MASSACHUSETTS CLEAN ENERGY CENTER BRIEFING:

Equity Workforce Program Budget Update EEAC Meeting

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MASSACHUSETTS CLEAN ENERGY CENTER®

MASSCEC'S WORK BY FOCUS AREA

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.

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.

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.

MassCEC Workforce Development Strategies	Related Programs and Initiatives *(Those supported by Equity Workforce Funds in bold)*
 Career Awareness and Pipeline Growth Expand career awareness and hands-on learning through high school engagement and internships at technical schools, colleges, and universities.	✓ Clean Energy Internship Program ✓ **Equity Young Adult Career Pathways** ✓ **Climate Service Corps** ✓ *MA Climate Careers: Powering the Future* curriculum
 Equity Through Access and Support Increase access to quality jobs with inclusive training and support services, such as transportation, childcare, and coaching.	✓ **Equity Workforce Training** ✓ Heat Pump/ HVAC Training Network* ***(support services and LOTE support only)** ✓ Massachusetts Climate Careers Fund Initiative
 Strategic Support to Small Businesses Support underrepresented founders and strengthen small businesses in the clean energy economy.	✓ **Climate-Critical Underrepresented Business Support (CUBS)**
 Provider Capacity and Advancement Equip training providers with instructors, tools, and data to deliver high-quality, career-advancing programs.	✓ Climate-Critical Training, Equipment, and Infrastructure ✓ Heat Pump/ HVAC Training Network

Industry Solutions and Regional Coordination

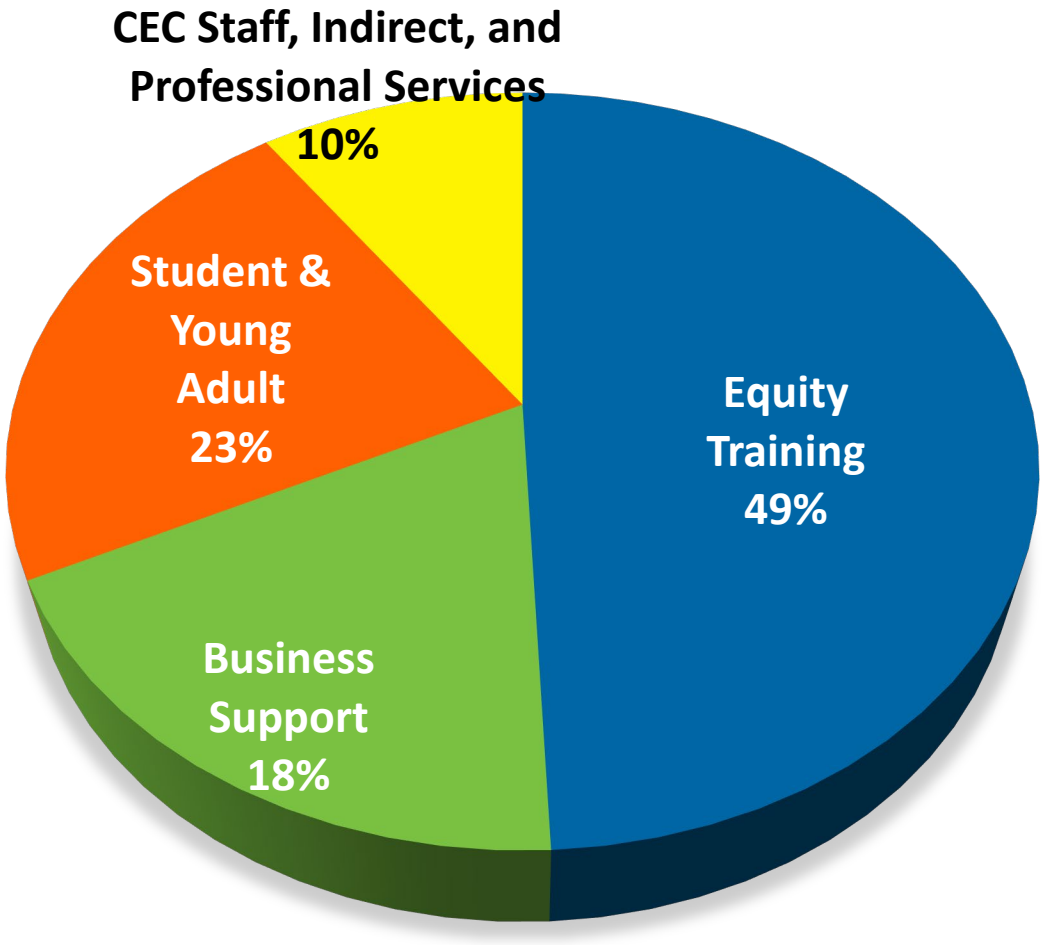
Align training with industry needs through data insights, shared best practices, and regional collaboration.

