EQUITY WORKFORCE UPDATE

PREPARED FOR EEAC EQUITY WORKING GROUP

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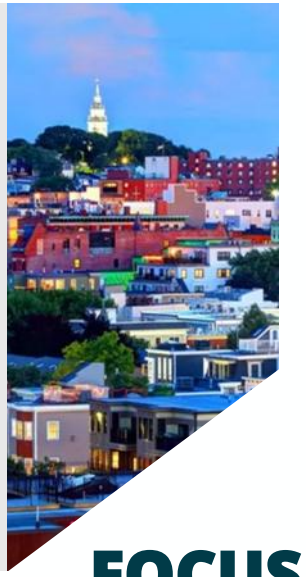
FOCUS AREAS

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.

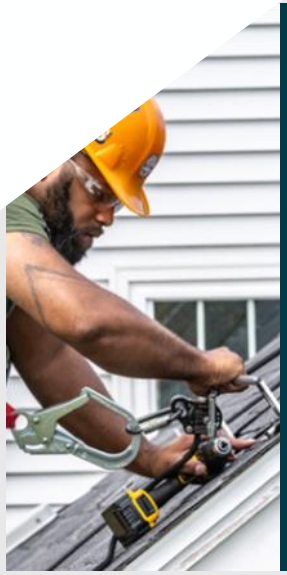


EMERGING CLIMATETECH

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.

LARGE SCALE DEPLOYMENT: OFFSHORE ENERGY

We're building a cutting-edge offshore energy 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.

WORKFORCE DEVELOPMENT STRATEGY

Career Awareness and Pipeline Growth

Develop a robust supply of future professionals through early exposure, hands-on experience, skill development, and internships

Equity Through Access and Support

Increase access to good jobs by investing in inclusive training models and robust support services, ensuring all individuals can enter and advance in climate-critical occupations

Strategic Support to Small Businesses

Create pathways for underrepresented and disadvantaged businesses to share in the economic benefits, strengthening the small businesses that make up much of the employer base.

Provider Capacity and Advancement

Maximize training outcomes by supporting job quality, career advancement, and skill development while equipping providers with essential equipment, resources, and instructors.

Industry Solutions and Regional Coordination

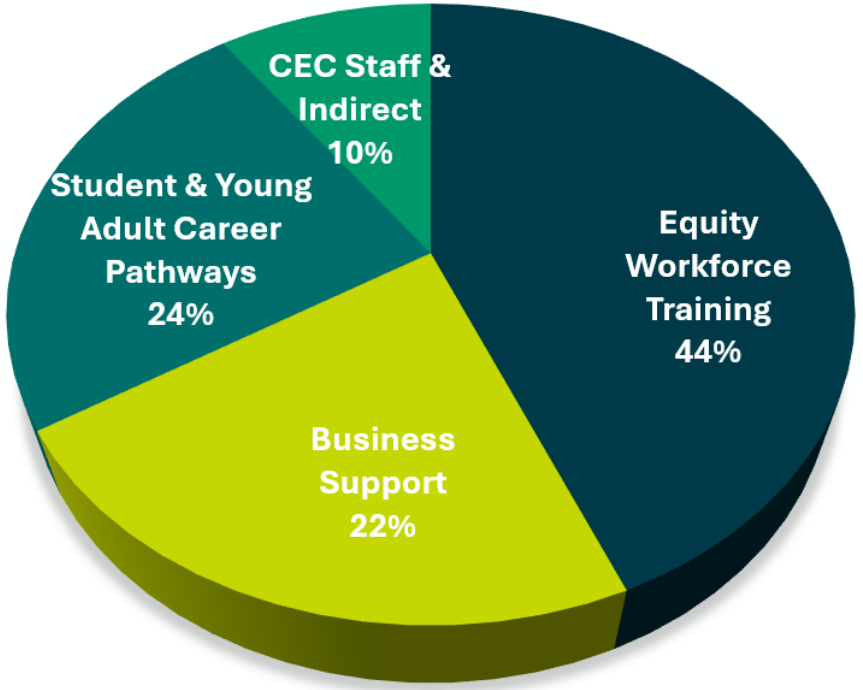
Use data-driven insights, shared resources, and regional coordination to address gaps, align training with industry needs, and scale best practices

