

Mass Save® Workforce Partnership Grant



Overview

The Sponsors of Mass Save recognize that an effective tool in advancing the workforce is creating new initiatives to meet the demands of the Massachusetts energy efficiency labor pool. The Mass Save Workforce Partnership Grant seeks to increase the sustainability of the energy efficiency workforce by prioritizing funding with grant dollars to support upskilling and transitioning new workers into the energy efficiency workforce through partnership development.

The Mass Save Workforce Partnership Grant will provide funding to various entities including non-profit education or training providers, private companies, community colleges, and workforce community-based organizations and municipalities' development programs. The amount of funding issued to a specific organization will be based on the organization's ability to provide a solution to the challenges some communities have in accessing the energy efficiency workforce. This partnership grant is centered around reaching environmental justice communities and is managed and administrated by the Mass Save Sponsors.

Areas of Priority

The Mass Save Sponsors welcome applications servicing all of Massachusetts but will prioritize partners who serve Massachusetts-designated Environmental Justice Communities (EJCs) and Priority Groups. Priority Groups include those who identify as BIPOC (Black, Indigenous, and people of color), women, LGBTQIA+, first generation residents, residents with low or moderate income, and/or multilingual.

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Depending on the type of partnership, partners should focus on one or more of the following priorities:

Public Partners:

Barrier Reduction: Providing support to help individuals overcome obstacles that are hindering or preventing them from participating in the energy efficiency workforce. Examples include:

- Providing transportation support
- Supporting childcare assistance

Capacity Building: Creating opportunities to sustain the energy efficiency workforce by developing and strengthening the skills, instincts, abilities, processes and resources of organizations and communities. Creating opportunities to support business development, such as piloting a new customer service role.

Recruitment/Screening: Finding and selecting new workers to join the energy efficiency workforce. Examples include:

- Recruitment initiatives focused on reaching Priority Groups
- Providing access to human capital and untapped labor pools

Training/Education: Teaching new skills and/or upskilling a group of people. Examples include:

- Offering industry-recognized certifications
- Offering seminars and workshops to provide access to training and education
- Subsidizing the training cost for Priority Groups
- Offering workforce information about wages, employment trends, and national compensation
- Connecting new workers to internship and apprenticeship programs
- Subsidizing the cost of internship and apprenticeship programs for Priority Groups
- Developing new trainings
- Program expansion
- Providing scholarships to cover trainings and certifications for high school students, vocational/technical school students, or community college students
- Staff development

Transitioning: Helping workers make a transition within, or to, the energy efficiency workforce. Examples include:

- Training electricians to become heat pump installers

Temp Job Placement: Support in placing recruits into internships/jobs with energy efficiency employers.

WFD Program Coordination: Initiatives to reduce the gaps of low-income and entry level workers from underserved populations.

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Depending on the type of partnership, partners should focus on one or more of the following priorities:

Private Partners:

Capacity Building: Creating opportunities to support with business development, such as piloting a new customer service role.

Internships/Apprenticeships: Creating paid entry-level positions that give workers experience and exposure to launch their careers.

Recruitment/Screening: Finding and selecting new workers to join open positions.

- Recruiting workers ranging from entry-level to highly skilled professionals
- Recruiting diverse workers who identify as BIPOC (Black, Indigenous, and people of color), women, LGBTQIA+, first generation residents, and/or multilingual
- Hosting job fairs, screening, and interviewing recruits

Retention Support: Employing strategies to keep talented workers within the energy efficiency workforce.

Staff Development: Improving employees' knowledge, skills, understanding, and capability necessary to perform well at work.

Training/Education: Teaching new skills and/or upskilling a group of people. Examples include:

- Developing and implementing customized training programs, such as:
 - Pre-employment training
 - On-the-job training
 - Incumbent worker training

Upskilling: Providing workers within the current energy efficiency workforce with knowledge and skills that expand upon a topic they have previous training in.

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Eligible Applicants

To be eligible for funding, applicant's proposed programming must benefit residents who live in communities served by one or more of the Massachusetts Program Administrators (Berkshire Gas, Cape Light Compact, Eversource, Liberty, National Grid, Until).

The following organizations/entities are eligible to apply:

- Workforce community-based organizations
- Individuals or Non-profit education or training providers that
 - Currently offer energy efficiency certifications or trainingsOr
 - Are establishing new energy efficiency certifications or trainings
- Private companies that
 - Are working in the energy efficiency workforceOr
 - Are transitioning into the energy efficiency workforce
- Community colleges that
 - Currently offer energy efficiency certifications or trainingsOr
 - Are establishing new energy efficiency certifications or trainings
- Municipalities' workforce development programs
- Foundations
- Workforce boards
- Workforce competitive trust funds
- Trades Programs
- Unions

Award Amount

The total award amount is based upon partnership funding request and the availability of funds, in addition to

- Request/Proposed program design
- Number of people served
- Innovation
- Identified need
- Planned outcomes
- Alignment with energy efficiency workforce development goals
- Alignment with areas of priority
- Previous performance in the workforce

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Requirements

- Sign a Memorandum of Agreement and provide a proposed client cohort flow of services (If applicable)
- If applicable, awarded partners must work with designated Program Administrators' point of contact to implement the proposed activities in the partnership
- All applicants must submit suggested success metrics and a bi-annual impact report to track the efficacy of their program. The report should detail the goals achieved, number of ways the opportunity was promoted, number of people who applied, and the number of people impacted.
- If an organization receives funding, they may reapply the following year with proof of sufficient need and program success

Awarded Performance

- Awardees are expected to deliver the proposed application deliverables as described.
- If the applicant cannot/is unable to fulfill the application deliverables as described in the original proposal and/or individual scholarship request, we reserve the right to decline future funding requests.

Funding Requests

Public/Private Partner Applicant funding requests must:

- Include a complete application, itemized budget (administrative costs, direct program costs), narrative, implementation and timeline, and evaluation metrics, and program outcome reporting process.
- Demonstrate experience, success and or current capacity to reach the goals within the funding request proposal.
- Have demonstrated a capacity to provide culturally responsive services to the target populations.
- If applying with one or more partners, said partner must have demonstrated experience and/or have a relationship with an organization that can support the proposal.
- Sign a Memorandum of Agreement and provide a proposed client/cohort flow of services.

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Summary of path incentives

Round	Applications Submitted	Respond to Applicants	Distribute Funding
Round 1	October 1 – November 15, 2022	December 7-21, 2022	January 1-15, 2023
Round 2	February 1 – March 15, 2023	April 1-15, 2023	April 1-30, 2023

Submission Process

1. Applications are submitted to the Sponsors of Mass Save
2. The Sponsors of Mass Save will review applications in accordance with the above timeline
3. The Sponsors of Mass Save will select awardees based upon applicants' needs and the amount of funding available
4. All applicants will be notified whether approved or rejected

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