



**New Jersey Economic Development Authority  
New Jersey Green Workforce Training Grant Challenge Phase 2  
NOTICE OF FUNDING AVAILABILITY**

The New Jersey Economic Development Authority (“NJEDA” or “Authority”) will begin accepting applications for the competitive New Jersey Green Workforce Training Grant Challenge Phase 2 program (“Program”) at 10:00 a.m. EST on February 19, 2026. The application will be open for 61 calendar days, including federal holidays, and will close on April 20, 2026 at 5:00 p.m. EDT.

The Program will make available up to \$4 million through a competitive application process for eligible applicants to implement workforce training and skills programs focused on strengthening and diversifying New Jersey’s green economy talent pipeline. Minimum and maximum award amounts are set at \$500,000 and \$800,000, respectively.

There are no application fees for this grant program. The application can be accessed at: [New Jersey Green Workforce Training Grant Challenge Phase 2 - NJEDA](#)

**Purpose and Program Details**

The Program will aid in implementing innovative workforce training and skills programs focused on strengthening and diversifying New Jersey’s green economy talent pipeline by supporting selected applicants that provide skill development, workforce training, job placement, and other related services to implement workforce development initiatives in green economy sectors.

Applicants will also be expected to prioritize New Jersey’s Overburdened Communities (as defined by [NJ’s Environmental Justice Law](#), N.J.S.A. 13:1D-157) and provide wraparound or other supportive services to foster diversity, equity, inclusion, and retention in the green economy workforce.

**Funding Source**

The total funding for this Program is \$4 million allocated from the Addendum One to the Council on the Green Economy Memorandum of Understanding between NJEDA and the New Jersey Department of Environmental Protection (“NJDEP”) which was approved by the NJEDA Board on October 9, 2025. These funds are deposited into the NJEDA’s Economic Recovery Fund.

Note: The total funding and potential award amount are based upon current information about funding availability. NJEDA reserves the right to increase the award amount and number of awards should additional funds become available.

## **Eligible Applicants**

The Grant Challenge will be open to entities who can design and execute workforce and skills training programs.

Eligible applicants can include:

- Community-based organizations
- Workforce training organizations
- Labor unions
- Technical high schools
- County colleges
- Non-profit organizations
- Regional workforce development boards
- Private companies
- Other related entities

Applicants who are not a 501(c)(3) Community-Based Organization<sup>1</sup> (“CBO”) must include, at minimum, one CBO partner in their application. For the purposes of this Grant Challenge, a CBO is defined as a 501(c)(3) non-profit organization with demonstrated experience serving a NJ Overburdened Community (“OBC”) as defined by NJ’s Environmental Justice Law.<sup>2</sup> The applicant is responsible for disbursing any allocated funds to the CBO for their assigned tasks for the proposed program.

The following documentation must be submitted for 1) the CBO that is the applicant, or 2) the CBO Partner of the non-CBO applicant:

- Current IRS Form 990 to provide status as a 501(c)(3) non-profit organization, and
- Letter detailing their experience serving a NJ OBC as defined by NJ’s Environmental

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<sup>1</sup> For the purposes of this Grant Challenge, a CBO is defined as a 501(c)(3) non-profit organization with demonstrated experience serving a NJ Overburdened Community as defined by NJ’s Environmental Justice Law that provides direct services or supports to a specific geographic NJ community(ies) or specific segments of a New Jersey community(ies). For the purposes of this Grant Challenge, government entities, K-12 schools, and institutions of higher learning do not qualify as CBOs. However, these entities may be the applicant or an additional collaborator on the applicant team. Entities that are not 501(c)(3) organizations do not qualify as a CBO for the purposes of this grant challenge even if they serve a New Jersey Overburdened Community. Per the NJ Division of Taxation, a 501(c)(3) Organization refers to a nonprofit organization that has received a determination letter from the Internal Revenue Service (IRS) stating that the organization is exempt from federal Income Tax under Section 501(c)(3) of the Internal Revenue Code. The term also may refer to a church or ministry that may qualify for an IRS 501(c)(3) determination letter, even though it does not intend to apply for an IRS determination.

<sup>2</sup> NJ’s Environmental Justice Law at N.J.S.A 13:1D-158 defines overburdened communities as any census block group, as determined in accordance with the most recent United States Census in which: 1) at least 35 percent of the households qualify as low-income households; 2) at least 40 percent of residents identify as minority or as members of a State recognized tribal community; or 3) at least 40 percent of the households have limited English proficiency. NJDEP provides the public a list and visualizations of OBC locations throughout the state at <https://dep.nj.gov/ej/communities/>. ([NJDEP | Environmental Justice | What are Overburdened Communities \(OBC\)?](#))

Justice Law.

