
MASSACHUSETTS CLEAN ENERGY CENTER

Overview of MassCEC Workforce Programs

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

Climatetech Innovation & Investment



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 Wind



We're building a cutting-edge offshore wind industry, marshaling world-class ports while addressing supply chain and workforce development challenges.

Clean Energy & Climate Workforce Development

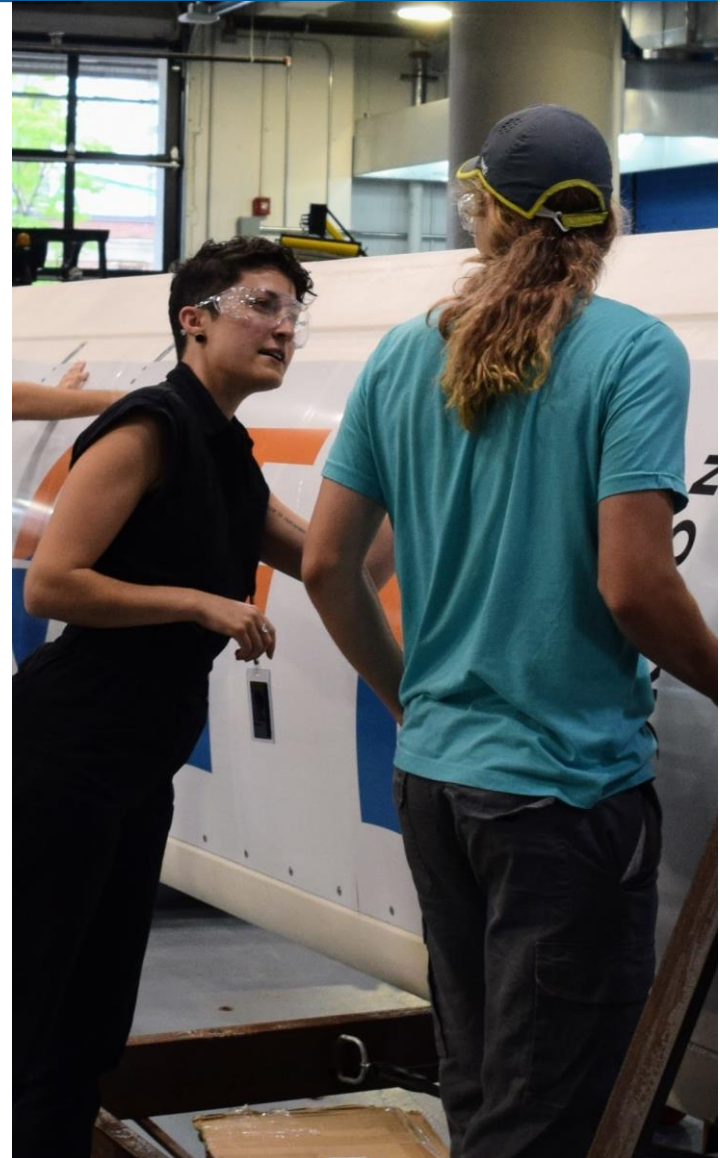


We're growing a diverse and talented clean energy workforce by supporting a dynamic network of community-based organizations, labor, training providers, schools and employers committed to a sustainable future for all.

MassCEC Workforce Development: What We Do

Identify and meet the industry's current and future workforce needs:

- ✓ Expand and diversify the workforce
- ✓ Foster heightened career awareness
- ✓ Increase the availability and effectiveness of training and advancement opportunities



MassCEC Workforce Development: How We Do It



Development and Implementation of Direct Programming



Strategic Funding Paired with Extensive Technical Assistance



Ecosystem Development and Coordination

Across Three Priority Areas:

1. Students and Young Adults
2. New Entrants and Incumbent Workers
3. Climate-Critical Businesses with a focus on MWBEs

MassCEC Workforce Development: Why We do it

SCALE



Massachusetts needs **34,000 additional clean energy workers** by the end of this decade to meet our decarbonization goals.

