CleanEnergy States Alliance

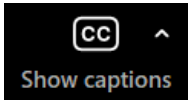
# Accelerating Clean Energy and Equity in Massachusetts: Two Award-Winning Programs

October 20, 2026

# Webinar Logistics

All attendees are in **“listen only” mode** – your webcam and microphone are disabled.
The Chat function is also disabled for attendees.

**Submit questions** and comments via the Q&A panel 


Automated **captions** are available 


**Speakers' bios** will be made available in the chat

**This webinar is being recorded**. We will email you a webinar recording within 48 hours. This webinar will be posted on CESA’s website at **www.cesa.org/webinars**




# Clean Energy States Alliance

The Clean Energy States Alliance (CESA) is a national, nonprofit coalition of public agencies and organizations working together to advance clean energy.

CESA members—mostly state agencies—include many of the most innovative, successful, and influential public funders of clean energy initiatives in the country.

www.cesa.org

# CleanEnergy States Alliance

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State Leadership in Clean Energy AWARDS | 2026 | Clean Energy States Alliance

# WINNERS

**California Energy Commission**
Demand Side Grid Support (DSGS) Program

**Connecticut Green Bank**
Solar Marketplace Assistance Program Plus (Solar MAP+)

**Illinois Power Agency**
Illinois Shines Mentorship Program
& Solar Consumer Protection Initiatives

**Massachusetts Clean Energy Center**
Equity Workforce Training Program

**Massachusetts Dept. of Energy Resources**
Grid Modernization Advisory Council (GMAC)

**NYSERDA**
Clean Heat for All: Room Heat Pump Program

CALIFORNIA ENERGY COMMISSION | CONNECTICUT GREEN BANK | IPA ILLINOIS POWER AGENCY | MASS CLEAN ENERGY CENTER | MASSACHUSETTS DEPARTMENT OF ENERGY RESOURCES | NEW YORK STATE NYSERDA

State Leadership in Clean Energy AWARDS | 2026 | CleanEnergy States Alliance

# Accelerating Clean Energy and Equity in Massachusetts: Two Award-Winning Programs



**Aurora Edington**
MA DOER



**Julia Fox**
MA DOER



**Jennifer Applebaum**
MassCEC



**Edward Hsieh**
MassCEC



**Sam Schacht**
CESA
*(Moderator)*

MASSACHUSETTS DEPARTMENT OF ENERGY RESOURCES

MASS CLEAN ENERGY CENTER

CleanEnergy States Alliance

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www.cesa.org



# Upcoming Webinars

DSGS: California's Award-Winning Virtual Power Plant (VPP) Program (October 28)

Energy Affordability in the Face of Data Center Load Growth (October 29)

Beyond Lithium, Part 4: Alsym Energy's Sodium-Ion Batteries (November 5)

Building Inclusive Clean Energy Markets: Award-Winning Programs in Connecticut and New York (November 18)

Expanding Solar Market Participation and Consumer Confidence: Two Award-Winning Programs by the Illinois Power Agency (December 9)

**Read more and register at [cesa.org/webinars](cesa.org/webinars)**

MASSACHUSETTS
**DEPARTMENT OF ENERGY RESOURCES**

# The Grid Modernization Advisory Council (GMAC)

2026 State Leadership in Clean Energy Award Recipient

October 20, 2026




Presented by

**Aurora Edington,** Acting Director of Policy, Planning, and Analysis
**Julia Fox,** Grid Modernization Program Coordinator

MA Department of Energy Resources

# Agenda

- Introduction to DOER & Massachusetts
- Overview of the Grid Modernization Advisory Council and Electric-Sector Modernization Plans
- The GMAC Review Process
- Lessons Learned
- Stakeholder Engagement
- Outcomes

# The Department of Energy Resources (DOER)

*DOER's mission is to create a clean, affordable, resilient, and equitable energy future for all in the Commonwealth.*

**Who is DOER?**

- DOER supports the Commonwealth's clean energy goals as part of a comprehensive Administration-wide response to the threat of climate change.
- DOER focuses on transitioning our energy supply to lower emissions, reducing and shaping energy demand, and improving our energy system infrastructure.

