

Request for Grant Applications

Green New Deal Labor Analysis

ISSUE DATE	Wednesday, January 3 rd 2024
Q+A	No bidder's Conference will be held for this funding opportunity. Questions may be submitted in writing to jodi.sugermanbrozan@boston.gov by Friday, January 19 th at 5pm. All Q+A will be posted online by January 23 rd .
PROPOSALS DUE	Friday, February 2 nd 2024 <i>Upload to proposal upload link by 5 pm</i>

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Appendices can be downloaded at [this link](#)

Appendix A: Proposal Cover Sheet

Appendix B: OWD Budget Form – all applicants must use this form

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I. OVERVIEW

RFGA INTRODUCTION

The Worker Empowerment Cabinet advances the well-being of Boston workers in the public and private sectors. The Office of Workforce Development (OWD) works towards the full participation of all Boston residents in the city's economic vitality and future. OWD administers funding from various sources for the purpose of supporting a broad range of services, including education and training, career development, job training, adult basic education, and youth employment services.

This RFGA solicits competitive proposals for research and analysis specific to union training and workforce development pathways in the area of green jobs. Funds for this request for grant applications are from the American Rescue Plan Act (ARPA) dollars allocated to OWD from the City of Boston.

Background

Mayor Michelle Wu's Green New Deal for Boston is a framework for achieving Boston's climate goals (carbon neutrality and climate resilience) with policies, programs and investments that advance social, racial and economic justice. To reach our climate goals in a just manner, the public, private and institutional sectors must make unprecedented investments that will require a larger, more diverse workforce. For example, the City alone has made a series of early public investments that build on the Wu administration's commitment to deliver a Green New Deal and achieve net zero carbon emissions by 2050. These include a \$2 billion multi-year plan to overhaul Boston Public School facilities, \$50 million for capital improvement of 526 public housing units, and a plan to electrify the City's vehicle fleet, among others.

The City recently contracted with Northeastern University's Dukakis Center for Urban and Regional Policy (the Dukakis Center), and their partners the Burning Glass Institute and TSK Energy Solutions, to conduct a Green New Deal Workforce Needs Assessment that will include:

1. An analysis of occupations needed now and in the future to achieve net zero greenhouse gas emissions.
2. Conducting a thorough analysis of the skills necessary for green jobs by examining job postings and workers' job history data.
3. An analysis of the barriers to entry and mobility between occupations and sectors of green jobs.
4. An analysis of job loss in the Boston region's high-carbon jobs and the need for retraining workers.

At the core of this research effort are two fundamental goals:

- Identification of opportunities and strategies to address historical disparities and prioritize underrepresented communities and disadvantaged workers for training investments;

- Prioritization of green jobs that offer competitive wages, benefits, job security, and advancement opportunities.

Organized labor is a critical partner to achieve these goals. We seek an organization with significant research expertise and a deep understanding of the role of organized labor in Boston's job training ecosystem, to conduct a Green New Deal Labor Analysis. This analysis will help us better understand what strategies should be used to ensure that Boston's Green New Deal drives investment in high-quality, family-supporting jobs, and the role unions will play in expanding access to these jobs for Black, Indigenous, and other People of Color (BIPOC) Boston residents. The research should produce specific, actionable recommendations for how the City can support these efforts.

OWD anticipates making one grant of up to \$50,000 for this research initiative, with work to be performed between February, 2024 and June 30, 2024.

Contracting and program monitoring

OWD uses a file sharing platform called Box to monitor and report on outcomes for grants. Box is used for providers to prepare contracting documents, enter data, update progress, report outcomes, and submit reports and invoices. If you are selected for funding and your organization is unfamiliar with Box, OWD will provide training on the use of this platform. Applicants must demonstrate the capacity to perform administrative responsibilities including maintaining records and submitting program reports, and invoices in a timely manner.

II. TERMS OF PROCUREMENT

APPLICATION DEADLINE

Proposal Submission: Full proposals, following the format specified in this document are due no later than **5:00 PM ET on Friday, February 2nd**. **Proposals must be uploaded as a single PDF document with all relevant attachments included to the Box file sharing platform using this [proposal upload link](#)**. Please use the naming convention OrgName_GNDLA2024.