(cross-cutting strategy)

2025 Equity Workforce Funding Applications & Awards

Program	Number of Applications Received	Total Funds Requested	Number of Applications Awarded	Number of Individuals/ Organizations to be served	Total 2025 Equity Funding Awarded as of 12/31/25
Equity Training Implementation (including Community College Heat Pump & HVAC Training Network)	76 (from 66 organizations)	$45,746,070.51	33	2,091	$10,546,948.16
Equity Planning & Capacity (primarily training focused)	29 (from 28 organizations)	$2,770,856.67	13	TBD	$1,768,765.82
Climate-Critical Underrepresented Business Support (CUBS)	37 (from 23 organizations)	$18,200,000.00	16	385	$4,612,654.32
Student & Young Adult Career Awareness and Training (including Climate Service Corps)	40 (from 37 organizations)	$12,038,264.27	21	4,843	$5,625,095.00
Total 2025	**182**	**$78,755,191.45**	**83**	**7,319**	**$22,553,463.30**

Equity Investment Impact Breakdown for 2025

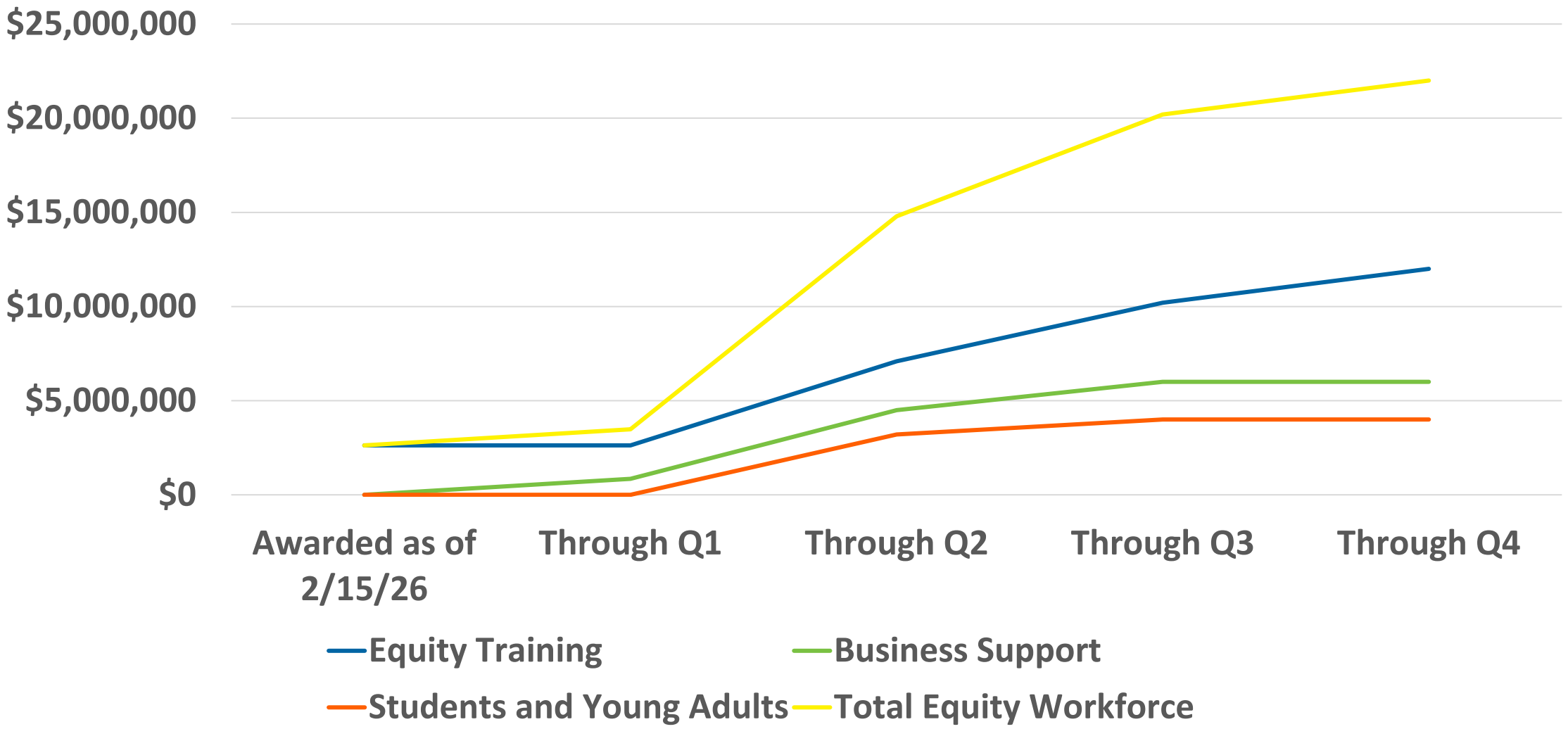


- 77% of grants provide training, career pathways, and business support relevant to MassSave® and broader high-performance building, energy efficiency, clean heating, and cooling efforts
- 375+ Underrepresented Clean Energy Businesses Supported
- 600+ Learners currently enrolled in or having completed training and career awareness programs
- 89% Completion rate among training participants and 72.3% positive placement rate
- 82% of Planning Grants converted to Capacity or Implementation Program Stage
