



**New Jersey Green Workforce Training Grant Challenge Phase 2 (Grant Challenge)
Questions and Answers
Version 3: Posted March 26, 2026**

- 1. Beyond the letter(s) required from the 501c3 partner(s), can applicants also provide letters of support from key green workforce stakeholders, and community organizations in New Jersey to demonstrate buy in and alignment on the proposed training project?**

Yes, applicants can submit letters of support with their application, but letters of support from stakeholders and community organizations are not a required field. A detailed explanation of partner requirements can be found in the Project Specifications. For more detail, please go to [New Jersey Green Workforce Training Grant Challenge Phase 2 - NJEDA](#).

- 2. Will all the information in the application be treated as confidential between the applicant and the state of New Jersey? Will the application package or details be shared with any parties that are not agencies of the State of New Jersey? If so, which parties may have access and under what circumstances?**

NJEDA is an authority of the State of New Jersey and is subject to the N.J. Open Public Records Act. All “government records” as defined in N.J.S.A. 47:1A-1.1 are subject to public access under the Open Public Records Act (“OPRA”), unless specifically exempt. Application materials and materials provided to NJEDA in support of applications are “government records”. However, as noted, OPRA provides for exemptions to disclosure. Please review the OPRA law at N.J.S.A. 47:1A-A *et. seq.* for potential exemptions that may apply in the event of an OPRA request related to this application.

For more information, please see <https://www.nj.gov/grc/public/>.

- 3. The NOFA suggests that 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...” but slide 16 of the Sample Application shows that the NJ Tax Clearance Certificate is one of the documents the applying organization must provide with their application. Can you please clarify when exactly the applicant would need to have the NJ Tax Clearance Certificate? Also, how current must the tax clearance certificate be in order to be considered “valid”?**

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, NJ Department of Environmental Protection (NJDEP) to participate in the program. A valid tax clearance certificate can be uploaded to the NJEDA Application Portal at the time of application, but it is not a required field. 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. No Grant Payment shall be made unless the Authority is in possession of a valid Tax Clearance Certificate naming the NJEDA that is no more than 180 days old.

4. The current eligible occupations are defined by 12 specific SOC codes, all centered on trades within green construction and energy. We are inquiring whether there is any flexibility - either now or in future phases - to include emerging green economy occupations not currently listed, specifically roles related to drone and unmanned aerial systems (UAS) operations in environmental and agricultural contexts. UAS operators are increasingly integral to a range of green economy functions, including:

- Environmental monitoring and green infrastructure inspection
- Renewable energy site assessment
- Precision agriculture and chemical-free crop protection
- Biological pest management and food security applications that reduce or eliminate pesticide use

These functions directly support several eligible industries listed in this grant, including - Environmental and Green Infrastructure, Renewable Energy Technologies, Clean Transportation, and arguably a broader interpretation of green economy workforce needs. We would appreciate clarification on:

- a) **Whether the eligible occupation list is fixed for Phase 2, or whether applicants may propose additional occupations.**
- b) **Whether UAS/drone operations would be considered within scope of any of the six eligible industries as currently defined.**

For Phase 2, proposed initiatives must provide workforce development training, internship, apprenticeship, and learning opportunities in only one of the following occupations as identified in the September 2025 Growing Green Jobs Report: The Opportunities for New Jersey’s Workforce:

6-Digit Standard Occupational Classification (SOC) Codes - 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

For more information on the SOC Codes and respective occupations, please go to [SOC home : U.S. Bureau of Labor Statistics](#).

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

For more detailed explanation on the eligible industries, please go to [New Jersey Green Workforce Training Grant Challenge Phase 2 - NJEDA](#).

5. Do you have any resources or reports you could share for data on the highest-paying positions in New Jersey's green economy industries, including salary figures?

For all reports, documents, and definitions associated with this Grant Challenge, please go to [New Jersey Green Workforce Training Grant Challenge Phase 2 - NJEDA](#).

6. Are tax clearance certificates and NJDOL good standing required for sub-grantee collaborators that are not incorporated in New Jersey, or only for the primary applicant?

Tax clearance certificates and NJDOL good standing are not required for sub-grantee collaborators, but, applicants must be in substantial good standing at the time of award with the New Jersey Department of Labor and Workforce Development (NJDOL) and, as applicable, NJ Department of Environmental Protection (NJDEP) to participate in the program.

A valid tax clearance certificate is required from the grantee at the time of grant award approval, grant agreement execution, and at the time of each disbursement of funds.

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.