- Answer the following questions in the Application:
  - Which NJ OBC community(ies) does the CBO serve?
  - Which specific services does the CBO provide the community(ies) that they serve?
  - Provide the CBO's website address.

Applicants may, but are not required to, collaborate with additional entities, including for-profit or non-profit entities of all types, to design and implement the training program as needed. Entities interested in collaborating on an applicant team may submit an optional "Potential Collaborator Form" (available on the Grant Challenge page) by February 27, 2026 at 5:00 p.m. EST. Responses from the forms will be shared with all entities that submit these forms; however, EDA will not coordinate the formation of teams.

NJEDA will enter into a grant agreement with the applicant only, and the applicant is responsible for complying with the terms of the grant.

In addition to the eligibility parameters already stated above, applicants must be in substantial good standing at the time of award with the New Jersey Department of Labor and Workforce Development ("NJLWD") and, as applicable, NJDEP to participate in the program.

**Note:** A valid tax clearance certificate is required at the time of grant award approval, grant agreement execution, **and at the time of each disbursement** of funds to demonstrate the Applicant/Grantee is properly registered to do business in New Jersey and in good standing with the New Jersey Division of Taxation.

## **Proposal Scope**

Applicants must submit applications that outline compelling plans to:

- Implement an existing program or new program that will allow New Jerseyans to access workforce opportunities in high-growth and in-demand occupations in green economy industries, as referenced below, by providing tangible skills and industry recognized credentials sought by employers in those industries. Components of programs must include direct workforce training/skill development, and, where relevant, support services such as access to career services, mentorship, family services (such as childcare, eldercare, or other similar services), counseling, transportation, etc.
- Connect with industry and other stakeholders to design and/or implement a program that prepares and connects participants with near-term job opportunities in the green economy in high-growth and in-demand occupations. Applicants are expected to demonstrate that their proposed program will provide meaningful career opportunities through labor market research, employer and industry engagements, and other relevant analysis.
- Develop and/or utilize outreach, recruitment best practices, program design approaches, and wraparound supports as needed such as mentorship, transportation, and childcare that target and support a diverse and inclusive pool of training participants to successfully complete the program.
- Define program evaluation and success metrics such as recruitment, enrollment, completion, job placement, and learning acquisition goals.

- Target and engage residents of New Jersey’s Overburdened Communities with training opportunities that will enable economic mobility for these residents in green economy careers.
- Collect, track, and report programmatic data, including trainee demographics, trainee surveys, instructor evaluations, training enrollments and completions, and job placement and retention information.
- If applicable, include strategies to connect current and aspiring workforce with skills-based training targeted to transitioning legacy energy workers.
- Execute the proposed project on schedule, achieving well-defined milestones to complete the initiative.

Training programs must either be in-person or hybrid (include both a virtual component and an in-person component). The program must describe a clear approach to make the training accessible for and targeted to New Jersey residents and linked to New Jersey employment opportunities in the green economy occupations and industries.

Applicants will be required to conduct workforce development training, internship, apprenticeship, and learning opportunities in only one of the following occupations as identified in the New Jersey Office of Climate Action and the Green Economy’s September 2025 *Growing Green Jobs Report: The Opportunities for New Jersey’s Workforce*:

<b>6-Digit Standard Occupational Classification (SOC) Codes - 2018</b>	<b>Occupation Name</b>
47-2111	Electricians
47-2152	Plumbers, Pipefitters, and Steamfitters
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers
47-2061	Construction Laborers
11-9021	Construction Managers
47-2211	Sheet Metal Workers
47-2031	Carpenters
51-4121	Welders, Cutters, Solderers, and Brazers
47-2073	Operating Engineers and Other Construction Equipment Operators
47-2231	Solar Photovoltaic Installers
49-9071	Maintenance and Repair Workers, General

Training programs for the eligible occupations must be tailored to career pathways in one or more of the following industries:

- Renewable Energy Technologies,
- Green Design and Construction,
- Environmental and Green Infrastructure,
- Grid Resilience,
- Clean Transportation, or

- Energy Efficiency

Applicants will be required to describe how they will tailor the training to the above industries.