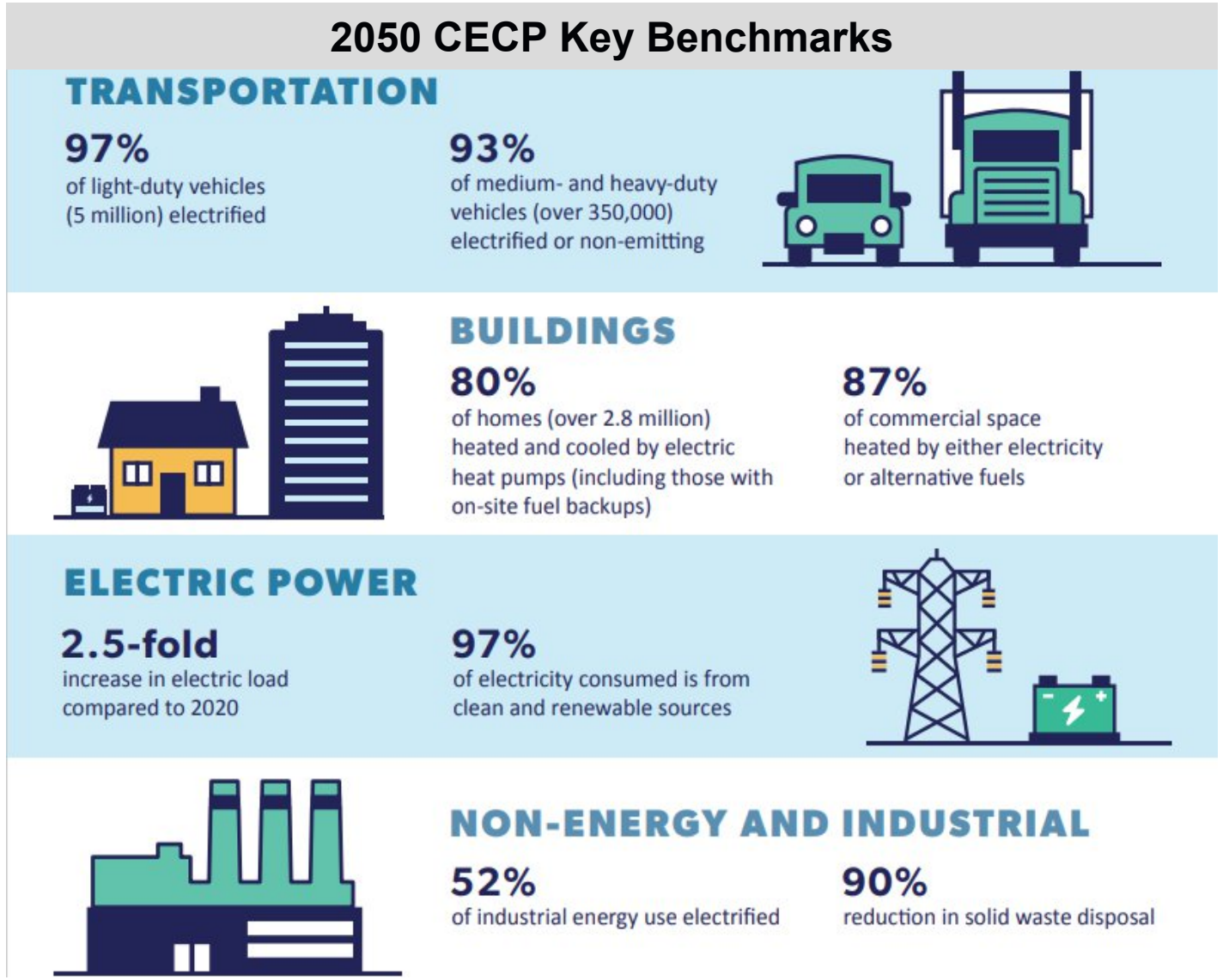
**What Does DOER Do?**

- Connects and collaborates with energy stakeholders to develop effective policy.
- Implements this policy through planning, regulation, and providing funding.
- Provides tools to individuals, organizations, and communities to support their clean energy goals.
- Is committed to transparency and education, supporting the accessible access to energy information and knowledge.



# Context Setting: Reducing Emissions in the Commonwealth

- The Global Warming Solutions Act requires Massachusetts to achieve **Net Zero emissions** in 2050.
- The Clean Energy and Climate Plan (CECP) for 2050 states that Massachusetts' path to economy-wide decarbonization **relies on an expanded role for the power system.**
- Power sector **grid planning is essential** for realizing a 2050 future in which heating our homes, powering our vehicles, and operating our grid minimally relies on fossil fuels.




*Source: Clean Energy and Climate Plan for 2050*

# GMAC Overview

## The Grid Modernization Advisory Council is Chaired by DOER

GMAC
Grid Modernization Advisory Council

**Origin**

GMAC created by 2022 Climate Law *"An Act Driving Clean Energy and Offshore Wind"*

**What it is**

- 18-member council, comprised of various "grid-informed" representatives
- Reviews and provides recommendations on draft versions of the electric distribution companies' (EDCs') electric-sector modernization plans (ESMPs).
- Statutorily charged with encouraging:
  - Least-cost investments in the distribution system,
  - Alternatives to investments or financing investments that will help achieve GHG emissions limits,
  - Transparency and stakeholder engagement in the grid planning process.



**Status**

Monthly meetings since 2023 to learn, discuss, and engage with stakeholders on grid modernization and grid planning elements

***Learn More:***

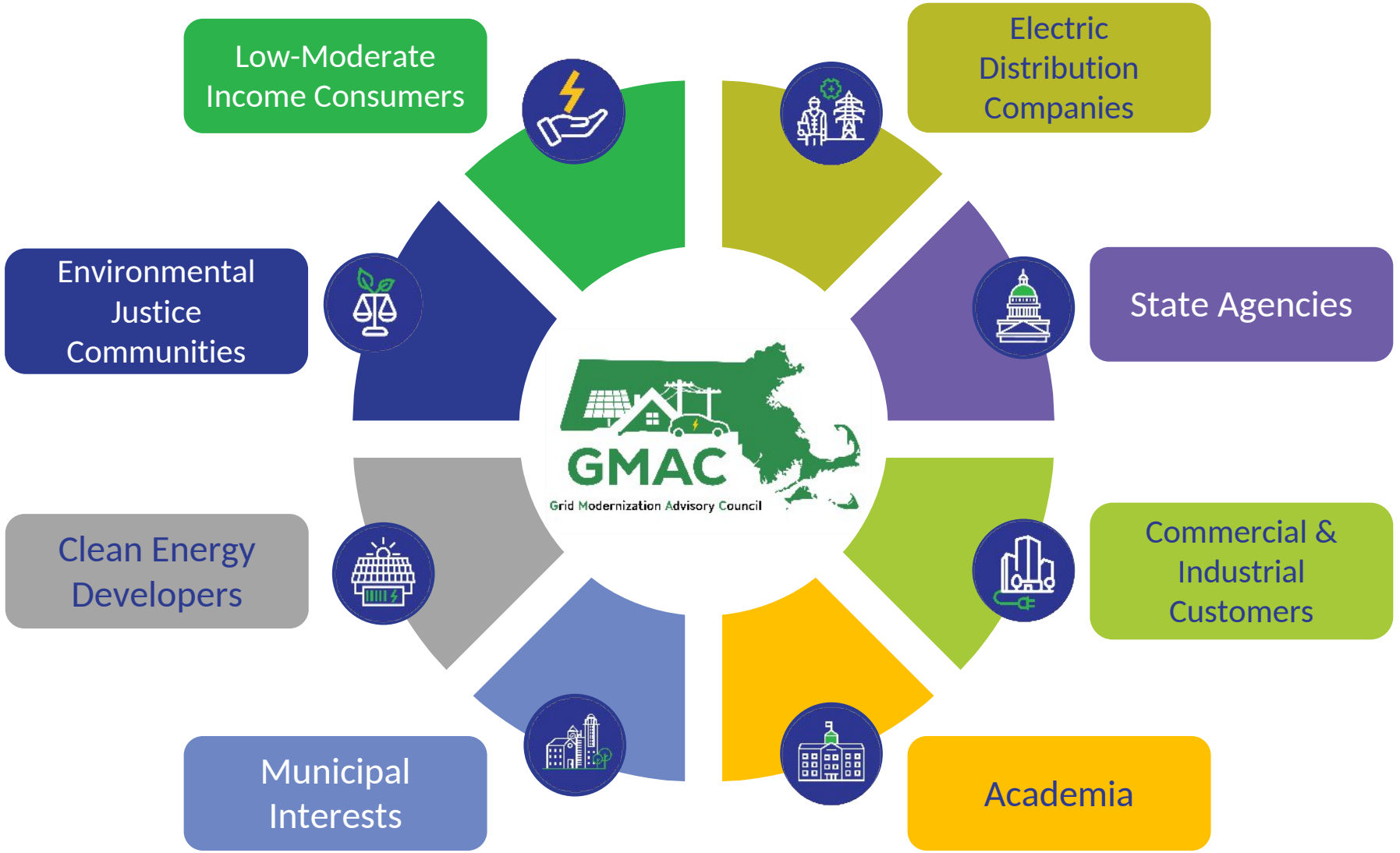
# Electric-Sector Modernization Plans

**There are multiple activities underway that support grid planning and grid moderniz**

| | |
|---|---|
| Origin | EDCs required to create ESMPs in the 2022 Climate Law |
| What it is | The ESMPs are published every 5-years and must:<br>• Improve grid reliability, communications, and resilience; enable increased, timely adoption of renewable energy and DERs<br>• Promote energy storage and electrification technologies for decarbonization<br>• Prepare for climate-driven impacts on T&D systems<br>• Accommodate transportation and building electrification, and other new loads<br>• Minimize or mitigate impacts on ratepayers<br>• Include 5-year and 10-year forecasts and a demand assessment through 2050. |
| Status | • In 2024, the DPU approved the first ESMPs as strategic plans<br>• In 2025, the DPU approved specific investments for cost recovery<br>• The ESMPs are ~1.5 years into implementation |



