



New Jersey

Green Workforce Training Grant Challenge Phase 2

February 25, 2026
10:30 AM

Agenda for Today's Webinar

Topic

About the NJEDA and Workforce Innovation Partnerships

Overview of NJ Green Workforce Training Grant Challenge Phase 2

Question and Answer

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New Jersey Economic Development Authority (NJEDA)

The New Jersey Economic Development Authority (NJEDA) **grows the state's economy and increases equitable access to opportunity** by supporting high-quality job creation, catalyzing investment, and fostering vibrant, inclusive community development. NJEDA works in partnership with a diverse range of stakeholders to implement programs and initiatives that **improve quality of life, enhance economic vitality, and strengthen New Jersey's long-term economic competitiveness.**

Small Businesses
Services and
Financing



Financing and
Incentives



Strategic Industry
Support



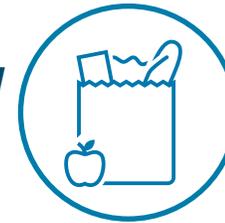
Community
Revitalization



Real Estate and
Development



Economic Security



Workforce Innovation Partnerships

The Workforce Innovation Partnerships works to:

1

Create and support workforce development initiatives that strengthen New Jersey's innovation ecosystem and address the state's needs in Advanced Manufacturing, Clean Energy, Film & Television, Life Sciences, and Technology.

2

Facilitate career pathways and other opportunities for residents of Overburdened Communities and ensure the inclusion and access of people of color, women, and veterans in workforce development programs.

3

Create and support career awareness and exploration initiatives that enable greater understanding of career pathways, opportunities, and the education needed to pursue high-quality employment in the State's priority sectors.



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NJ Green Workforce Training Grant Challenge Phase 2

NJEDA approved a new competitive grant opportunity in December 2025 to develop or expand workforce training programs that prepare New Jerseyans for jobs in the green economy, with a focus on NJ's overburdened communities.

PROGRAM DESIGN



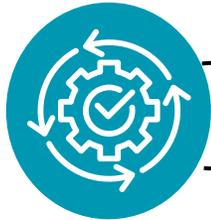
Funding

Up to \$4 million in funding with permitted awards ranging from \$500,000 to \$800,000



Eligibility

Private and non-profit entities are eligible to apply as primary applicant; applicant teams are required to include community-based organization serving NJ overburdened community(ies)



Services

Programs are required to include direct workforce training, and where relevant, wraparound supports such as access to career services, mentorship, family services, and transportation



Industries & Occupations

Programs must focus on one or more eligible green economy industries and only one priority occupation



Awards

Expect to make multiple awards

Green Workforce Training Grant Challenge

Up to \$4 Million in Funding Available

\$4 Million

Earmarked to fund proposals across all eligible green economy industries:

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



Eligible Applicants

Open to **all entities that can design and execute workforce and skills training programs, including:**