Non-CBO applicants must submit the following from their CBO Partner and CBO applicants must submit:

1. Current IRS Form 990 from the CBO Partner to provide status as a 501(c)(3) non-profit organization, and
2. Letter from the CBO Partner detailing their experience serving a NJ OBC as defined by NJ's Environmental Justice Law.
3. Answer the following questions in the Application about the CBO Partner:
 - Which NJ OBC community(ies) does the CBO Partner serve?
 - Which specific services does the CBO Partner provide the community(ies) that they serve?
 - Provide the CBO's website address.
 - Upload the organization's current annual report of activities (if available) for the CBO Partner (optional).

7. Could you please advise how eligibility as a CBO is determined and whether there are specific requirements, documentation, or geographic/service-area criteria that must be met?

Applicants who are not a 501(c)(3) Community-Based Organization¹ (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 Law².

¹ 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.

² 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 \(OBC\)?](#))

Non-CBO applicants must submit the following from their CBO Partner and CBO applicants must submit:

4. Current IRS Form 990 from the CBO Partner to provide status as a 501(c)(3) non-profit organization, and
 5. Letter from the CBO Partner detailing their experience serving a NJ OBC as defined by NJ's Environmental Justice Law.
 6. Answers to the following questions in the Application about the CBO Partner:
 - Which NJ OBC community(ies) does the CBO Partner serve?
 - Which specific services does the CBO Partner provide the community(ies) that they serve?
 - Provide the CBO's website address (optional).
 - Upload the organization's current annual report of activities (if available) for the CBO Partner (optional).
- 8. This question pertains to the 'Additional Specifications' section of the NJ Green Workforce Training Grant Challenge Phase 2 doc (page 9, first paragraph). "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." Our organization has already developed training curriculum materials appropriate for this grant program, that when paired with partner materials, could technically be conceived to be 'new content' which, according to the above NJEDA language would then be subject to EDA's claim of use rights.**
- a) **Is the above statement an accurate interpretation of EDA's intent with the language in their specification document?**
 - b) **If our content is used by itself (and not paired with partner materials) - but is paid for via this grant program - would EDA claim unlimited use rights to our content?**

Yes, NJEDA reserves the right to a royalty-free, non-exclusive irrevocable license to reproduce, publish, or otherwise use any copyrightable materials for content that was developed using NJEDA Grant Challenge funding.

- 9. The following questions were received about eligibility for Overburdened Communities:**
- a) **We are a 501(c)(3) union apprenticeship and training program serving Ocean and Monmouth counties. Must my facility's location be within an overburdened community to be eligible? Would the organization be eligible since they serve an overburdened community?**
 - b) **Must our location be within an Overburdened Community or that we serve an Overburdened Community?**
 - c) **If a 501(c)(3) union apprenticeship and training program isn't located in an overburdened community but serves several of these communities through its workforce development projects and local contractors, may it apply?**

The applicant and/or the Community-based Organization do not need to be located in the overburdened community, but they must have demonstrated experience serving an overburdened community. As noted in the NOFA, the applicants must submit applications that outline compelling plans to... “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.” The evaluation criteria ask applicants to “Identify steps for how the applicant will recruit and serve members of New Jersey’s overburdened communities based on geographical considerations”. Up to 10 points are available for scoring based on “Ability to serve NJ’s overburdened Communities.”

10. Would Electric Vehicle Automotive Maintenance and Repair Technicians count as one of the occupations for clean vehicles?

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 September 2025 Growing Green Jobs Report: The Opportunities for New Jersey’s Workforce:

6-Digit Standard Occupational Classification (SOC) Codes - 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

For more information on the SOC Codes and respective occupations, please go to [SOC home : U.S. Bureau of Labor Statistics](#).

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

For more detailed explanation on the eligible industries, please go to [New Jersey Green Workforce Training Grant Challenge Phase 2 - NJEDA](#).

11. Can you explain the partnership/ collaboration opportunity? How can we get connected to others?

Applicants may have submitted a “Potential Collaborator Form” which can be used to identify potential collaborators for New Jersey Economic Development Authority's (EDA) Green Workforce Training Grant Challenge Phase 2. This form was optional and its submission will not affect your Grant Challenge application score. By having submitted this form, you agree to share the information provided with other entities that have expressed an interest in finding a collaborator for this Grant Challenge. Likewise, their information will also be shared with you. This form was due on 02/27/2026 by 5 PM EST, and responses received after this due date will not be considered. The EDA shared information submitted through this form one week after the form's due date.

12. Can the funds from this Grant Challenge be combined with other funds from grants or other financial support to build a bigger program?

Applicants may use other funds in support of their grant proposal. However, costs attributed to the EDA grant and resulting activities must be clearly delineated in the budget.

13. The current application checklist does not include reference to the three documents below. Will templates for these documents be shared on the funding page in the coming days?