FY27 Market Alignment Considerations

- Rebalance investments across new-entrant and incumbent worker advancement
- Expand transferable skills and address critical workforce gaps in emerging climate sectors
- Scale proven curriculum models to improve quality, consistency, and cost-effectiveness
- Right-size training dosage and costs to maximize outcomes

EQUITY WORKFORCE INVESTMENT BREAKDOWN FOR FY 2026

Student and Young Adult Equity Career Pathways- programs and partnerships that introduce young adults to clean energy and climate careers.
Example: **Digital Ready** launched a 132-hour summer pathway for high school students from environmental justice communities. Participants gained hands-on experience with energy efficiency and electrification, while connecting with industry. All students earned BPI's Building Science Principles credential, achieving a **100% pass rate**.



Equity Workforce Training- programming to support the equitable access of clean energy and climatetech career opportunities for underserved communities.
Example: **MassHire Central Workforce Development Board** provides upskilling for Worcester Housing Authority workers supporting building electrification and retrofit projects**, with 78 of 79 participants completing training, 100% employed in related fields, and more than 75% already reporting salary gains.**

Climate-Critical Underrepresented Business Support (CUBS)- support and partnerships to help underrepresented businesses overcome barriers, grow in clean energy markets, and align supply with demand across the ecosystem. *Example:* **Emerald Cities Collaborative's E-Contractor Academy**, a Chicopee-based insulation and home energy performance contractor secured Supplier Diversity Office (SDO) certification and purchased key equipment to join the Mass Save® Residential Program—**steps that helped the business land a $400,000 contract, grow staff from 9 to 15, and increase revenue tenfold.**

CY2025 EQUITY INVESTMENT IMPACT: TRAINING AND BUSINESSES

Equity Workforce Program Training Participant Demographics & Performance - Annual 2025 Report				
Age			**Environmental Justice Resident**	
Average	28		Yes	81.3%
Median	31		No	18.7%
% 35 yo or younger	66.2%		**Primary Language**	
Gender			English	77.6%
Male	85.4%		Spanish	12.2%
Female	14.2%		Other (specify)	4.9%
Non-Binary	0.5%		Haitian Creole	2.4%
Race/Ethnicity			Portuguese	2.1%
Black or African American	42.4%		Chinese	0.6%
Caucasian	23.3%		French	0.2%
Latino	23.7%		Total Primary Language Other than English	22.4%
Other (please specify)	5.2%		**Participant Region**	
Asian	2.6%		Greater Boston	32.7%
Two or More Races	2.0%		Central Mass	28.7%
Pacific Islander	0.7%		Southeast, Cape & Islands	18.9%
BIPOC Total	76.7%		Northeast	10.7%
			Western Mass (Pioneer Valley and Berkshires)	9.0%
			Outside of Greater Boston	67.3%

89% Completion Rate among training participants

72.3% positive Placement Rate

CUBS Reported Revenue Metrics (387 businesses served to date)

	Average
Revenue at Start of Program	**$512,958.30**
Current Projected Revenue	**$849,177.93**

CY 2026 Q2 EQUITY WORKFORCE FUNDING APPLICATIONS AND AWARDS

Program	Number of Applications Received Q2	Total Funds Requested Q2	Number of Applications Awarded* Q2	Number of Individuals/ Organizations to be served	Total Equity funding awards Q2*	Total 2026 Equity Funding Awarded as of 6/30/26
Equity Training Implementation**	82	$43,407,677.43	25	645	$6,083,547.42	$8,708,547.42
Climate-Critical Underrepresented Business Support (CUBS)	23	$8,619,838.18	11	366	$4,317,711.00	$5,067,329.37
Community College Heat Pump & HVAC Training Network***	4	$4,535,455.16	4	187	$540,000.00	$540,000.00
Student & Young Adult Career Awareness and Training	39	$10,790,846.63	10	1,346	$1,811,836.00	$2,820,228.00
Climate Service Corps	6	$1,214,442.00	2	70	$705,000.00	$705,000.00
Total Q2	154	$68,568,259.40	52	2,614	$13,458,094.42	$17,841,104.79

*Award decisions made only between Jan. 1 and June 30, 2026 are included here, in accordance with our reporting timeline. **Applications for Equity Training grants and Climate Critical grants that requested to be cross-reviewed under the Equity Training solicitation included in this section. ***This funding will support colleges serving training participants that meet the eligibility criteria for Equity Workforce Funding who will receive expanded support services.