Community-Based Organizations

Workforce Training Organizations

Labor Unions

Technical High Schools

County Colleges

Nonprofit Organizations

Regional Workforce Development Boards

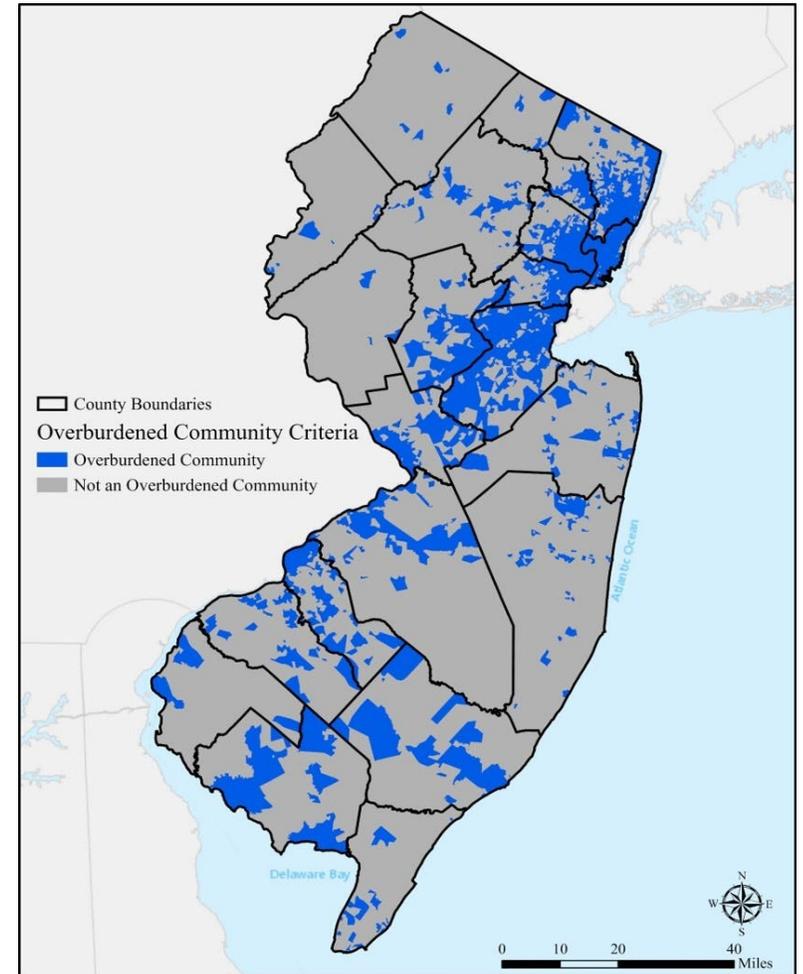
Private Companies

Other Related Entities



Community-Based Organization Requirement

- All applications must include **at least one Community-Based Organization (CBO)** with demonstrated experience serving a **NJ Overburdened Community**, as defined by NJ's Environmental Justice Law
- The CBO can be the applicant or a collaborator
- 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 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.



Overburdened communities in New Jersey

Community-Based Organization Requirement

- For the purpose of this challenge, a CBO is defined as:
 - 501(c)3 nonprofit organization; and
 - Provides direct services or supports to a specific geographic NJ community(ies) or specific segments of NJ community(ies)
- For the purpose of this challenge, the following are not CBOs but can be primary applicants or additional collaborators:
 - Government entities, K-12 schools, institutions of higher learning



Focus on Supporting Overburdened Communities

Overburdened Communities (OBCs) by law are census block groups with:

- 1 At least 35 percent **low-income** households; *or*
- 2 At least 40 percent of the residents identify as **minority** or as members of a State recognized **tribal community**; *or*
- 3 At least 40 percent of households have **limited English proficiency**

(NJDEP, 2023; 5 Year American Community Survey - 2017 to 2021)



Prioritize OBCs in your proposal's program design to align with the evaluation criteria

Overburdened Communities Info and Map can be found here: <https://dep.nj.gov/ej/communities/>



Optional Potential Collaborator Form

- Opportunity for potential collaborators to connect with each other
- All results will be distributed to all entities that fill out Microsoft form
- Since the form is **optional** applicants do not need to fill out the form to apply for the grant
- Filling out a form will have no bearing on the evaluation
- **Deadline to complete form is February 27, 2026 at 5pm EST**



Form can be found at: <https://www.njeda.gov/green-workforce-grant-2/>



Scope of Work



- Develop or expand a 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.
- Engage with industry and other stakeholders to design and 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 and recruitment 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

Scope of Work, continued



- 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 project **on schedule**, achieving well-defined milestones to complete the initiative