- a) Legal Questionnaire
- b) Certificate of Non-involvement in Prohibited Activities in Belarus and Russia
- c) Certificate of Application

The sample application which contains the links to these documents have been posted and are available on [New Jersey Green Workforce Training Grant Challenge Phase 2 - NJEDA](#).

14. Can an entity be on more than one application?

Only one (1) application per entity (EIN) is allowed to apply for this grant challenge as the primary applicant. An entity can be a collaborator or a Community-Based Organization Partner on more than one application.

15. Can a Community-Based Organization partner with more than one municipality on separate applications?

Yes, an entity can be a Community-Based Organization Partner on more than one application. Only one (1) application per entity (EIN) is allowed to apply for this grant challenge as the primary applicant.

16. When is the expected award date?

There will be an evaluation period following the submission deadline for all applications on April 20, 2026. The length of the evaluation period will depend on the number of applications NJEDA receives. After the evaluation period concludes, NJEDA staff will make recommendations to the NJEDA board for approval. NJEDA hopes to recommend awards for approval and execute grant agreements by the fourth quarter of 2026.

17. Will the slides and/or this webinar recording be made available?

The PowerPoint slides and the webinar recording have been posted and are available on [New Jersey Green Workforce Training Grant Challenge Phase 2 - NJEDA](#).

18. Could you send the participants an email with a copy of the PowerPoint slides?

The PowerPoint slides have been posted and are available on [New Jersey Green Workforce Training Grant Challenge Phase 2 - NJEDA](#).

19. Do we need a local organization if we are a 503c?

A detailed explanation on partner requirements can be found in the Project Specifications. For more detail, please go to [New Jersey Green Workforce Training Grant Challenge Phase 2 - NJEDA](#).

20. If we have a start date of September 1, 2026, would that be too aggressive in our timeline of implementation.

There will be an evaluation period following the submission deadline for all applications on April 20, 2026. The length of the evaluation period will depend on the number of applications NJEDA receives. After the evaluation period concludes, NJEDA staff will make recommendations to the NJEDA board for approval. NJEDA hopes to recommend awards for approval and execute grant agreements by the fourth quarter of 2026.

21. Can past experience be international if it is relevant?

A detailed explanation on evaluating prior experience can be found in the Scoring Criteria 4. For more detail, please go to [New Jersey Green Workforce Training Grant Challenge Phase 2 - NJEDA](#).

22. Does the workforce development program need to be free for the participants?

The workforce development program does not need to be free for the participants however Scoring Criteria #3 is regarding the ability to provide wraparound supports and low-or no-cost training. For detailed explanation on the evaluation of this criteria, please go to [New Jersey Green Workforce Training Grant Challenge Phase 2 - NJEDA](#).

23. What category would weatherization/insulation technicians and energy auditors fall in?

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 September 2025 Growing Green Jobs Report: The Opportunities for New Jersey's Workforce:

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

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- Energy Efficiency

For more detailed explanation on the eligible industries, please go to [New Jersey Green Workforce Training Grant Challenge Phase 2 - NJEDA](#).

24. Can you please elaborate on why the focus must be on only one occupation?

As per the Grant Challenge specifications approved by the NJEDA Board on December 15, 2025, 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 September 2025 Growing Green Jobs Report: The Opportunities for New Jersey's Workforce:

6-Digit Standard Occupational Classification (SOC) Codes - 2018	Occupation Name
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For more information on the SOC Codes and respective occupations, please go to [SOC home : U.S. Bureau of Labor Statistics](#).

25. To clarify, public colleges that are not 501(c)3's can be a lead applicant, but must include a Community-Based Organization as a partner? For example, the Community-Based Organization partner could be a referral source for students to enter into our workforce program?

Public colleges are eligible applicants and collaborators. However, public colleges do not qualify as a Community-Based Organization for the purpose of this Grant Challenge. If a public college was the primary applicant, they must include a Community-Based Organization serving a NJ Overburdened Community(ies) as a collaborator for their proposed program.

26. Can a Community-Based Organization serve as a lead while a technical school or consultant delivers the credential training?

Yes, the Community-Based Organization can serve as the applicant.

27. Based on the webinar presentation, it appears that funding is reimbursed based on milestones met. Is this correct?

The New Jersey Green Workforce Training Grant Challenge is not a reimbursement program. Following execution of the grant agreement, the funds will be disbursed based on the disbursement schedule. For more detailed explanation on the disbursement schedule, please go to [New Jersey Green Workforce Training Grant Challenge Phase 2 - NJEDA](#).

28. The following questions were received about project term. What is the period of performance? Is the project term 12 months? My program is a 5-year training program. How does this work with the milestones?

- 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 Grant Term will be the total duration 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 Closeout Period means 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, and the disbursement of the final payment.
 - The Grantee shall have the initial one-hundred twenty (120) calendar days of the Closeout Period to submit the Final Report to the Authority.
 - 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

29. As a green workforce training program, can trainees be developed for cross-sector opportunities? For example, strengthening skills in defense manufacturing while expanding capabilities for green technologies.