It is the sole responsibility of the applicant to ensure their information is complete and submitted on time.

SUBMISSION OF INQUIRIES

Questions regarding this RFGA should be submitted in writing to Jodi Sugerman-Brozan at Jodi.SugermanBrozan@boston.gov by **Friday, January 19th at 5:00 PM ET**. Phone calls will not be accepted. Responses to questions received during the procurement process will be posted on the OWD website by 5pm on January 23rd. It is the bidder's responsibility to check the website for updates.

OWD is an Affirmative Action/Equal Opportunity Employer. Auxiliary aids and services are available upon request to individuals with disabilities.

APPLICATION SPECIFICATIONS

Proposals must include responses to the questions in Section V as well as:

- Cover sheet, budget, and budget narrative (please use the Excel workbook provided [here](#) titled "Appendix B OWD Budget Form GNDLA"). You **must** complete all three forms in the Excel workbook: 1) Budget Summary 2) Budget Cost Detail and 3) Budget Narrative.
- Include the qualifications of staff responsible for implementing the research project.
- Copy of 501(c)(3) letter from IRS, if applicable

Applicants should ensure their proposals comply with the following requirements:

- A complete response to each question is required.
- All required attachments must be completed, including the cover sheet.
- The entire application package must be submitted as a **single PDF file**. Attachments submitted individually may not be reviewed.

EVALUATION OF PROPOSALS

Proposals will be evaluated based on the quality of the proposal, congruence with the goals of this RFGA, past program performance, geographic distribution of services, and appropriateness of services to target populations. Point values are allocated to each section of the proposal narrative as follows:

- 1. Agency Background and Organizational Capacity -----30 PTS
- 2. Research Design -----30 PTS
- 3. Staffing -----30 PTS
- 4. Budget, Budget Narrative, and Resources Leveraged ----- 10 PTS

These values are an evaluation tool; they do not dictate which proposals are ultimately recommended for funding. OWD reserves the right to reject any and all proposals, to waive or modify any requirement contained in this RFGA, to amend without consult any proposal, and to effect any agreement deemed to be in the best interest of the City and its residents.

FUNDING AVAILABILITY AND PERIOD OF PERFORMANCE

This procurement, and funding recommendations made pursuant to the RFGA are subject to the availability of funds. Grants awarded will have a period of performance of February 15, 2024-June 30, 2024.

III. ELIGIBILITY CRITERIA

ELIGIBLE TYPE OF ENTITY

We encourage applications from partnerships or collaborations. Partnerships will need to identify a lead applicant. Organization may be part of multiple applications as a partner but may only be the lead applicant on one application. Lead applicants must hold 501(c)(3) status under the Internal Revenue Code or have an identified fiscal sponsor holding 501(c)(3) status. Non-profit, private, or public institutions of higher education are also eligible to apply.

IV. SERVICES REQUESTED

Boston’s Green New Deal is a long-term vision for a city that thrives from tackling climate change and creating environmental, economic and social benefits for all Bostonians. The City of Boston is applying the Green New Deal as a policy framework to prioritize citywide coordination at the nexus of:

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- Climate: Addressing climate change mitigation and/or resilience.
 - Livability: Allocation of resources and actions toward good jobs and health.
 - Justice: A commitment to the structural transformation needed to create racial and economic justice.

Collectively, the Boston Green New Deal comprises Boston's own climate plans, Federal and State laws and investments, and other policies that provide a baseline for necessary changes by or before 2050:

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- Decarbonization of all buildings' operational energy (primarily through efficiency and electrification at the building and district levels)
 - Decarbonization of regional energy generation (primarily through renewable energy generation)
 - Net-zero carbon industrial usage emissions
 - Electrification of all personal and fleet vehicles
 - Local and regional transit usage necessary to achieve net zero emissions
 - Net-zero carbon heavy-duty and industrial vehicle emissions
 - Implementation of built and natural infrastructure to protect Boston's 47 miles of coast from sea-level rise
 - Implementation of built and natural infrastructure for localized and street flooding from precipitation
 - Implementation of built and natural infrastructure for extreme heat mitigation.

We seek a partner who will use the above guiding factors and context in their analysis and work with the City and the Dukakis Center to define target years and climate goals that will be used in the analysis.