Eligible Priority Occupations

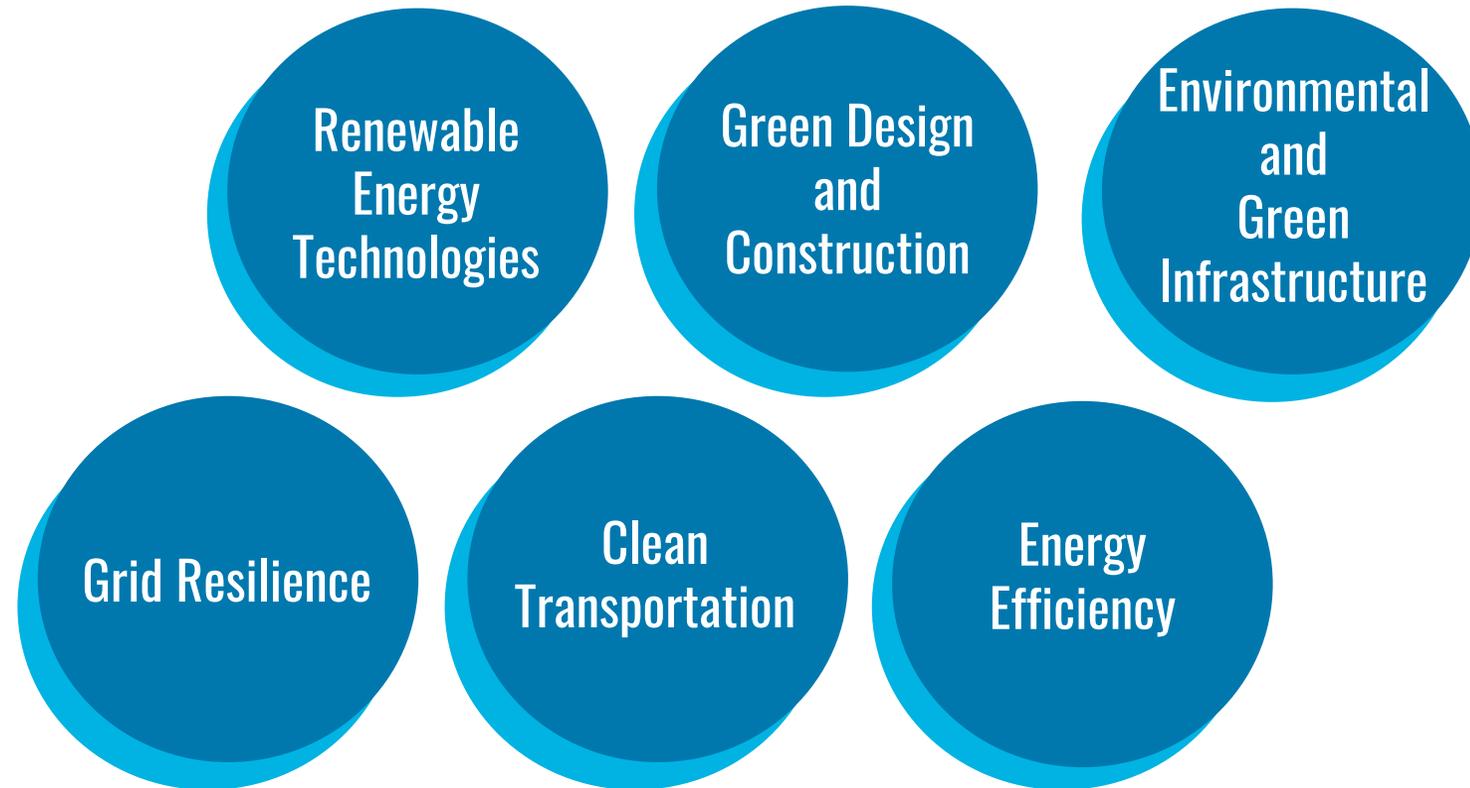
Programs must focus workforce development training, internship, apprenticeship, and learning opportunities in only one of the following occupations:

6-digit Standard Occupational Classification Code -2018	Occupation Name
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