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

- For more detailed explanation on the eligible industries, please go to [New Jersey Green Workforce Training Grant Challenge Phase 2 - NJEDA](#).

30. When does the application launch?

The application launched on February 19, 2026 at 10 AM EST.

31. Can you please share the link to those reports and definitions you mentioned in the webinar?

For all reports, documents, and definitions associated with this Grant Challenge, please go to [New Jersey Green Workforce Training Grant Challenge Phase 2 - NJEDA](#).

32. For milestone 3, I do not see a 25% threshold. So, it looks like milestone 3 is paid at 20% by just completing your program and waiting 120 days, correct?

Milestone 3 is twenty (percent (20%) of the final forty percent (40%) of the grant award which will be disbursed upon NJEDA's review of the Final Report, and the Final Report will be due 120 calendar days after end of Project Term. For a more detailed explanation of the disbursement schedule, please go to [New Jersey Green Workforce Training Grant Challenge Phase 2 - NJEDA](#). Grantees must meet the 25% threshold for Milestones 1 and 2 in order to receive the entire or partial disbursement for the respective milestone.

33. Can an applicant include covering all training costs in partnership with a technical school?

For all information on the budget requirements and a glossary of terms, please see the Project Budget Template on the Grant Challenge webpage. For more detail, please go to [New Jersey Green Workforce Training Grant Challenge Phase 2 - NJEDA](#).

34. What are qualifications for a grant for EV Trucking business start-up?

The Green Workforce Training Grant Challenge Phase 2 is a competitive funding opportunity that will award grants to implement workforce development training programs that bolster the green economy talent pipeline in the state with a particular focus on NJ's Overburdened Communities. If an applicant is seeking funding to start an EV trucking business, that is not an eligible use of funds for this grant program. Otherwise, an EV trucking business is a private company and could submit a proposal to implement workforce development training as long as they meet the other eligibility requirements.

35. How would the effectiveness of these workforce development programs be evaluated?

The effectiveness of the proposed workforce development programs will be evaluated using the Scoring Criteria, which can be found at the [New Jersey Green Workforce Training Grant Challenge](#)

[Phase 2 - NJEDA](#). As part of the application, applicants must define program evaluation and success metrics such as recruitment, enrollment, completion, job placement, and learning acquisition goals.

36. I would like to hear more about the types of local partnerships you would like to see.

A detailed explanation on partner requirements can be found in the Project Specifications. For more detail, please go to [New Jersey Green Workforce Training Grant Challenge Phase 2 - NJEDA](#).

37. I'm a Newark-based emerging developer. Are small developers eligible for Phase 2, and will NJEDA have similar programs in 2026?

Private organizations are eligible as long as they meet all the other eligibility requirements for this grant challenge. At the present time, it is not possible to determine whether similar programs will be offered in 2026.

38. Are universities considered eligible to apply? Are higher ed institutions eligible? The eligibility says county colleges, but does not mention higher education institutions, can they with a Community-Based Organization?

Universities and county colleges are eligible applicants and collaborators. However, universities and county colleges do not qualify as Community-Based Organizations for the purpose of this grant challenge. If a university or county college is the primary applicant, they must include a Community-Based Organizations serving a NJ Overburdened Community as a collaborator for their proposed program.

39. Are state universities able to apply for this grant as "other related entities"?

State universities should use the Applicant Entity Type that best describes their organization. Reasonable choices are "government body", "other entity" or non-profit.

40. What constitutes a "qualified employer partner"?

Detailed explanation on evaluating employer partners can be found in Scoring Criteria 1. Applicants are asked to:

- i. 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 (up to 20 points)
- ii. 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

vettted curriculum, selection of training candidates, job placement in near-term employment opportunities, and other relevant processes (up to 15 points)

41. Are international firms eligible, and is in-person training required?

Entities must be registered to do business in NJ and meets all the other eligibility requirements. 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 in Overburdened Communities and linked to New Jersey employment opportunities in the green economy occupations and industries.

42. Given that you tend to award grants per region, how would your agency handle an application that spans multiple regions, for example South and North? Specifically, I am assisting union training centers for electrical apprenticeships that are located throughout the state and that would come together to submit one application. Would you encourage such an application, or would you prefer receiving an application that only spans one region?

In order to provide grants and to 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 in the Geographical Consideration of Awards in the Project Specifications on the Grant Challenge webpage. Please select the region that the **primary physical location** of the training and recruitment of participant will take place from. For more detail, please go to [New Jersey Green Workforce Training Grant Challenge Phase 2 - NJEDA](#).