Specifically, the Analysis will answer the following questions:

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1. Based on the analysis being conducted by the Dukakis Center of the occupations needed now and in the future to achieve net zero greenhouse gas emissions, what resources and capacity are needed for unions to scale up and expand apprenticeship opportunities to meet those needs? What is the gap between the number of union apprenticeships available and the number of applications received? How can it be bridged?
 2. What are the barriers (skills, knowledge, structural factors, and more) workers encounter when accessing or completing union apprenticeships in green occupations?
 3. What programs (for instance, bridge programs, pre-apprenticeship programs, etc.) are most successful in preparing workers for the union apprenticeships and success?
 4. What initiatives can be developed to address disparities in access to union apprenticeships to ensure that BIPOC Boston residents have access to the apprenticeships and job opportunities created by the investments being made to achieve the goals of the Green New Deal?
 5. What strategies should the City employ to ensure that its Green New Deal investments drive the creation of high quality, family-supporting jobs?

6. What funding, programs and services should the City of Boston - and partners - provide to address the recommendations made as part of the Green New Deal Workforce Needs Assessment and the Green New Deal Labor Analysis.

DEFINING GREEN JOBS

Categorizing and defining green jobs is a complex exercise. Its definition depends on various contextual factors like industry, outputs (product/services), production methods, occupational profiles, etc. At an industry level, jobs that generate goods or services that benefit the environment are considered green jobs. At the production level, green occupations encompass jobs that utilize sustainable production processes. Green jobs can also be distinguished between those that directly mitigate climate change or improve environmental quality and those that indirectly serve those goals, such as occupations in upstream supplier industries.

This RFGA employs a broad definition of Green Jobs as defined by BLS as either:

1. “Jobs in businesses that produce goods or provide services that benefit the environment or conserve natural resources”
2. “Jobs in which workers' duties involve making their establishment's production processes more environmentally friendly or use fewer natural resources.

This broad definition encompasses new occupations with distinctive skill sets and competencies, new specializations within existing occupations, and traditional professions and occupations incorporating green core and technical skills that contribute to greening products, services, and processes. The creation of a new occupation versus the greening of a current occupation depends on the extent of the skill change. It is anticipated that the current greening occupations, which involve modifications in the skill profiles of existing jobs, will be far more prevalent than the creation of new occupations. Both the evolution of existing occupations and the creation of new ones will require a significant effort within the training and education sector to develop new curricula; integrate add-on green-skills training modules into training programs; develop new qualification standards that are flexible and validate informal and transferable skills; expand existing training programs and green training facilities; and retrain educators.

In addition, the selected grantee will need to commit to meeting no less than monthly with OWD and the research team from Northeastern University.

V. PROPOSAL GUIDELINES

Please answer the following questions:

1) Agency Background and Organizational Capacity:

- a) Provide the current organizational mission.

b) Provide the organization's track record with similar research initiatives. Describe the qualifications of staff responsible for implementing the research initiative.

c) Describe the organization's past or current partnerships with organized labor in Greater Boston, including any research or strategic planning efforts. How have these partnerships and experiences prepared the organization to carry out the requested services under this RFGA?

d) Describe the organization's past or current work with green jobs.

2) **Research Design**

a) Describe in detail your proposed design, including an explanation of the proposed research timeline and schedule.

b) Provide a list of suggested data sources.

c) Provide a timeline of all tasks, activities, and milestones to project completion. Provide an outline of the final study.

3) **Staffing**

Identify staff responsible for each component of the proposed program. Discuss staff qualifications, skills, and experience. Identify the staff who will act as a liaison between the OWD and the research team. Provide resumes for each staff member who will be assigned to this project.

4) **Budget, Budget Narrative and Resources Leveraged**

Budget: Provide a detailed *Budget Summary and Budget Detail* using the OWD template. You must use OWD's template. Include costs for all functions. Costs for equipment or capital expenditures are not allowed.

Budget narrative: Prepare a budget narrative using the *Budget Narrative* tab in the OWD template describing every line item and identifying clearly how each has been calculated. If you have other financial resources for this program, identify them, by source and amount, at the end of the budget narrative under the "resources leveraged" section.

Once you complete both the budget and narrative using the OWD template, please convert to PDF and combine with the narrative and other attachments as **one PDF document**.