Eligible Green Economy Industries

Programs can focus on one or more of the eligible green economy industries:



Eligible Green Economy Industries

Renewable Energy Technologies

This industry is inclusive of careers in the **development and generation of solar, geothermal, hydropower, marine, and biomass energy.**

Green Design and Construction

This industry is inclusive of careers in the **green design and construction of new and retrofitting of existing buildings**, as well as the installation of green construction technology (e.g., low-carbon materials) that can help **decarbonize and improve the resiliency of our built environment.**

Eligible Green Economy Industries

Environmental and Green Infrastructure

Environmental and green infrastructure is inclusive of careers that utilize **natural systems and innovative technologies** (e.g., cool roofs, permeable pavements, bioswales, rain gardens, etc.) that help **mitigate and adapt to climate change impacts** and reduce stormwater runoff.

Grid Resilience

Grid resilience is inclusive of careers that transform our power sector infrastructure to **supply clean electricity and increase the reliability and resilience of our power grid.**

Eligible Green Economy Industries

Clean Transportation

Clean transportation careers **reduce the environmental impact of the transportation sector**, including across all classes of automotive vehicles, mass transit, vessels, and aviation while **advancing infrastructure developments that support walking and micro-mobility options.**

Energy Efficiency

This industry is defined to include careers that **improve energy efficiency and reduce greenhouse gas emissions.**

Award Amount and Eligible Costs

Individual awards can range from a minimum of \$500,000 to a maximum of \$800,000 to support:



Grant Amount and Eligible Costs



- **No more than 10%** of the grant amount can be used on indirect costs such as general administration and general overhead
- **No more than 30%** can be applied for construction costs
- Programs must comply **with Prevailing Wage, Affirmative Action, and New Jersey Contractor Registration** requirements
- Awarded applicants will be required to engage with the NJ Department of Labor **regarding registering any training program(s) on the Eligible Training Provider List (ETPL)**
 - ETPL registration is not required at time of application



Grant Disbursement

Grant will be disbursed in three phases according to the following milestones that will be detailed in the grant agreement:



Program Milestones

- **Milestone 1:** 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:** 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 our review of the Final Report, and the Final Report will be due 120 calendar days after end of Project Term.

Applicants must meet the 25% threshold for each milestone in order to receive the entire or partial disbursement for the respective milestone.

Example of Pro-rated Disbursement

Example: A **\$500,000 grant** is awarded based on the following proposed program outcomes: 80 participants completing the training and 70 program graduates being placed into employment, paid internship, or apprenticeship in the green economy industry or trained occupation within 90 calendar days of the program completion:

Scenario	Completion Disbursement (10% of Grant)	Placement Disbursement (10% of Grant)
Scenario 1	\$50,000 80 of 80 participants completed training	\$50,000 70 of 70 graduates placed
Scenario 2	\$46,875 (based on meeting ~94% of goal) 75 of 80 participants completed training	\$50,000 70 of 70 graduates placed
Scenario 3	\$37,500 (based on meeting 75% of goal) 60 of 80 participants completed training	\$0 (based on less than 25%) 17 of 70 graduates placed

Required Documents Found in Application



- Certificate of Alternate Name (if applicable)
- Primary applicant's organizational formation documents (required)
- Religious Affiliation (if applicable)
- Current IRS Form 990 from 1) the CBO that is the applicant, or 2) the CBO Partner of the non-CBO applicant to provide status as a 501(c)(3) non-profit organization. (required)
- A signed letter from 1) the CBO that is the applicant, or 2) the CBO Partner of the non-CBO applicant detailing their experience serving a NJ OBC as defined by NJ's Environmental Justice Law. (required)
- Narrative Response PDF (required)
- Program Budget using NJEDA's template (required)
- A visualization of the timeline in a table, Gantt chart, graphic, or the sample implementation plan template in addition to your description in the narrative response. (required)
- Legal Questionnaire (required)
- Certificate of Non-Involvement in Prohibited Activities in Russia or Belarus (required)
- Certification of Application (required)

