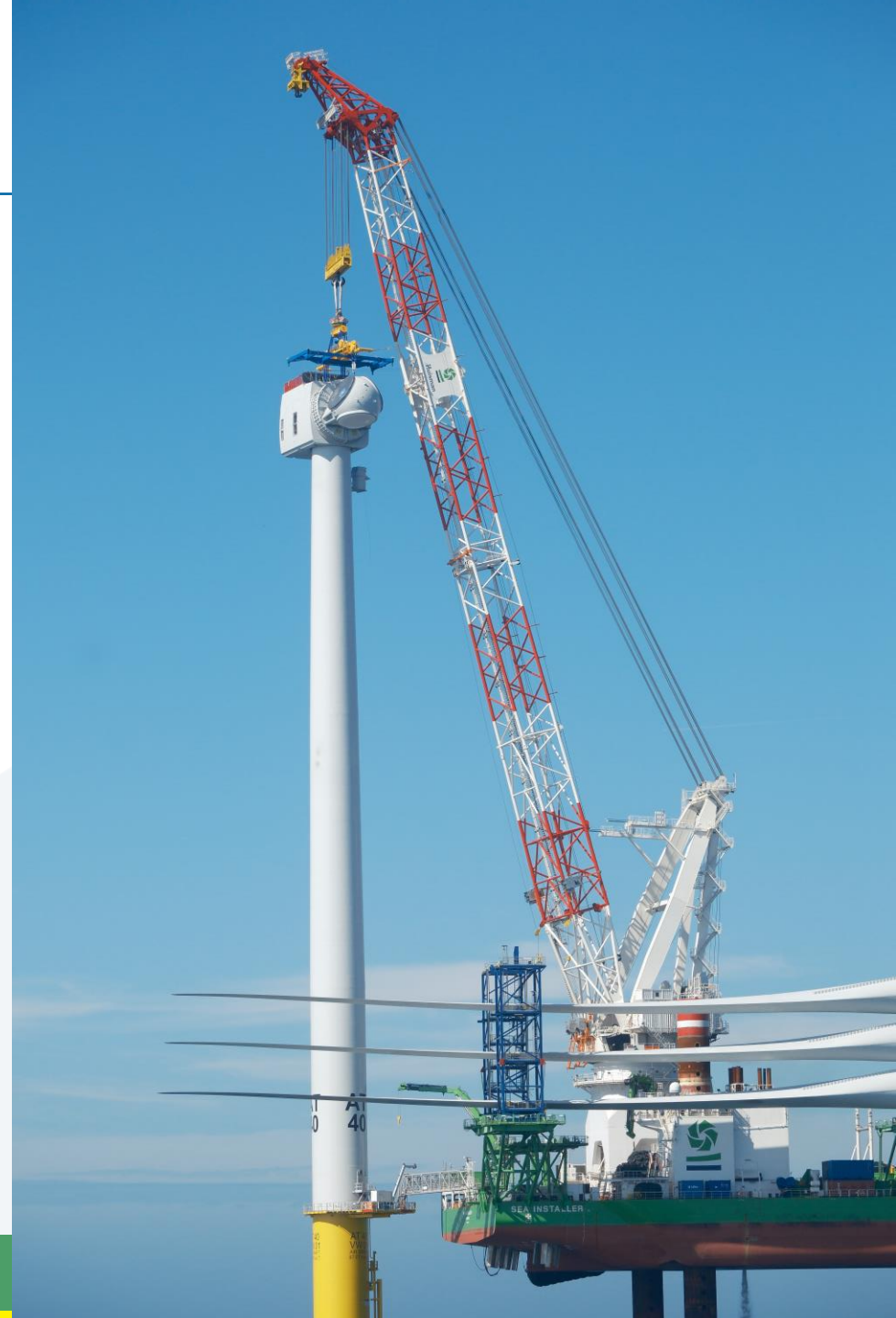
CAREER PATHWAYS & AWARENESS

# Workforce Training Infrastructure

AWARDS UP TO \$750,000

Applicants may propose a project to construct, purchase, expand, or upgrade workforce- or training-related equipment, technology, and/or facilities to better meet the needs of the offshore wind industry and a specific workforce training program. Infrastructure can support physical or virtual training.

MassCEC grant funding is **not** available for purchase of land, existing buildings, or other physical infrastructure existing at the proposed project site.