DIFFICULTY



9 out of 10 clean energy businesses are struggling to find skilled workers in this tight labor market.

EQUITY



An intentional effort is necessary to ensure a just transition to clean energy, one in which historically marginalized and underrepresented groups benefit equitably from state and federal investments.

MassCEC Workforce Development Portfolio

**\$30M in funding for FY24
across three priority areas:**

- New Entrants and Incumbent Workers
- Youth and Young Adults
- MWBE Support



- Clean Energy Career Awareness and Internships
- New Entrant Training
- Incumbent Worker Upskilling
- Equipment and Infrastructure
- MWBE Support

- Almost 700 College and High School Interns/work-based learning participants
- 110 Active grantee partners implementing/ designing workforce development programs
- 600+ businesses supported and 130+ climate-critical MWBEs receiving services.

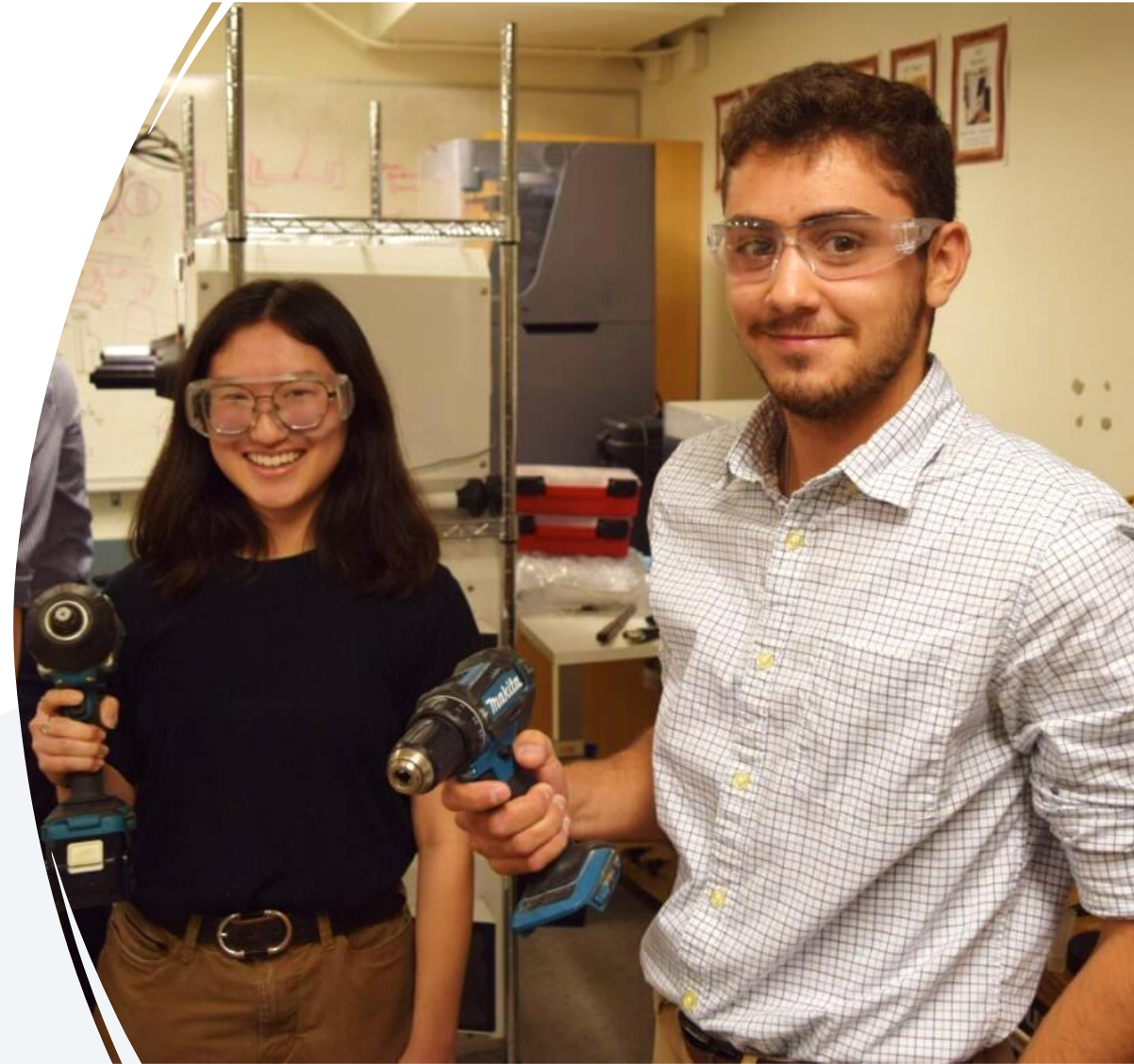


Clean Energy Internship Program Summer Session open now!

- Tap into a dedicated, enthusiastic workforce that is committed to learning about the clean energy industry.
- Employ students across different majors and training programs.
- MassCEC reimburses for 12 weeks of an intern's work.
- Employers can be reimbursed up to \$18 per hour, or up to \$8,640 per intern.
- Interns can turn into hires!

Gain valuable work and training experience through the **Technical Trades Work & Learning Program**

- Vocational high school, After Dark, CTI students, and participants of MassCEC-approved programs are eligible to participate.
- Participants receive valuable paid on-the-job training and work experience as they begin their careers in the fast-growing clean energy sector.
- Get paid for work during the academic year and through the summer.
- Clean energy employers (including construction firms) receive reimbursement for wages (for up to **\$8,640** per participant)
- Scan to learn more!



Training for Residential Energy Contractors (TREC) Program – An Overview

TREC is being run by the US Department of Energy (DOE) using **\$200 million** enabled by the Inflation Reduction Act (Section 50123)

The MassCEC and Department of Energy Resources (DOER) have applied for **\$2.79M** in formula funding and are additionally considering a separate competitive funding opportunity



Training for Residential Energy Contractors (TREC) Program – An Overview