Applicants will develop and/or utilize outreach and recruitment practices, program design approaches, and wraparound supports as needed such as mentorship, career readiness, transportation, and childcare that target and support a diverse and inclusive pool of training participants to successfully complete the program. Applicants will be required to define the following program evaluation and success metrics: recruitment, enrollment, completion, job placement, and learning acquisition goals of the training program.

At least three months of career readiness and job placement are required for each program participant post training, to provide trainees with opportunities, such as employment, paid internship, or apprenticeship within the industry and trained occupation. Applicants must describe their approach to providing these services.

Program design is defined to include the activities leading up to the launch of the training program including curriculum development, facility, and technology setup, and planning documents (e.g., recruitment plans, marketing strategies, etc.). The launch of the program is defined as initiation of marketing and recruitment activities that advertise the program to the program target audience. Program implementation is defined to include activities after the launch of the training program including curriculum delivery and instruction, wraparound services, and job placement.

### **Application Submission and Review Process**

Applications for the competitive Program will be accepted through the program's online application portal at: [New Jersey Green Workforce Training Grant Challenge Phase 2 - NJEDA](#), from February 19, 2026 at 10 a.m. EST to April 20, 2026 at 5:00 p.m. EDT.

NJEDA staff will review all applications for completeness and compliance with required documentation and minimum requirements after the application window has closed. Following the completeness review, applicants with missing or incomplete documentation will receive an email notification from NJEDA and will have ten (10) business days to cure by providing the missing requested documentation. After the ten business days, any application that is not complete will be deemed incomplete and administratively withdrawn and will not be evaluated or scored.

### **Scoring Criteria**

All complete and compliant applications will be evaluated, scored and ranked by an Evaluation Committee comprised of NJEDA staff. To be considered for an award, an application must receive a **minimum score of 80 points**, with the highest score possible being 100 points.

The evaluation committee will evaluate, score and rank applications received based on five primary criteria:

1. Ability to meet the needs of New Jersey’s burgeoning green economy industries (**up to 35 points**);
2. Ability to serve NJ’s Overburdened Communities (**up to 10 points**);
3. Ability to provide wraparound supports and low or no-cost training (**up to 15 points**);
4. Prior experience creating and implementing workforce development **initiatives (up to 30 points)**; and
5. Budget and associated milestones (**up to 10 points**)

In order to provide grants and support projects by different entities and in various regions of the State, NJEDA will seek to make a minimum of one award per State region (contingent on the availability of funds) as described below:

- North region: Bergen, Essex, Hudson, Morris, Passaic Sussex, Union, and Warren counties
- Central region: Hunterdon, Mercer, Middlesex, and Somerset counties
- South region: Atlantic, Burlington, Camden, Cape May, Cumberland, Gloucester, Monmouth, Ocean, and Salem counties

Provided that one or more applications are submitted for each region which meet or exceed the minimum score requirement of 80 points, the highest ranked application from each region will be recommended to the Board for award approval within the funding available for the program.

- **Step 1:** The highest scored eligible application in the pool will be recommended to the Board for approval irrespective of region.
- **Step 2:** The next highest scored eligible application from the other remaining regions will be recommended to the Board for approval (contingent on the availability of funds).
- **Step 3:** The next highest scored eligible application from the remaining region will be recommended to the Board for approval (contingent on the availability of funds).

Following this step, all remaining applications will be merged into a single group and scored. The highest scoring applications from the merged group will be recommended to the Board for award approval until all Program funding is awarded.

The Grant Challenge will require the approval by the Authority Board for all awards and discretionary declinations. Applicants whose applications are declined will have the right to appeal. Applicants will be notified whether they are awarded funds as soon as practicable upon completion of approvals and declinations and the completion of all possible appeals.

**Further details on the scoring criteria can be found [here](#).**

NJEDA staff may request clarifying information from applicants during the evaluation period prior to scoring. Applicants from whom clarifying information is sought will receive five (5) business days to respond electronically to [workforceinnovation@njeda.gov](mailto:workforceinnovation@njeda.gov) with the email subject line “NJ Green Workforce Training Grant Challenge Phase 2 – Clarifying Documentation Submission for [APPLICANT NAME]”.

If an applicant does not provide the requested clarifying documentation and/or information by the end of the 5-day period, the original application will be reviewed for scoring as submitted.

## Grant Amounts

The minimum grant amount available for this Program is \$500,000 and the maximum is \$800,000.