# GMAC Representation & Support




**Supported by:**

- DOER Staff
- Consulting Team

**Strategic Planning & Concentrated Engagement from:**

- Executive Committee
- Equity Working Group
- *Coming Soon…* Long-Term System Planning Process Subgroup

MASSACHUSETTS DEPARTMENT OF ENERGY RESOURCES

# ESMP & GMAC Process: 2022

Regulatory/Legislative Activity

GMAC Activity

| 2022 | 2023 | 2024 | 2025 | 2026 | 2027 | 2028 | 2029 | 2030 |
|---|---|---|---|---|---|---|---|---|
| **2022 Climate Law** ESMPs and GMAC established | | | | | | | | |



MASSACHUSETTS DEPARTMENT OF ENERGY RESOURCES

# ESMP & GMAC Process: 2023

Regulatory/Legislative Activity

GMAC Activity

| 2022 | 2023 | 2024 | 2025 | 2026 | 2027 | 2028 | 2029 | 2030 |
|---|---|---|---|---|---|---|---|---|

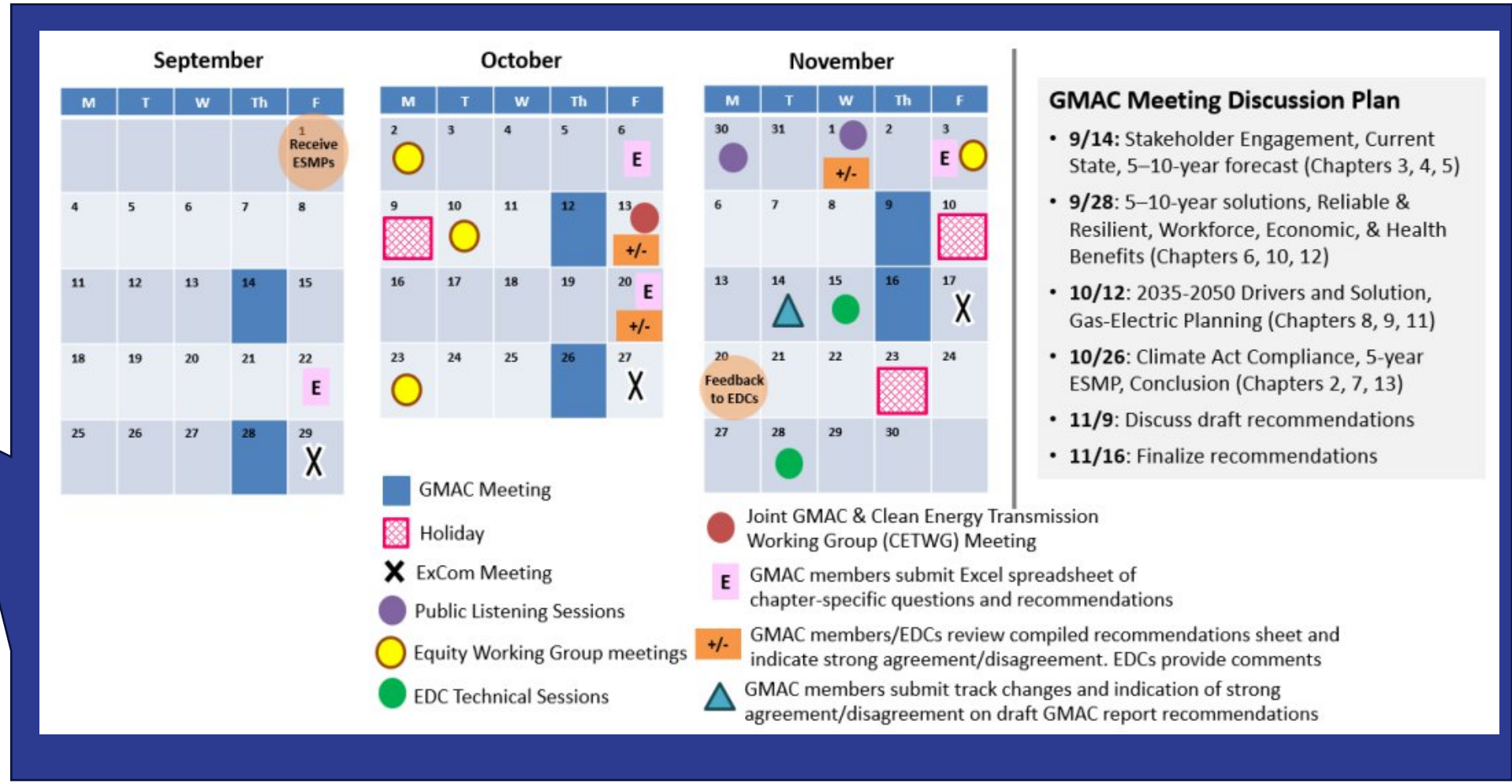
2022 Climate Law ESMPs and GMAC established

Monthly summer GMAC meetings

**9/01:** EDCs submit draft ESMPs to GMAC

GMAC review

**11/20**: GMAC provides feedback on ESMPs to EDCs (80 days to review)




**GMAC Meeting Discussion Plan**

- **9/14:** Stakeholder Engagement, Current State, 5–10-year forecast (Chapters 3, 4, 5)
- **9/28**: 5–10-year solutions, Reliable & Resilient, Workforce, Economic, & Health Benefits (Chapters 6, 10, 12)
- **10/12**: 2035-2050 Drivers and Solution, Gas-Electric Planning (Chapters 8, 9, 11)
- **10/26**: Climate Act Compliance, 5-year ESMP, Conclusion (Chapters 2, 7, 13)
- **11/9**: Discuss draft recommendations
- **11/16**: Finalize recommendations

# ESMP & GMAC Process: ESMP Phase I

Regulatory/Legislative Activity

GMAC Activity

| 2022 | 2023 | 2024 | 2025 | 2026 | 2027 | 2028 | 2029 | 2030 |
|---|---|---|---|---|---|---|---|---|
| **2022 Climate Law** ESMPs and GMAC established | Monthly summer GMAC meetings | **1/29:** EDCs file revised ESMPs with the DPU that include EDC responses to GMAC comments | | | | | | |
| | **9/01:** EDCs submit draft ESMPs to GMAC | ESMP Phase I docket process | | | | | | |
| | GMAC review | **8/29:** DPU ESMP Phase I Order approving the ESMPs as strategic plans | | | | | | |
| | **11/20:** GMAC provides feedback on ESMPs to EDCs (80 days to review) | | | | | | | |

# ESMP & GMAC Process: ESMP Phase II

Regulatory/Legislative Activity

GMAC Activity

| 2022 | 2023 | 2024 | 2025 | 2026 | 2027 | 2028 | 2029 | 2030 |
|---|---|---|---|---|---|---|---|---|

**2022 Climate Law** ESMPs and GMAC established

Monthly summer GMAC meetings

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GMAC review

**11/20:** GMAC provides feedback on ESMPs to EDCs (80 days to review)

**1/29:** EDCs file revised ESMPs with the DPU that include EDC responses to GMAC comments

ESMP Phase I docket process

**8/29:** DPU ESMP Phase I Order approving the ESMPs as strategic plans

GMAC monitors ESMP docket

**12/18:** EDCs file ESMP Phase II on cost recovery

ESMP Phase II docket process

**6/13:** DPU ESMP Phase II Order approving subset of ESMP investments

Monthly GMAC meetings on ESMP topics

**ESMP Term 1:** July 1, 2025 – June 30, 2030

**Reporting:** EDCs submit 2 reports per year (9/30 and 3/31) to DPU and Massachusetts Joint Committee on Telecommunications, Utilities and Energy on deployment of approved investments in accordance with any performance metrics.