# Award Amounts and Cost Share

- ▶ \$2,500,000 Total Funding Available
- ▶ Award Amounts
  - ▶ For Workforce Development Programming: Up to \$200,000
  - ▶ For Workforce Training Infrastructure: Up to \$750,000
- ▶ Cost Share Amounts
  - ▶ 100% cost-share (1:1 match) of award amount for private entities
  - ▶ 25% cost-share of award amount for all other proposals



# Priority Groups

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

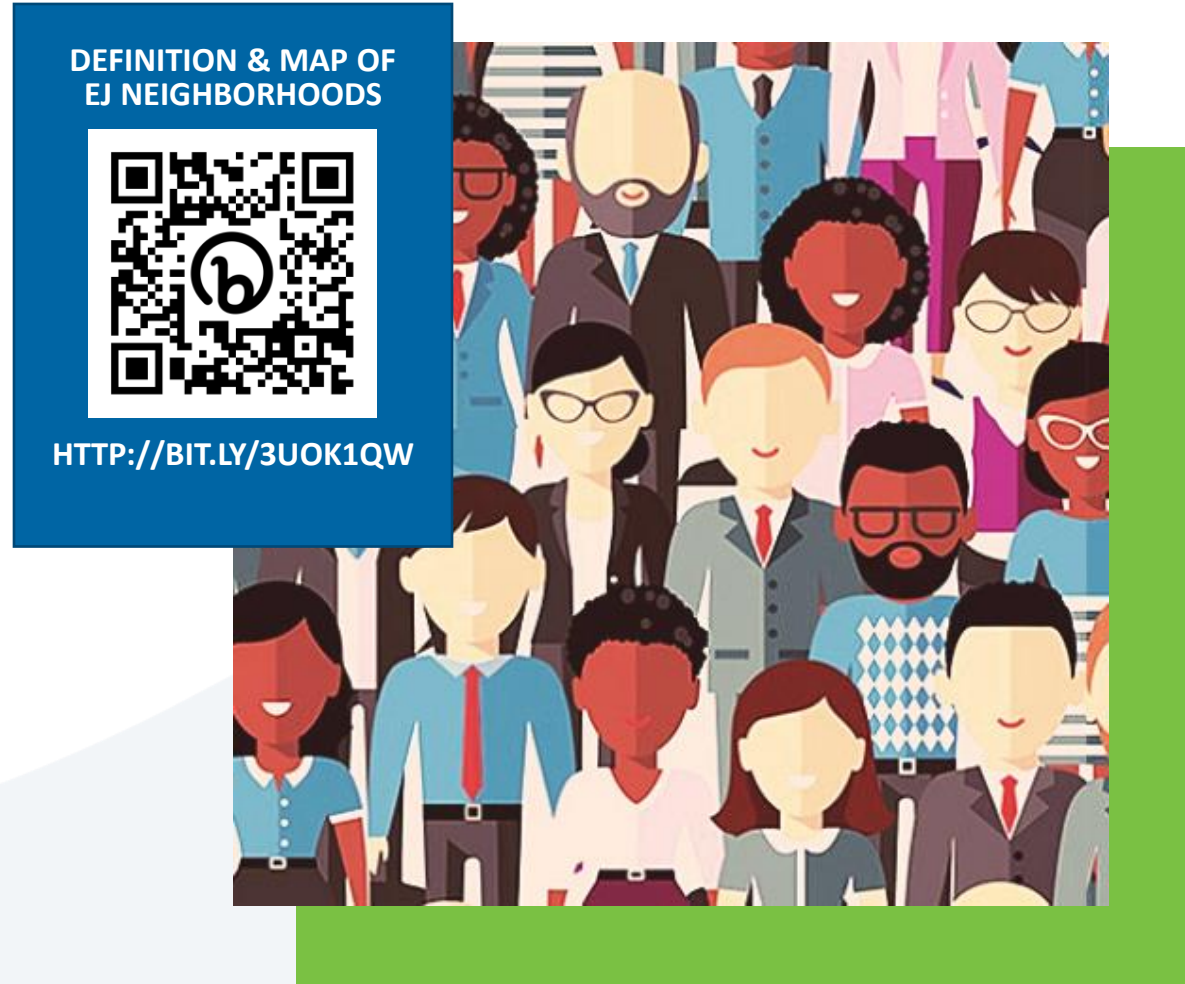
An EJ Neighborhood has one or more of the following four criteria:

- 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



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



# Project Design

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## PARTNERSHIPS

- Partnerships with industry representatives or training providers can bolster your proposal by demonstrating expertise and qualifications of the Applicant team.

## DIVERSITY, EQUITY, AND INCLUSION

- DEIJ elements are encouraged, and proposals can benefit from identifying a Priority Group and working to address the barriers that that group may have to participating in the program.