To maximize the total amount of funding allocated through this challenge, NJEDA may opt to request revisions to the proposed budgets or scopes per the following protocol:

- Once the highest scoring applicants have been fully funded, if the next highest scoring applicant has a budget request that would exceed the total maximum program funding still available, NJEDA may request that this applicant decrease their budget. The applicant has the right to decline or accept the budget revision option.
- **Any applicant that accepts the offer to revise its budget will have the revised application evaluated by NJEDA to determine if the revision would lower their proposal's ranking to an extent that they are no longer the next highest ranked proposal.**
- NJEDA may continue this process until Program funds are fully allocated.

## Eligible Uses of Grant Funds

Eligible uses of grant funding include:

- Costs associated with planning (e.g., staff costs for program development, curriculum materials, etc.)
- Soft launch (e.g., outreach costs, recruitment materials and related costs, etc.)
- Capital costs (e.g., procurement, construction or renovation of program space, equipment, and material purchases, etc.)
- Implementation costs (e.g., instructor time, facility fees, participant stipends, equipment or materials, delivery of support services, etc.)

No more than ten percent (10%) of the grant amount may be used on indirect costs such as general administration and overhead. No more than thirty percent (30%) of the grant amount can be applied to construction costs. (Please see the "Budget Template" for discussion of the Indirect and Direct Costs.) If applicable, the applicant will be required to provide the name of its Contractor(s) or Subcontractor(s); provide the Contractor's or Subcontractor's NJ Business Registration Certifications; and an explanation of the proposed construction and/or installation of equipment as part of the grant application.

If capital costs are proposed, the applicant and collaborators performing capital work will be subject to labor compliance, including New Jersey affirmative action and prevailing wage requirements, and requirement to complete New Jersey Contractor Registration. Applicants who identify capital costs as an expected use of funding will acknowledge as part of the application that they understand the grant is subject to these requirements and documentation may be audited.

## Disbursement of Grant Funds

Upon execution of a grant agreement between the Authority and the awarded Applicant (i.e.,

Grantee), the funds will be disbursed according to the schedule below.

- 1<sup>st</sup> Disbursement: 30 percent of the grant award will be disbursed following the execution of a grant agreement between NJEDA and the Grantee;
- 2<sup>nd</sup> Disbursement: 30 percent of the grant award will be disbursed upon the Grantee having initiated the training for the participants and receipt and approval by the Authority of all quarterly reports due by that time with the exact timing based on the date of execution of the grant agreement;
- 3<sup>rd</sup> Disbursement: Up to 40 percent of the grant award will be disbursed upon receipt of the final report and **based upon meeting specific program milestones and deliverables** plus any extension as set forth in the grant agreement.
  - **Milestone 1:** Up to 10 percent of the final 40 percent of the grant award pro-rated against the proposed number of participants completing the program, so long as at least 25% of the proposed participants completed the program;
  - **Milestone 2:** Up to 10 percent of the final 40 percent of the grant award pro-rated against the proposed number of program graduates placed in employment, paid internship, or apprenticeship within the industry or trained occupation, within 90 calendar days of program completion, so long as at least 25% of the proposed participants were placed; and
  - **Milestone 3:** 20 percent of the final 40 percent of the grant award will be disbursed upon review of the Final Report. The Final Report will be due 120 calendar days after end of Project Term.

Grantees must meet the 25% threshold for Milestones 1 and 2 in order to receive the entire or partial disbursement for the respective milestone.

### **Post Compliance Requirements**

To ensure that the grant award is used properly and the community receives the benefit, NJEDA will require quarterly expense reporting from Grantees in a template approved by NJEDA, the first to be due ninety (90) calendar days after the execution of the grant agreement and must include an expense cover sheet with supporting documentation, including receipts, invoices, and proofs of payment for all grant-related expenses. The Grantee must adhere to Generally Accepted Accounting Principles (“GAAP”) and utilize grant funding for agreed upon allowable costs as defined within the grant budget.

NJEDA, at its discretion, may conduct an audit or disallowance action for any costs incurred by the Grantee that are determined to not be allowable under the project scope of work defined in the grant agreement. At the end of the Grant Term, any underspent funds or disallowed costs will be returned by the Grantee to NJEDA.

Grantees must provide quarterly reports on program data, including enrollment, completion, and job outcomes from the training, attendance, exam and credential results, recruitment plans, wraparound services, trainee evaluations, expenses, progress against milestones, challenges/successes, and demographics information.

NJEDA shall have the right to review and approve all branding for programs offered by Grantees

through the funding received from this grant challenge, including program names, flyers, websites, use of logos, and communication materials prior to their publication or use.