# ESMP & GMAC Process: GMAC Objectives

Regulatory/Legislative Activity

GMAC Activity

| 2022 | 2023 | 2024 | 2025 | 2026 | 2027 | 2028 | 2029 | 2030 |
|---|---|---|---|---|---|---|---|---|

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Collaboration with EDCs on Annual GMAC Objectives

**2026 Objectives**

1. Addressing Electric Load Growth & Forecasting Impacts
2. Addressing Grid Modernization Cost Challenges
3. Barriers to ESMP Implementation
4. Tracking Grid Mod Efforts

**2027 Objectives**

1. Minimizing Grid Investment Costs
2. Tracking ESMP Implementation
3. Stakeholder Engagement for Proactive DG Investments
4. Recommending Sensitivity Analyses
5. Educational Barriers for Scaling Grid Services

# ESMP & GMAC Process: Next ESMPs

Regulatory/Legislative Activity

GMAC Activity

| 2022 | 2023 | 2024 | 2025 | 2026 | 2027 | 2028 | 2029 | 2030 |
|---|---|---|---|---|---|---|---|---|

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Monthly summer GMAC meetings

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1. Minimizing Grid Investment Costs
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4. Recommending Sensitivity Analyses
5. Educational Barriers for Scaling Grid Services

**2/12:** EDCs submit draft Term 2 ESMPs to GMAC

GMAC review

**6/18**: GMAC provides feedback on ESMPs to EDCs

**9/11:** EDCs file revised ESMPs with the DPU

ESMP docket process

**4/11:** DPU to issue ESMP Order

# ESMP & GMAC Process

Regulatory/Legislative Activity

GMAC Activity

| 2022 | 2023 | 2024 | 2025 | 2026 | 2027 | 2028 | 2029 | 2030 |
|---|---|---|---|---|---|---|---|---|

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ESMP docket process

**4/11:** DPU to issue ESMP Order

# Lessons Learned from the First ESMPs

## *ESMP Order Recommendations*

- **The GMAC provided almost 100 recommendations to the EDCs on their ESMPs.**
- **The review timeline was challenging.** The Department of Public Utilities (DPU) extended the draft ESMP review period to give GMAC 125 days to review and EDCs 85 days to update their plans.
- In the ESMP Order, the DPU recommended several areas for GMAC & EDC collaboration between draft plan filings.
  - EDC presentations on their **forecasting methods**, including differences in assumptions and methods
  - Discussion of **least-cost investments** in electric distribution systems
  - Identifying **alternatives to investments or financing** to minimize or mitigate impacts on ratepayers
  - Discussion of **sensitivity analyses** for 2050 long-term demand assessments
  - GMAC should explore each company's **investment reprioritization process** based on

## *GMAC Actions*

- **In 2025, GMAC objectives included:**
  - Engaging in productive dialogue and collaboration
  - Developing shared understanding of grid planning topics
  - Increasing transparency and stakeholder engagement in broader grid planning activities
  - Preparing the Council for more in-depth collaboration in 2026 and 2027
- **In 2026, GMAC objectives included:**
  - Identifying and Addressing Electric Load Growth and Impacts on Forecasting
  - Identifying and Addressing the Cost Challenges of Grid Modernization
  - Understanding Challenges of ESMP Implementation and Biannual Reports
  - Tracking Grid Modernization Efforts in MA

# GMAC Stakeholder Engagement




**The GMAC hosted in-person stakeholder events in eastern and western MA in 2025.**

- At both events, 80+ stakeholders learned about the GMAC/ESMP process and discussed successes and challenges with navigating electrification.
- The GMAC is planning a central MA event for December 2026.
- In addition to in person events, the GMAC releases plain-language educational factsheets on grid planning topics.








# GMAC Outcomes

## Forum for Respectful Collaboration



- Consensus-based review of ESMPs between EDCs and stakeholders
- ~700 questions, comments, and recommendations informed final report

## Promotes Public Engagement about the Electric Grid

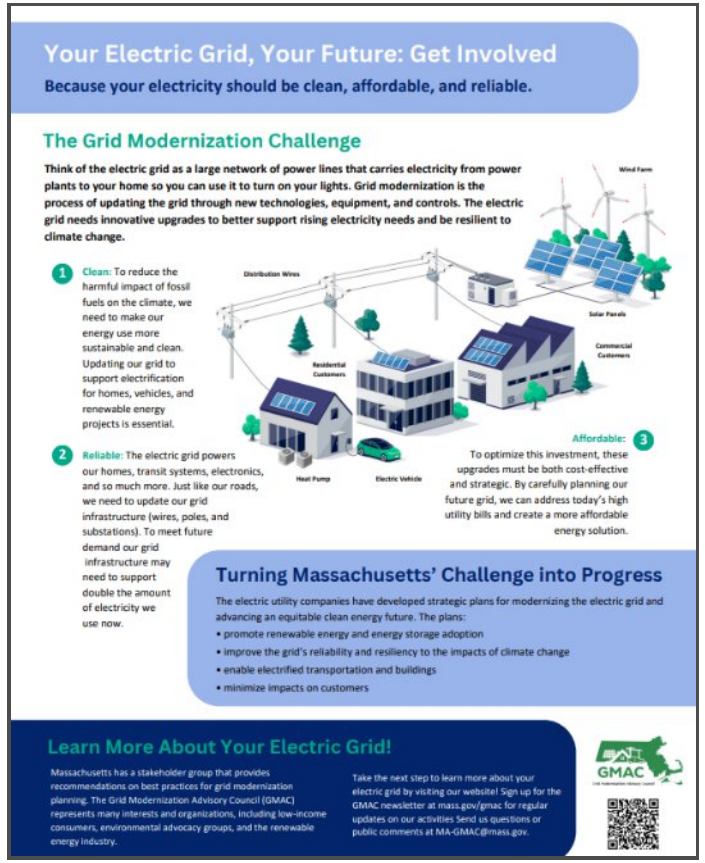


- 70+ public meetings
- 60+ written & oral public comments
- 1000+ listserv stakeholders
- 200 attendees across in person events
- New & accessible website

## Builds Knowledge and Transparency



- Annual strategic planning process to develop Council objectives
- Consultant-produced educational factsheets on grid planning topics
- Stakeholder understanding of EDC grid planning process



Your Electric Grid, Your Future: Get Involved

Because your electricity should be clean, affordable, and reliable.

