



**COMMONWEALTH OF MASSACHUSETTS
DEPARTMENT OF ENERGY RESOURCES**

Elizabeth Mahony, Commissioner

Workforce Grant Applications – Proposed Programs for TREC & EAT

June 20, 2024

Workforce Federal Funding Opportunities

Training for Residential Energy Contractors (“TREC”)

- Competitive Round
- Residential Sector Focus
- Applications due July 12, 2024

Energy Auditor Training (“EAT”)

- Commercial & Industrial Sector (C&I) Focus
- Applications due July 12, 2024

Interested Partners and Feedback

We are seeking responses to a Notice of Interest and feedback from potential partners, including entities that can provide:

- New or enhanced contractor training
- Community outreach, including TREC focus regions (Berkshires, Cape/Islands, Pioneer Valley) and Justice40 communities
- Recruitment and retention strategies and services
- Organized labor collaboration
- Other relevant potential partnerships

Notice of Interest responses due June 28th – the responses will not need to be detailed given the short timeline

<https://www.mass.gov/info-details/federal-funding-opportunities>

Goals for TREC and EAT



Goal 1: Support clean job creation

Goal 2: Increase access to good jobs
for underrepresented workers

Goal 3: Collaborate with workforce,
labor, and community organizations

Training for Residential Energy Contractors (TREC) – Goals of DOE Funding Opportunity

1. Reduce the cost for contractors to acquire requisite skills by subsidizing available training, testing and certifications and developing training tools that contractors, their employees, and new entrants can access.
2. Provide testing and certifications* for contractors trained and educated to install home energy efficiency and electrification technologies.
3. Partner with nonprofit organizations to develop and implement a State sponsored workforce program that attracts and trains a diverse set of local participants.

* Certifications are limited to those that are approved by US DOE.

Training for Residential Energy Contractors (TREC) – Proposed Program

- **Focus**: Accessible training for residents in **communities that are rural and have significant gaps in climate workforce training resources**:*
 - Berkshire Region, Cape Cod and Islands Region, and portions of Pioneer Valley (specifically Northeast portions including Charlemont, Hawley, and Orange, and further east along Rte. 2 into Central Mass)
 - **Job types**: Electricians, Pipelayers, Plumbers, Pipefitters and Steamfitters, HVAC/R Technicians and Installers, Construction and Building Inspectors (which include HERS Raters and Energy Auditors/Analysts)
- Limited to DOE-recognized training and certifications for the following:**
- [Heat Pump Installation](#),
 - [Heat Pump Comfort Advising](#),
 - [Heat Pump Water Heater Installation](#),
 - [Home Energy Audit \(Single and Multifamily\)](#),
 - Envelope Retrofit Program (Not specified yet)
- **Federal budget requested**: up to \$5,000,000 (maximum award)

*See: MassCEC Workforce Needs Assessment

(https://www.masscec.com/sites/default/files/documents/Powering%20the%20Future_A%20Massachusetts%20Clean%20Energy%20Workforce%20Needs%20Assessment_Final.pdf)

Training for Residential Energy Contractors (TREC) – Proposed Program Delivery

- Create **new and expanded** training opportunities: work with existing programs, mobile training in target areas, union training centers, high schools, community colleges, etc.
- Examine **virtual/hybrid** training
- Focus on serving **young adults ages 18-24** within the focus regions: build on Massachusetts Climate Service Corps (CSC) model (currently under development at MassCEC)
- Offer work and service-based learning, career navigation, training, and **on-ramps to full-time long-term employment**
- Consider **pre-apprenticeship** and **other new-entrant programs**
- Provide **necessary supports** (stipends, childcare, transportation, etc.) to encourage successful program participation and completion

Energy Auditor Training (EAT) – Goals of DOE Funding Opportunity

1. Offer auditor training certifications that include informed curriculum and program design that align with current and future standards.
2. Inform or empower States with current, standardized framing of the education and training requirements for energy auditors.
3. Enlarge the pipeline of diverse talent by closing gaps in job access.
4. Address workforce inclusion deficiencies and improve disparities with underrepresented groups.
5. Connect auditor trainees to career opportunities that promote job quality and economic mobility.
6. Inspire sustainability through intentional practices and partnerships that support infrastructure development and the long-term value of a clean energy workforce.