- 82% of training participants qualify as low-income, 81% are from environmental justice communities and nearly 6% identify as former or current fossil fuel workers

Equity Workforce Funding Levels for 2026 and other relevant MassCEC Resources

MassCEC Workforce Development Strategies	Equity Workforce Funding Anticipated 2026 Award Budget	Relevant Funding from Other MassCEC Resources (FY26)
Equity Training	$12M	• Climate-Critical Training, Equipment & Infrastructure (State Budget, DEP) ($8.7M) • HVAC/Heat Pump Training Network (DOER) ($5.6M)
Underrepresented Small Business Support	$6M	• MassCEC Tech-to-Market Programs including Catalyst/DICES (State Budget)
Student & Young Adult Career Awareness	$4M	• Clean Energy Career Awareness Curriculum • MassCEC Internship Program
Total	$22M	

Committed and Projected Award Levels by Program across CY2026



Appendix

Workforce Training and Small Business Support RFPs

MASSACHUSETTS CLEAN ENERGY CENTER®

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**
- Increase **Trainer Capacity**

Deadlines:
February 18, 2026
May 1, 2026

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 **Training Preparedness and Pre-Apprenticeships for Adult**
- **Planning or Capacity** to prepare for implementation

Deadlines:
February 18, 2026
May 1, 2026

Climate-Critical Underrepresented Business Support (CUBS)

Up to $800,000

- Support Underrepresented Businesses **(e.g. MWBEs)**
- Core Services, Sector-Specific Services, **Procurement Navigation**
- **Regional Hub and Spoke** Model