The Grid Modernization Challenge

Think of the electric grid as a large network of power lines that carries electricity from power plants to your home so you can use it to turn on your lights. Grid modernization is the process of updating the grid through new technologies, equipment, and controls. The electric grid needs innovative upgrades to better support rising electricity needs and be resilient to climate change.

1 Clean: To reduce the harmful impact of fossil fuels on the climate, we need to make our energy use more sustainable and clean. Updating our grid to support electrification for homes, vehicles, and renewable energy projects is essential.

2 Reliable: The electric grid powers our homes, transit systems, electronics, and so much more. Just like our roads, we need to update our grid infrastructure (wires, poles, and substations). To meet future demand our grid infrastructure may need to support double the amount of electricity we use now.

3 Affordable: To optimize this investment, these upgrades must be both cost-effective and strategic. By carefully planning our future grid, we can address today's high utility bills and create a more affordable energy solution.

Turning Massachusetts' Challenge into Progress

The electric utility companies have developed strategic plans for modernizing the electric grid and advancing an equitable clean energy future. The plans:

- promote renewable energy and energy storage adoption
- improve the grid's reliability and resiliency to the impacts of climate change
- enable electrified transportation and buildings
- minimize impacts on customers

Learn More About Your Electric Grid!

Massachusetts has a stakeholder group that provides recommendations on best practices for grid modernization planning. The Grid Modernization Advisory Council (GMAC) represents many interests and organizations, including low-income consumers, environmental advocacy groups, and the renewable energy industry.

Take the next step to learn more about your electric grid by visiting our website! Sign up for the GMAC newsletter at mass.gov/gmac for regular updates on our activities. Send us questions or public comments at MA-GMAC@mass.gov.

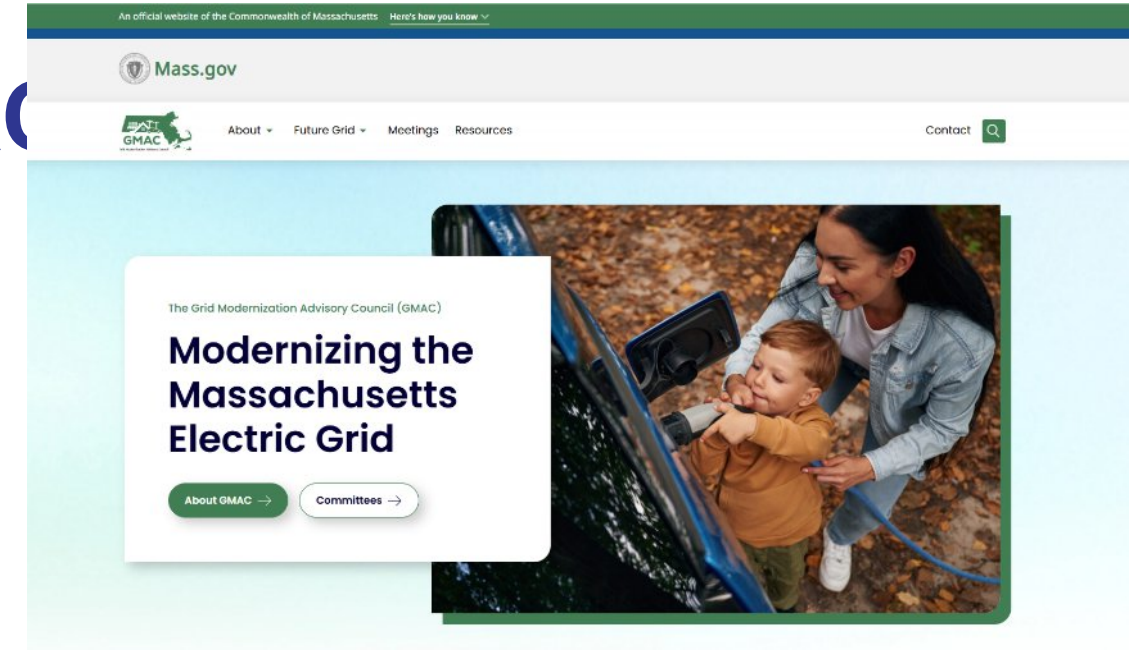
GMAC

*Plain-language factsheets are translated into the top spoken languages in Massachusetts*

# Learn More About the GMAC

***Check out GMAC website:***

***https://electricgrid.mass.gov***




Learn more about the GMAC's work and how the grid is being modernized to meet the needs of Massachusetts consumers.

Use our site to find educational resources, meeting materials, and upcoming events.