Energy Auditor Training (EAT) – Background

- Critical **need for increased training** and support to develop additional energy auditors, particularly those that will work in the **small to medium-scale commercial/institutional building space**
- Massachusetts has close to **400,000 micro and small businesses** with a substantial need to provide energy efficiency and decarbonization services to these customers
- Need to address the **immediate workforce shortage and upskilling needs** among existing workers and contractors

Energy Auditor Training (EAT) – Program Proposal

- **Need**: Energy auditors are instrumental for inspecting buildings, assessing current energy use, verifying whether buildings meet energy codes, zero energy codes and building performance standards, and providing recommendations that optimize efficiency and minimize costs in buildings
- **Focus**: **small to medium sized commercial** building sector
- **Scope**: Train more than **270 energy auditors** across the three-year performance period
- **Federal budget requested**: \$2,000,000

Energy Auditor Training (EAT) – Proposed Delivery

- Work with training providers to develop **additional curricular assets to target core competencies**, integrate support for interacting with the relevant DOE approved certifications, and identify current Energy Auditors to **mentor** those in training
- Align the training to **industry-recognized credentials, promoting increased inclusivity and access** (initial focus on ASHRAE Building Energy Assessment Professional (BEAP) or the AEE's Certified Energy Auditor (CEA) credential)
- Connect participants trained through the program with **career opportunities** that promote job quality and economic mobility
- Provide expanded **support elements** that can address additional skills development and provide expanded access to work-based learning and on-the-job training

We are looking for information from providers of the following services who would be interested in being involved in either or both of these federal funding opportunities and applications:

- New or enhanced contractor training
- Employer engagement (for instances with contractors and other businesses who currently employ or would employ participants who successfully complete a program)
- Community outreach, including TREC focus rural areas (Berkshires, Cape/Islands, Pioneer Valley) and Justice40 communities
- Recruitment and retention strategies and services
- Organized labor collaboration
- Other relevant potential partnerships

We are also looking to understand if interested organizations:

- Have prior experience in working with the communities mentioned above
- Have prior experience administering federal funds
- Are interested in potentially being a subrecipient of federal funds for either or both programs

Contacts

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*Please include: “**TREC-EAT NOI Response**” in the
Subject Line of your email*

NOI posted at: [https://www.mass.gov/info-
details/federal-funding-opportunities](https://www.mass.gov/info-details/federal-funding-opportunities)

Responses due 6/28/2024

Appendix: Data from TREC Formula Funding Application Submitted 1/31/2024

The TREC funding opportunity is limited to certifications that are recognized by US DOE, which, at this time, include predominantly upskilling opportunities for incumbent workers in the first three occupations to the right in bold.

As of 2022, an estimated 26.2% of all clean energy workers in MA were people of color, compared to 19.1% of the overall workforce.

MassCEC recognizes that the greatest projected need for new entrants is among electricians, and we will continue to direct our other resources to support aligned workforce development efforts for electricians and other climate-critical occupations that are beyond the scope of the approved certifications for this grant.

➤ Focus on in-demand professions, including:

- **Energy Analysts/Auditors**
- **Home Performance Contractors**
- **HVAC Contractors**
- Plumbers
- Electricians

Occupation Title	SOC Code	2022 Clean Energy Employment*	Net Change in Clean Energy Employment (2022-2030)
Electricians	47-2110	6,470	4,444
Pipelayers, Plumbers, Pipefitters, and Steamfitters	47-2150	3,563	397
Construction and Building Inspectors (Energy Analyst/HERS Rater)	47-4010	2,096	532
Heating, Ventilation, Air Conditioning, and Refrigeration Mechanics and Installers	49-9020	3,844	650

Source: [Powering the Future: A MA Clean Energy Workforce Needs Assessment](#) and [2022 Mass Clean Energy Industry Report](#)

* Based on 2022 MA Clean Energy Industry Report and 2022 & 2030 Clean Energy & Climate Plan.

Appendix: Regional Demand for TREC Related Occupations

Like many emerging climate-critical occupations, home performance contractors do not have their own occupational category to directly measure the current supply gap. Single-family Residential Energy Efficiency will drive the greatest clean energy job growth in Massachusetts, and home performance contractors, in addition to these occupations, will be essential in the work of constructing new and upgrading existing housing stock.

Occupation Title	Electricians	Pipelayers, Plumbers, Pipefitters, and Steamfitters	Construction and Building Inspectors (Energy Analyst/ HERS Rater)	Heating, Air Conditioning, and Refrigeration Mechanics and Installers
SOC Code	47-2110	47-2150	47-4010	49-9020
Berkshire	80	<10	10	14
Pioneer Valley	320	30	41	50
Central Mass	440	40	60	72
Northeast	640	60	76	92
Greater Boston	1,700	150	194	235
Southeast	1,070	90	117	147
Cape Cod and Islands	200	20	34	40

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