Program Overview: The Training for Residential Energy Contractors (TREC) program will provide States the ability to develop and implement a state workforce energy program that prepares workers to deliver energy efficiency, electrification, and clean energy improvements.

The goals of the program are to:

- 1. Reduce the cost of training contractor employees** by providing workforce development tools for contractors, their employees, and individuals including, but not limited to, subsidizing available training, testing and certifications.
- 2. Provide testing and certifications of contractors trained and educated** to install home energy efficiency and electrification technologies and deliver residential energy efficiency and electrification improvements.
- 3. Partner with nonprofit organizations to develop and implement a State-sponsored workforce program** that attracts and trains a diverse set of local workers to deliver the influx of new federally-funded energy efficiency and electrification programs—including but not limited to the IRA-funded Home Energy Rebate programs (IRA Sections 50121 and 50122).
- 4. Designed to help meet the Justice40 goal** that 40% of the overall benefits of Biden-Harris Administration investments in clean energy and climate solutions flow to disadvantaged communities, create good jobs with the free and fair chance to join a union, and foster economic revitalization in coal, oil and gas, and power plant communities.

US DOE Recognition of Certifications and Trainings

- To support the development of a robust building systems workforce, the Department of energy recognizes training and certifications programs that are aligned with DOE goals.
- DOE recognized trainings are listed at <https://bsesc.energy.gov/recognition> and currently include:

	<p>Building Performance Institute (BPI)</p>	<p>Home Energy Professional (HEP) Energy Auditor</p> <p>Building Analyst Professional (BA-P)</p>		<p>NATE Certification with Heat Pump Service Specialty</p> <p>NATE Certification with Heat Pump Installation Specialty</p>
	<p>Residential Energy Services Network (RESNET)</p>	<p>Certified Home Energy Rater</p>		

- If approved by US DOE for funding, DOER and MassCEC will put out a competitive solicitation to engage training providers to provide expanded training and certification programs at no cost to trainees. Training providers will also be responsible for recruitment, engagement, and when applicable, placement efforts.
- MassCEC plans to evaluate TREC program progress and outcomes across a set of performance metrics

Questions?

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