MASSACHUSETTS
**DEPARTMENT OF ENERGY RESOURCES**

# Thank You!

# EQUITY WORKFORCE TRAINING PROGRAM

## 2026 CESA SLICE AWARDS

**Jennifer Applebaum**
**Managing Director, Workforce Development**
**JApplebaum@MassCEC.com**

**Edward Hsieh**
**Senior Program Director, Workforce Development**
**EHsieh@MassCEC.com**

# 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.



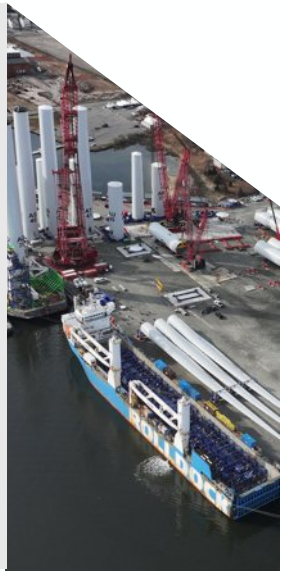


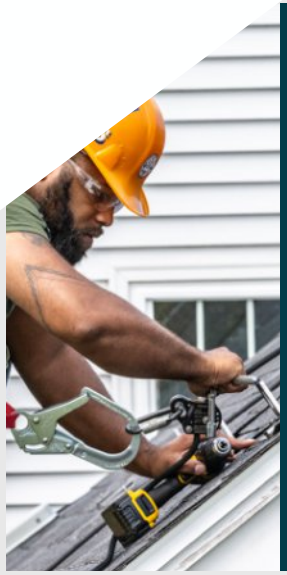
## EMERGING CLIMATETECH

**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.



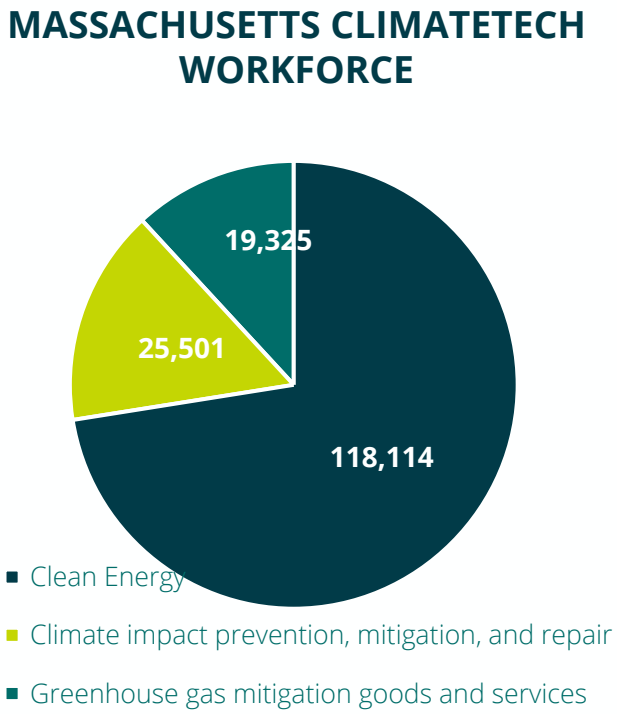


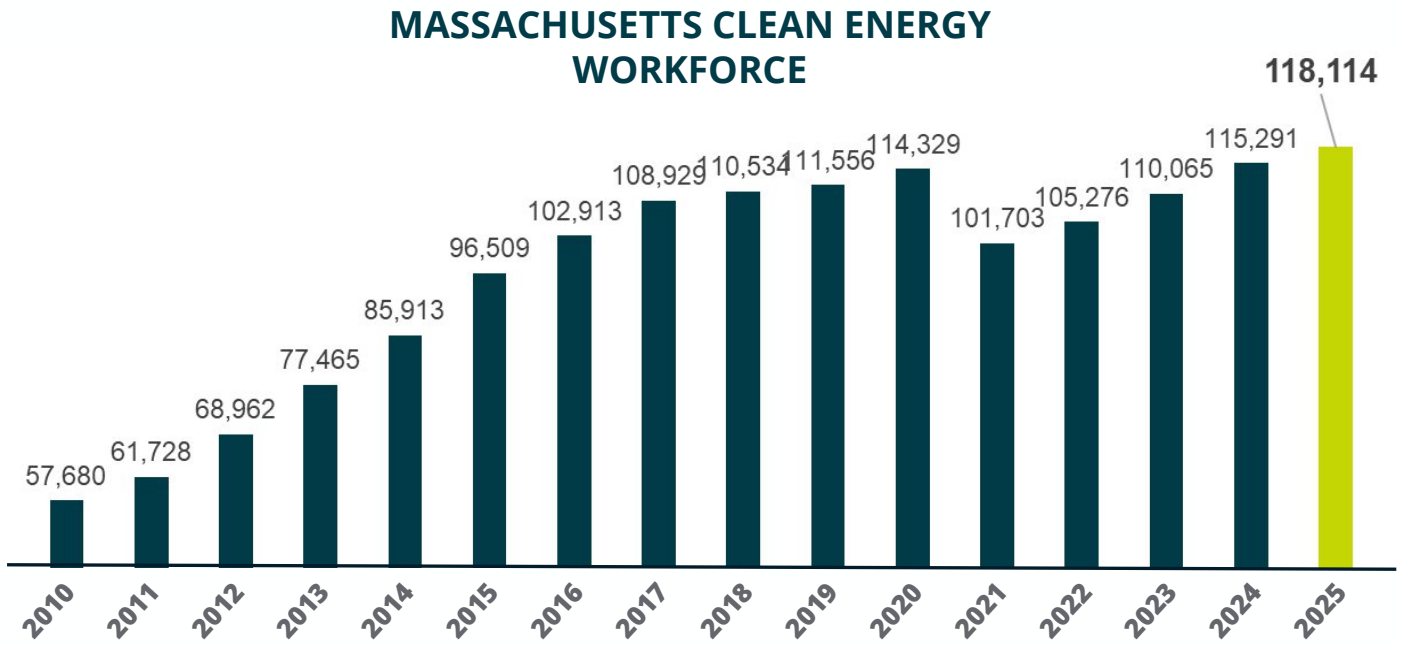
## CLEAN ENERGY & CLIMATE WORKFORCE DEVELOPMENT

**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.

# MASSACHUSETTS' CLIMATETECH WORKFORCE

Massachusetts has **162,940 climatetech workers**, nearly 1 in 20 statewide, including those working partly in climatetech. Clean energy employs 118,114 people and **grew 2.4% last year**, versus 1.4% for the overall economy. Climatetech generates **$51B in Gross State Product** (over 6% of the total) and **$3.7B in state and local tax revenue.**



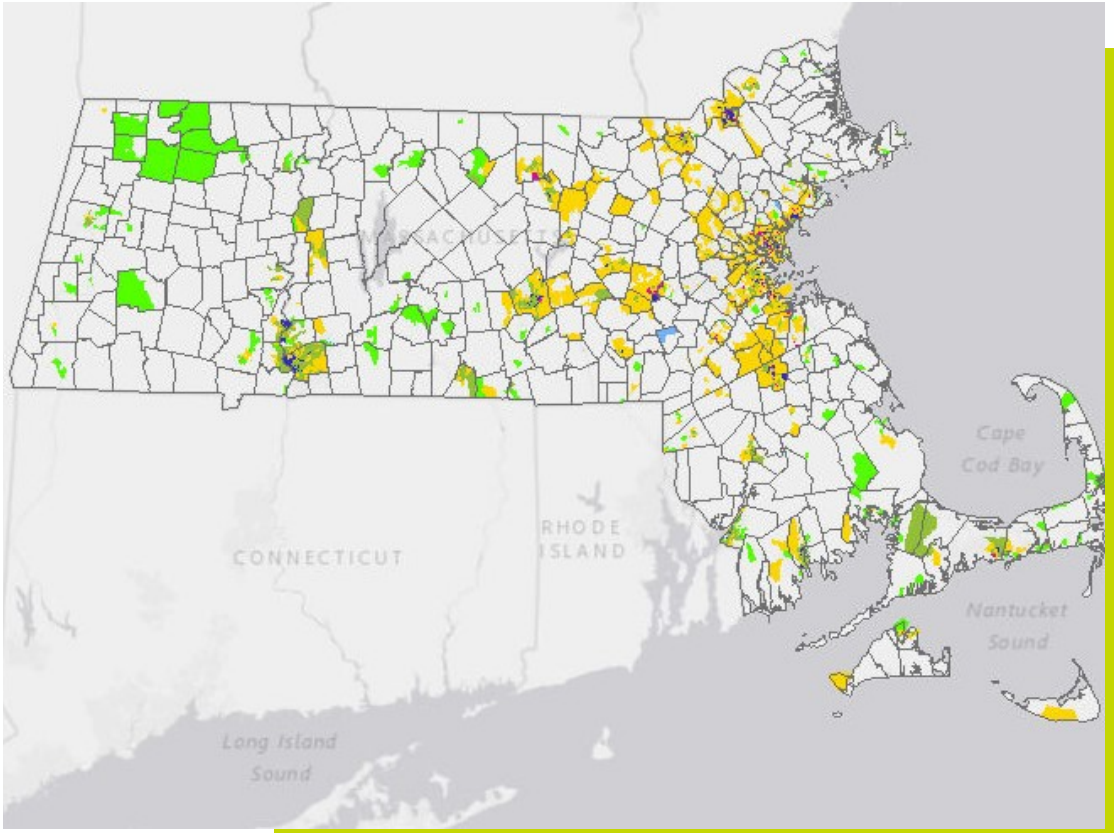



# ACT CREATING A NEXT-GENERATION ROADMAP FOR CLIMATE POLICY - $12 MILLION+ ANNUALLY TO EXPAND WORKFORCE

The 2021 climate roadmap law set net-zero emissions goals for 2050 and interim targets, recognizing disproportionate climate impacts on Environmental Justice (EJ) neighborhoods and other marginalized communities.