## GEOGRAPHIC LOCATION

- Strive not to limit programs to only those in certain regions. Consider the needs of individuals across the state when looking at potential barriers.

## ADDRESSING BARRIERS

- Applicants are encouraged to design programs that mitigate barriers. Examples of barrier reductions may include outreach plans that address language barriers, lack of digital access, work readiness or soft skill training, or training stipends.

# Selection Criteria

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## PROPOSALS WILL BE SCORED AND RANKED BASED ON:

### **Program Summary and Scope**

- Does the proposed project demonstrate understanding of the skills and knowledge necessary for OSW occupations and does it respond to high priority needs identified in the Solicitation?

### **Team Experience and Qualifications**

- Does the Applicant team have experience delivering high quality work and measured results in related projects?

### **Work Plan**

- Does the proposed project have a clear strategy to complete the project and do the proposed schedule, milestones, and deliverables seem appropriate and achievable?

### **Commitment to DEIJ and/or Priority Groups**

- Does the application demonstrate a genuine and proactive commitment to DEIJ, both internally in their organizations and in any external programming?

### **Budget**

- Does the proposal include a sufficiently detailed budget, a cost-effective solution, and identification of cost share sources.

### **Value Demonstration**

- What is the overall value proposition of the proposal when compared with other applicants' proposals and taking into account the broader workforce ecosystem in Massachusetts and the offshore wind industry.

# Application Materials

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## REQUIRED ATTACHMENTS

- ▶ Attachment C: Authorized Representative Signature and Acceptance Form
- ▶ Attachment D: Application Form
- ▶ Attachment E: Sample Agreement

## OPTIONAL ATTACHMENTS

- ▶ Letters of Support
- ▶ SDO Self-Assessment Results
- ▶ DEIJ Materials

## SUBMISSION REQUIREMENTS

- ▶ All materials submitted by email to [offshorewind@masscec.com](mailto:offshorewind@masscec.com) by 5:00PM on indicated due date
- ▶ Include “2025 Offshore Wind Workforce Solicitation Application” in the subject line
- ▶ Responses should be descriptive, but concise

# Timeline

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- ▶ Webinar will be recorded and available publicly
- ▶ Questions must be received by March 31 via email to [offshorewind@masscec.com](mailto:offshorewind@masscec.com)
- ▶ Answers will be posted on the Solicitation page on MassCEC's website
- ▶ Dates are subject to change at MassCEC's discretion
- ▶ For planning purposes, Applicants should use October 1, 2025 as an estimated start date.

Action Item	Date
Release of Solicitation	February 10, 2025
Informational Webinar	February 25, 2025
Q&A Period	Ends March 31, 2025
Answers posted by MassCEC	Ongoing
Proposals Due	April 7, 2025 by 5:00 pm
Notification of Award	May 2025
Contracting Process	Summer/Fall 2025

# Facilitating Partnerships

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MassCEC would like to help facilitate partnerships between organizations in the offshore wind workforce training and development space.

If you are interested in forming a partnership, we are starting a publicly-hosted spreadsheet where interested parties can find contact information for other interested organizations.

## RESPOND IN CHAT WITH:

- Organization Name
- Organization Type
  - Non-profit, training organization, private company, educational institution, etc.
- Contact Name
- Contact Email
- Target sector for partnership

**OR EMAIL TO: [OFFSHOREWIND@MASSCEC.COM](mailto:OFFSHOREWIND@MASSCEC.COM)**

# Q & A

**Please submit questions in writing to:  
[offshorewind@masscec.com](mailto:offshorewind@masscec.com)**

**Answers will be posted to the Solicitation  
page as questions come in, so check back  
periodically**

# Frequently Asked Questions

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## **CAN AN ORGANIZATION APPLY FOR BOTH A WORKFORCE PROGRAMMING GRANT AND A SEPARATE INFRASTRUCTURE GRANT?**

Organizations are limited to receiving one grant as the lead applicant under this grant opportunity.

## **IS AN ORGANIZATION ALLOWED TO BE THE LEAD ON ONE APPLICATION AND A SUBCONTRACTOR OR PARTNER ON ANOTHER?**

Yes.