Deadline:
April 17, 2026

Student and Young Adult Open Solicitations

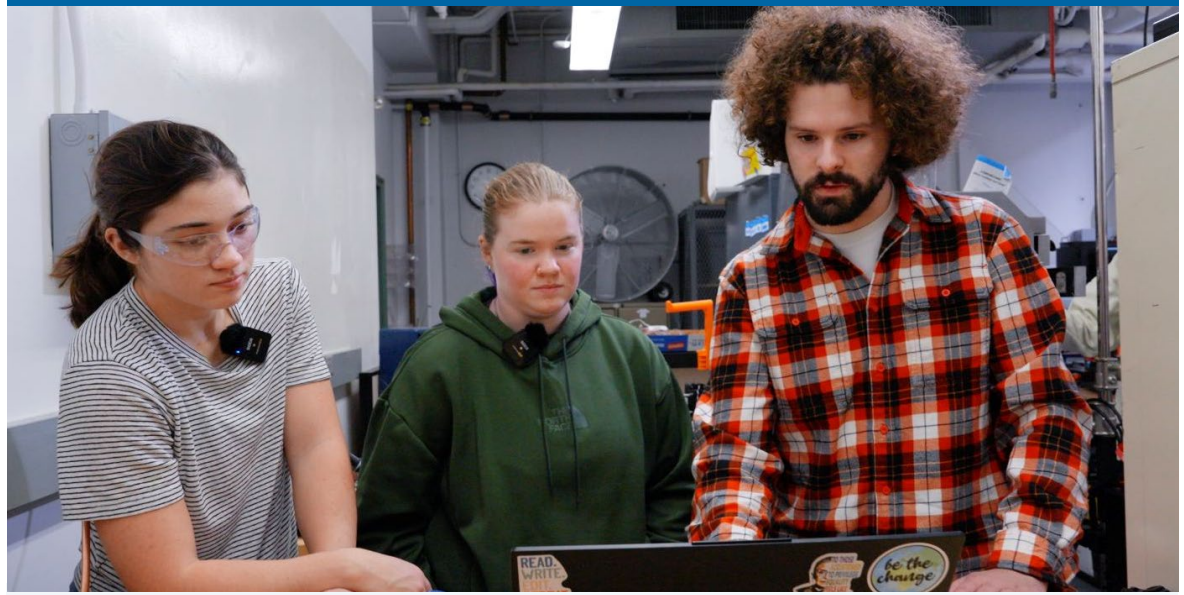
	Students and Young Adults Career Awareness and Training Final Deadline: April 10	**Climate Service Corps** Rolling Deadline until April 27th (Implementation for Summer 2026 must apply by February 26th)
Funding Amount per Award	Up to $600,000 for Implementation Up to $150,00 for Planning and Capacity	Up to $375,000 for Implementation Up to $30,000 for Planning
Length of Grant	6 months - 2 years	6 Months – 2 Years
Target Population	Students and Young Adults from EJ Neighborhood, Federally Recognized and State Acknowledge Tribes, Fossil Fuel Workers, Low/moderate income Populations	18-24 Year Olds from EJ Neighborhoods, Federally Recognized and State Acknowledge Tribes, Fossil Fuel Workers, Low/moderate income Populations
Strands	**Strand A:** Clean Energy Career Awareness, Career Exploration, Career Navigation, and Preparedness **Strand B:** Career Pathway Training with Work-based or Learning-based Opportunities **Strand C:** Planning and Capacity Grants for Career Awareness or Career Pathways Training	**Strand A:** Implementation Grants for a career pathway workforce development program that incorporates all the MA Climate Service Corps framework's required components and demonstrates strategic braiding or utilization of matching funds to support a robust program offering **Strand B:** Planning Grants to prepare for full implementation of the MA Climate Service Corps program via a comprehensive planning process supported by MassCEC technical assistance.

Building the Climatetech Talent Pipeline: From Awareness to Experience

Massachusetts Climate Careers: Powering the Future Curriculum

Career-connected climate lessons featuring real projects, students, and professionals across Massachusetts.
www.cleanenergyeducation.org

MassCEC Clean Energy Internship Program



Paid internships connecting students and employers, with wage reimbursement and strong outcomes statewide.
www.masscec.com/clean-energy-internships