The law dedicated $12 million annually for MassCEC workforce development supporting **EJ residents, minority- and women-owned clean-energy businesses, and fossil-fuel workers transitioning to clean energy.**

In 2022, eligibility expanded to members of federally recognized and state-acknowledged tribes and other populations underrepresented in clean energy.



# EARLY CHALLENGES IN EQUITY WORKFORCE FUND TRAINING



## Clean Energy Career Awareness

Clean energy occupations tend not to be specifically labeled as clean energy occupations, so many training organizations did not know where to start or which employers to engage.



## Access to Training Pathways

While existing trades training and apprenticeship programs could provide many of the basic skills needed, few training programs existed that provided the newer clean energy-specific technical skills needed (e.g., EV safety, Heat Pump knowledge, etc.).



## Barriers Faced by Underrepresented Participants

Barriers faced by participants interested in clean energy occupations are the same faced by those interested in the trades, but there are also unique barriers in the clean energy sector, such as heightened scrutiny on returning citizens.



## Emerging Curriculum and Training Tools

Even when a training organization identified a specific occupation and related skills, curriculum had to be developed, training tools and aids had to be identified, and/or relevant certifications were still in flux.



## Regional Variations and Training Deserts

Data and employer feedback showed that across the Commonwealth, the desired labor and skills could vary, with certain occupations more in demand in a certain part of the state than others, and at the same time, availability of providers equipped to develop training varied greatly depending on region.

# BUILD THE ECOSYSTEM, NOT JUST THE TRAINING

1

## START WITH THE MARKET

Use labor-market data and employer input to identify occupations, skills, and regional gaps.

2

## BUILD PROVIDER CAPACITY

Invest in curriculum, staff, equipment, workforce expertise, community connections, and employer partnerships.

3

## REMOVE BARRIERS

Integrate childcare, transportation, language access, career readiness, and other participant supports.

4

## STAY ENGAGED

Adapt to markets with technical assistance, employer engagement, regional coordination, convenings, and performance monitoring.

**More than 80%** of programs supported through early development stages successfully transitioned to active implementation.

## INCLUSIVE TRAINING

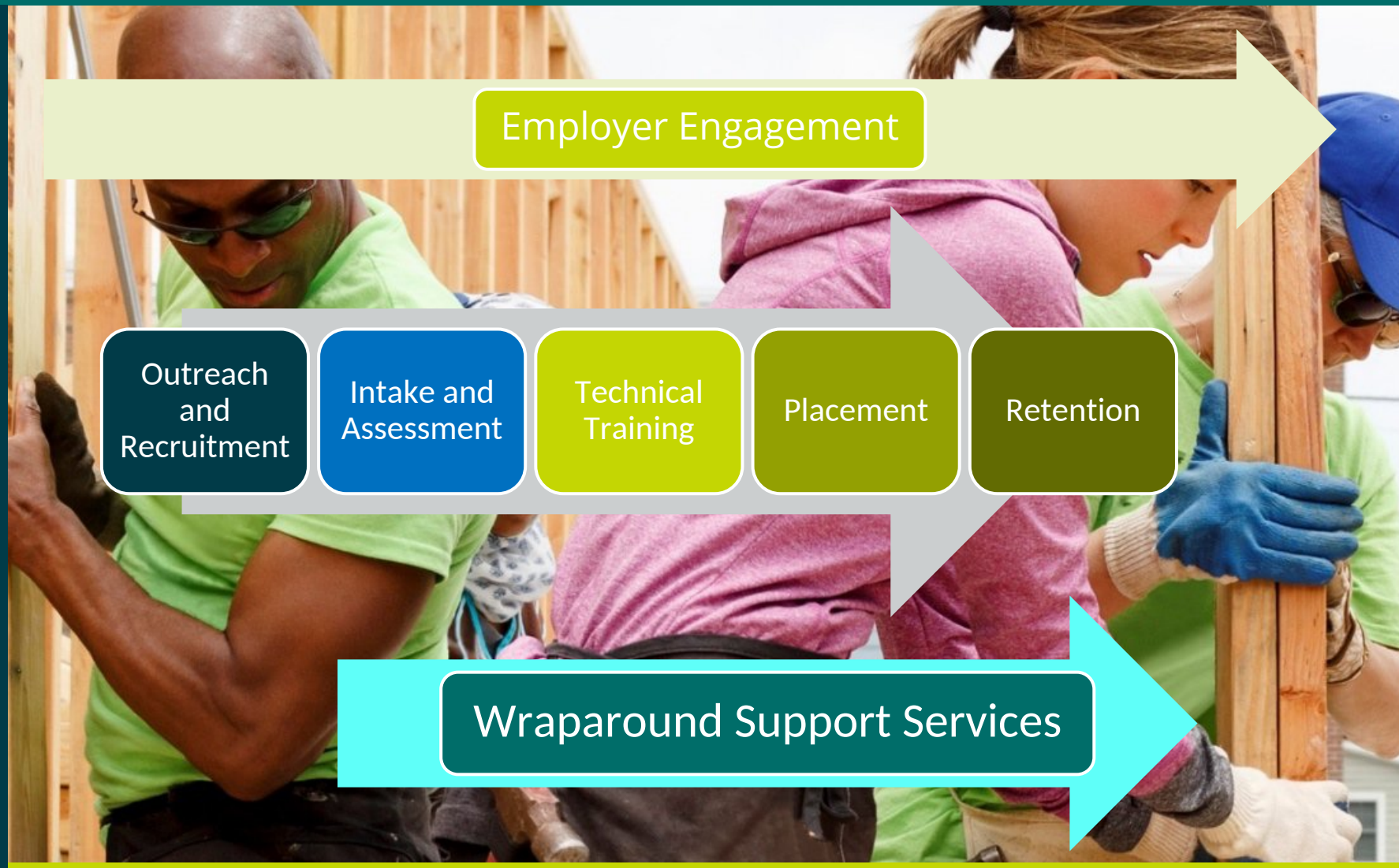
# KEY COMPONENTS IN SUCCESSFUL EQUITY WORKFORCE TRAINING PROGRAMS

**Wraparound support services, ESOL, and pre-apprenticeship transitional programs are key to meeting climatetech workforce needs**

**PARTICIPANT PERSPECTIVE:**

***"The work we were doing was boiler work, and it was drying up. We had to go in a different direction, and that was heat pumps…The class has been invaluable in this transition."***