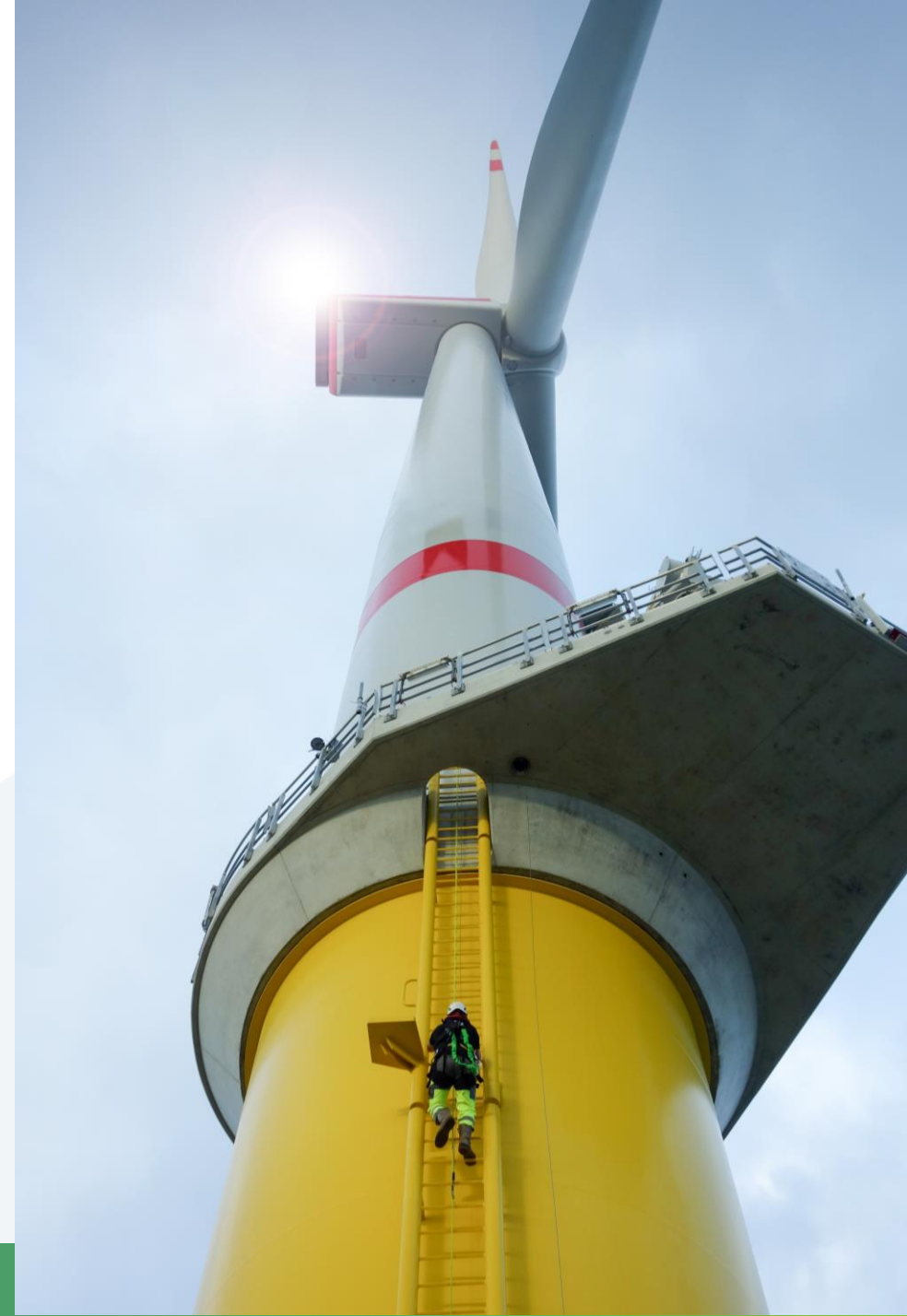
## **WHAT IS THE ALLOWABLE INDIRECT/OVERHEAD FOR MASSCEC SUBMISSIONS?**

MassCEC does not have a strict limit on allowable indirect/overhead, however we are accustomed to seeing rates less than 30%.

# Thank you!

**Lauren Farnsworth**, Senior Program Manager  
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**Jeremy Belknap**, Program Coordinator  
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# Appendix

# Offshore Wind Market and Pipeline

## ► State goals and activities

- Current legislative target of 5.6 GW, procured by June 2027
- Vineyard Wind 1 project in construction, 804 MW
- Current procurement in process:
  - Led by DOER in consultation with the EDCs
  - SouthCoast Wind = 1,087 MW (+ 200 MW for RI)
  - Avangrid (New England Wind 1) = 791 MW
- Gulf of Maine auction in 2024: 4 leases; 2 companies

## ► Regional Pipeline

- South Fork Wind complete:  
132 MW, 12 turbines, PPA w/ LIPA
- Revolution Wind offshore construction underway:  
704MW, 65 turbines, PPAs w/ CT and RI
- Sunrise Wind commencing onshore construction:  
924 MW, 84 turbines, PPA with NY