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THANK YOU

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APPENDIX-
PROGRAM HIGHLIGHTS

NATIONAL RECOGNITION: 2026 STATE LEADERSHIP IN CLEAN ENERGY AWARD

- Equity Workforce Training Program recognized by the Clean Energy States Alliance for advancing climate, equity, and workforce development goals
- Delivers employer-aligned clean energy training with strong outcomes
- Expands access for environmental justice and underrepresented populations through supportive wraparound services
- Demonstrates a scalable, cost-effective model that leverages multiple funding streams and complementary state investments
- Judges noted the program's "impressive impact across Massachusetts"

MassCEC Workforce Development Team with 2026 CESA Slice Award.

SELECTED CONTRACTOR DEVELOPMENT PATHWAYS GRANTEE: EMERALD CITIES COLLABORATIVE

Emerald Cities COLLABORATIVE
America empowered.

Award: $399,618

Description: Emerald Cities Collaborative ("ECC") will serve as a statewide Contractor Development Pathway Spoke, supporting small businesses in navigating procurement opportunities available through Mass Save®, building knowledge of opportunities and providing individualized technical assistance to address barriers and readiness to strengthen small businesses' capacity to deliver climate-critical services.

- **Proposed body of work specific to ECC application**
  - **Engage with Mass Save PAs, Lead Vendors, and other decision makers to map opportunity entry points** for small businesses, cadences of procurements, and other logistics
  - **Develop a playbook** based on Mass Save engagement for use by other Hub and Spoke grantees in the Hub and Spoke to support direct service and facilitate referrals to ECC.
  - Provide enhanced support services for up to **30 underrepresented businesses** to support engagement and participation in Mass Save programs

IMPACT SPOTLIGHT:
$8.8M*+ CATALYZING THE TRAINING ECOSYSTEM IN THE SOUTHEAST AND CAPE

Upper Cape participants train electrical work by directly working on the school building. The program already provided adult learners with **150-hour, Level 1 Electrician training and placed 36 participants** into registered apprenticeships

"Access to industry-relevant tools and technology allows students to develop practical, real-world skills in a modern training environment, increasing both their confidence and career readiness. The impact of MassCEC's investment extends far beyond the classroom. By supporting workforce development and clean energy education across Cape Cod and the islands, MassCEC is helping strengthen local economies, create sustainable career opportunities for residents, and ensure our communities are prepared for a cleaner and more resilient energy future."

Mary Burke, Director, Adult & Continuing Education
Upper Cape Cod Technical School

The region's portfolio reflects the breadth of the clean energy economy, including EV technician training at Brockton HS, heat pump, hoisting, and welding training at Bristol Community College, and career readiness and microgrid training through the Pocasset Pokanoket Land Trust.

*Includes funding from resources outside the Equity Workforce Program, including State Budget, etc.

IMPACT SPOTLIGHT: ENHANCING THE BUSINESS SUPPORT ECOSYSTEM IN THE NORTHEAST

Over $3.4 million in awards are helping seed the Climate-Critical Underrepresented Business Support (CUBS) ecosystem in the Northeast region, with **ARKA HR's Building HER program supporting high-performance building contractors and women-owned businesses. Program outcomes have been strong**:

- **78% of participating businesses achieved growth in revenue or staffing**
- **65% secured clean energy contracts**
- **95% achieved at least one success metric.**
- ARKA is also leading one of three statewide access-to-capital research efforts

ARKA, La Colaborativa, North Shore Latino Business Association, Roads Consulting, and statewide partners are building the backbone of support for small and diverse trades businesses across the region.

"What made BuildingHER/BuildingALL so powerful was not just the direct support to individual businesses; it was the regional approach behind the work. By bringing together entrepreneurship support, workforce development, trusted community partnerships, and access to industry networks, we created an ecosystem that helped small businesses move from participation to real opportunity…."

Andreina Veira Silva , President, Arka HR

Pro Hammer, a women-owned construction company in Methuen, **secured $1 million in contracts** after receiving support from ARKA.