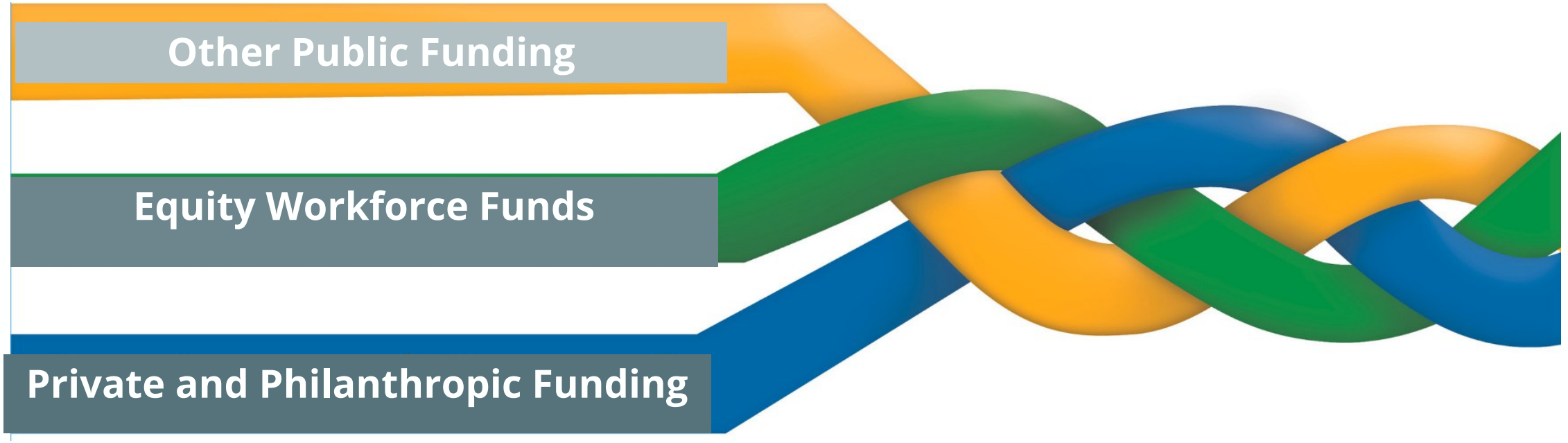
– Training participant and employer participant from the Green Equity Partnership, Action for Equity



# EQUITY WORKFORCE TRAINING RFP – STAGED FUNDING

| | PLANNING GRANTS | CAPACITY GRANTS | CAREER EXPLORATION | CAREER PATHWAYS |
|---|---|---|---|---|
| Max Funding Amount per Award | $50,000 | $150,000 | $600,000 | $1,200,000 |
| Length of Award | 6 to 12 months | 1 to 2 years | 1 to 3 years | 1 to 3 years |
| Purpose | To develop an implementation plan or pivot existing training frameworks to provide clean energy training. | To add needed staff or training capacity needed for implementation, run a pilot, or implement program that does not need greater scale of funding. | To provide career exploration activities that results in off-ramps into pre-apprenticeship or apprenticeship programs, additional training, or placement. | To provide training or upskilling, with wraparound support services, to participants seeking placement into clean energy occupations. |

# BLENDING AND BRAIDING OF FUNDS




**Maximizing funding for reach and flexibility:**

- Blending workforce funds expands awards, while application demand remains 3x to 4x available funding.
- Other resources fund the equipment and infrastructure needed for technical clean-energy training.
- The complementary Massachusetts Climate Careers Fund combines public and private funding: MassCEC and Social Finance plan $10 million over five years in direct learner support.

# EQUITY WORKFORCE TECHNICAL ASSISTANCE OFFERINGS

| | Convenings and Summits | Best Practice Briefings | Sector-Specific Roundtables | 1:1 Technical Assistance |
|---|---|---|---|---|
| Cadence | 1 or 2 annually | 4 to 6 annually | Professional learning communities meeting at least quarterly | Grantee specific – ad hoc, quarterly, or monthly |
| Description | In-person convenings designed to celebrate and promote grantee sharing of best practices and lessons learned, networking, formation of new partnerships, and engagement with employers. | Live webinars dedicated to workforce best practices to empower grantees to refine their programs to perform more effectively. | Webinars targeted by sector to enable grantees working in the same clean energy space to share knowledge and address changing market and curriculum demands. | Staff-led sessions with grantees to check on grant performance, provide program design/ implementation consultation, and address corrective actions. |

# REGIONAL STRATEGIES

Grantee Convenings are regularly sited in different regions of the state. For example, in FY26, grantees were brought together at a Summit in Central MA to address critical workforce challenges in the region, develop actionable strategies to strengthen workforce pipelines, increase awareness of funding opportunities to support workforce and industry growth, foster collaboration and partnership, and empower the region's workforce to share in the clean energy transition.



# IMPACT DATA



**1,100**

**Training and career pathway participants in FY26[1]**



**81%**

**Participants residing in Environmental Justice communities**



**87%**

**Completion rate among training participants and 74% positive placement rate**



**$32.8m**

**Investment to date for the Equity Workforce Training Program**



**22%**

**Primary language other than English**



**77%**

**Participants were individuals of color**

**PROGRAM EXAMPLE: GREENFIELD COMMUNITY COLLEGE**

Initial HVAC and heat-pump cohorts achieved: **100% completion** **89% initial placement into apprenticeships or full-time employment**

# REGIONAL SPOTLIGHT:
# CATALYZING THE TRAINING ECOSYSTEM IN THE SOUTHEAST AND CAPE

Upper Cape participants train in electrical work by directly working on the school building. The program already provides adult learners with **150-hour, Level 1 Electrician training and places 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.

MASSASOIT COMMUNITY COLLEGE
SELF-RELIANCE
BROCKTON HIGH SCHOOL · BROCKTON, MASSACHUSETTS
CAPE COD COMMUNITY COLLEGE
Powerful Futures Start Here
MARITIME
SOUTH SHORE Technical Institute
MASSHIRE GREATER BROCKTON
BRISTOL COMMUNITY COLLEGE
ITHACA
ace mv
MASSHIRE SOUTH SHORE WORKFORCE BOARD
UPPER CAPE TECH
POCASSET POKANOKET LAND TRUST

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

# STATEWIDE SCALE SPOTLIGHT:

## Best Practices from Equity Workforce Training Inform the Heat Pump and HVAC Training Network and Provide Targeted Resources

### Create networks, not isolated programs

**$13.4M**

awarded to date

**13 of 15**

community colleges participating

**500+**

additional learners expected

**Investments support**

Training centers, equipment, program capacity, and learner resources across participating campuses.

**Shared network resources**

A universal heat pump curriculum, a shared instructional framework, and contextualized ESOL materials.

Supported by the Massachusetts Department of Energy Resources and administered through MassCEC.

# THREE TRANSFERABLE LESSONS FOR AN INCLUSIVE CLEAN ENERGY WORKFORCE

## 1

### Let labor-market data drive investment

Identify workforce gaps first. Align funding with actual employer and regional demand.

## 2

### Fund an ecosystem, not only training seats

Combine planning, provider capacity, technical assistance, employer co-design, wraparound supports, and regional partnerships.

## 3

### Diversify the funding

Blend and braid state, agency, ratepayer, federal, philanthropic, and private resources to increase scale and flexibility.

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# THANK YOU

AI-assisted tools supported the refinement of these materials; staff led all research, strategy, and concept development and reviewed all final content.