NJEDA will reserve a royalty-free, non-exclusive irrevocable license to reproduce, publish, or otherwise use any copyrightable materials developed utilizing funds awarded through this grant, inclusive of training curriculum materials and program performance metrics.

Awarded Applicants will be required to engage with the NJ Department of Labor and Workforce Development regarding registering any training program(s) that is funded through the grant with the NJ Department of Labor and Workforce Development's Eligible Training Provider List ("ETPL").<sup>3</sup>

**The Grant Term** will be the total length of time encompassing the entire Project Term plus the Closeout Period. The maximum possible duration of the Grant Term, should the full six-month extension to the Project Term be granted, is thirty-six (36) months and one-hundred eighty (180) calendar days.

**The Project Term** will be thirty (30) months, which includes a maximum allowance of six (6) months for the completion of program design. One six (6) month extension may be granted in which case the maximum Project Term cannot exceed thirty-six (36) months.

**The Closeout Period** is the one-hundred eighty (180) calendar days immediately following the end of the Project Term. This period is provided for the submission of the Grantee's final report, the Authority's review of the final report, the Grantee's resolution of any deficiencies in its submissions ("Cure Period"), and the disbursement of the final payment.

1. The Grantee shall have the initial one-hundred twenty (120) calendar days of the Closeout Period to submit the Final Report to the Authority.
2. The subsequent sixty (60) calendar days of the Closeout Period shall constitute the Final Review and Cure Period, during which the Authority shall review and approve the Final Report, or notify the Grantee of any necessary revisions or cures prior to the disbursement of the final payment.

### **Additional Information**

All Questions regarding the Grant Challenge may be submitted via email to [workforceinnovation@njeda.gov](mailto:workforceinnovation@njeda.gov) no later than **March 17, 2026 at 5:00 p.m.** EDT with the subject line "Questions – NJ Green Workforce Training Grant Challenge Phase 2". EDA will post answers on the NJ Green Workforce Training Grant Challenge Phase 2 website on a rolling basis until **March 31, 2026 5:00 p.m.** EDT.

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<sup>3</sup> The Eligible Training Provider List (ETPL) is a comprehensive list of training providers and training programs that the New Jersey Department of Labor & Workforce Development has determined eligible to receive publicly funded tuition assistance. The ETPL is mandated by both State and Federal laws. New Jersey State Law (C:34:15C-10.2) states that "[n]o training provider who is not an approved training provider included on the [ETPL] shall receive any federal job training funds or State job training funds." The ETPL serves as a consumer protection for New Jersey's training seekers. New Jersey's ETPL is made available to NJ residents through the Training Explorer tool. Training providers on the ETPL must submit their organizational and participant information to the ETPL through the IntelliGrants (IGX) system. For more information, please reference the [NJEDOL's website](#).

**Applicants are strongly encouraged to review the NJ Green Workforce Training Grant Challenge Phase 2 website prior to submission of the application.**

Information about the Green Workforce Training Grant Challenge Phase 2 is available at [New Jersey Green Workforce Training Grant Challenge Phase 2 - NJEDA](#)

### **State and Federal Requirements**

Funding for this grant is subject to State and Federal statutes including, but not limited to, the following, which may impact affiliates: N.J.S.A. 52:32-60.1, et seq., which prevents the New Jersey government entities from certain dealings with businesses engaged in prohibited activities in Belarus or Russia; Compliance with the list of “Specially Designated Nationals and Blocked Persons” promulgated by the Office of Foreign Assets Control (OFAC), <https://sanctionssearch.ofac.treas.gov>; N.J.S.A. 24:6I-49 which provides that the following are not eligible for most State or local economic incentives (a) a person or entity issued a license to operate as a cannabis cultivator, manufacturer, wholesaler, distributor, retailer, or delivery service, or that employs a certified personal use cannabis handler to perform work for or on behalf of a cannabis establishment, distributor, or delivery service; and (b) a property owner, developer, or operator of a project to be used, in whole or in part, by or to benefit a cannabis cultivator, manufacturer, wholesaler, distributor, retailer, or delivery service, or to employ a certified personal use cannabis handler to perform work for or on behalf of a cannabis establishment, distributor, or delivery service; and N.J.S.A. 52:13D-12, et seq., which prohibits a member of the Legislature or a State officer or employee or their partners or a corporation in which they owns or controls more than 1% of the stock to undertake or execute any contract, agreement, sale, or purchase of \$25.00 or more, made, entered into, awarded or granted by any State agency, with certain limited exceptions including grant awards by the New Jersey Commission on Science, Innovation and Technology.