Application Portal



Application Portal is online – Create or Log In to existing account

- "Register" if you do not have an NJEDA Application Center account**
- "Sign In" with username and email if you already have an account**
- 5pm deadline: application must be completely filled and submitted before 5pm EDT on April 20, 2026 otherwise it will not go through**
- For troubleshooting or further instructions on the application center, use the website for guidance**



Evaluation Criteria



Proposals will be scored on five criteria:

- Ability to meet the needs of NJ's burgeoning green economy industries **(35 points)**
- Ability to serve NJ's Overburdened Communities **(10 points)**
- Ability to provide wraparound supports and low- or no-cost training **(15 points)**
- Prior experience creating and implementing workforce development initiatives **(30 points)**
- Budget and associated milestones **(10 points)**

The highest possible score is **100 points**

The minimum score required to be considered for an award is **80 points**

Evaluation Criteria, Continued



Ability to meet the needs of NJ's burgeoning green economy industries (35 points)

- Details a compelling, impactful, and scalable program concept that will provide industry recognized credentials and fulfill a workforce-related need in one or more of NJ's green economy industries and position New Jerseyans to enter a thriving career in a green economy sector (20 points)
- Outlines a clear strategy to engage industry and build a network of employer partners who will be integrated into the program, including to develop industry vetted curriculum, selection of training candidates, job placement in near-term employment opportunities, and other relevant processes (15 points)

Evaluation Criteria, Continued



Ability to serve NJ's Overburdened Communities (10 points)

- Identify steps for how the applicant will recruit and serve members of New Jersey's overburdened communities (as defined by NJ's Environmental Justice Law at N.J.S.A 13:1D-158) based on geographical considerations (10 points)

Ability to provide wraparound supports and affordable training (15 points)

- Clearly identify which wraparound supports will be provided to training participants, such as transportation, social services, career readiness, childcare, housing assistance, etc., and an approach for providing these services (10 points)
- Outlines an approach to offer low- or no-cost training to participants (5 points)

Evaluation Criteria, Continued



Prior experience and ability to implement the program (30 points)

- Details a track record of related experiences operating workforce development programs, including experience recruiting, training, and/or providing services to a diverse group of participants (10 points)
- Has a team with the qualifications and experience required to design and implement the program (5 points)
- Provides a realistic implementation plan, including strategies to mitigate anticipated challenges (10 points)
- Describes an approach to conduct ongoing program evaluation and improvement (5 points)

Budget and associated milestones (10 points)

- Provides a realistic and complete budget for the proposed program and proposed number of training participants utilizing the template provided in the application guidance (10 points)



Geographical Consideration of Awards



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:

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

Questions and Answers



- Written questions can be sent **via email only** to **workforceinnovation@njeda.gov**
- **Subject line:** Questions—NJ Green Workforce Training Grant Challenge Phase 2
- The final due date for questions is March 20, 2026 at 5pm EDT
- NJEDA will post answers on a rolling basis on the NJ Green Workforce Training Grant Challenge Phase 2 website until 5pm EDT on March 31, 2026
- Applications due date is April 20, 2026 at 5pm EDT

Timeline

February 12

Notice of Funding Availability (NOFA) posted on NJEDA website



February 19

Application launched at 10 AM EST



February 25

Webinar at 10:30 AM EST



March 20

Question submissions close at 5 PM EDT



March 31

Q&A posted on a rolling basis on webpage until this date



April 20

Application closes at 5 PM EDT





NJEDA Workforce Innovative Partnerships Communications

- Grant Webpage <https://www.njeda.gov/green-workforce-grant-2/>
- Workforce Innovation Partnerships website: <https://www.njeda.gov/workforce-innovation-partnerships/>



NJEDA Green Workforce Grant
Challenge Webpage Phase 2



Thank You!

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