

New Jersey Green Workforce Training Grant Challenge Phase 2 Specifications

New Jersey Green Workforce Training Grant Challenge Phase 2 Program Specifications	
Product Type	Grant (Competitively Scored)
Program Purpose	<p>The New Jersey Green Workforce Training Grant Challenge Phase 2 (“Grant Challenge”) will provide New Jersey residents, with a particular focus on training individuals from New Jersey’s Overburdened Communities, with access to workforce development training, apprenticeship, and learning opportunities for green economy careers in the following industries: Renewable Energy Technologies, Green Design and Construction, Environmental and Green Infrastructure, Grid Resilience, Clean Transportation, or Energy Efficiency.</p> <p>The New Jersey Economic Development Authority (“NJEDA” or “Authority”) is seeking applications from entities who can provide skills development, workforce training, job placement, professional growth, wraparound services, and other related supports to implement workforce development initiatives that establish New Jersey’s talent pipeline and address identified labor market shortages for our burgeoning green economy.</p>
Funding Source	A total of \$4 million will be available through this program, with minimum and maximum award amounts set at \$500,000 and \$800,000, respectively. \$4 million will be provided through Addendum One to the Council on the Green Economy MOU between NJEDA/NJDEP approved by the NJEDA Board on October 9, 2025 (“Addendum One”).
Fees	Application fees will be waived. Per N.J.A.C. 19:30-6.1A, the Board may waive application fees when other sources of funding are available for the Authority’s administrative costs. The Authority’s administrative costs for the Grant Challenge will be covered by utilizing funds from Addendum One which allows NJEDA to use up to \$180,000 to cover administrative costs that are needed to administer programs funded pursuant to Addendum One.
Proposal Scope	<p>Applicants must submit applications that outline compelling plans to:</p> <ul style="list-style-type: none"> • 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*:

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

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,

	<ul style="list-style-type: none"> • Clean Transportation, or • Energy Efficiency <p>Applicants will be required to describe how they will tailor the training to the above industries.</p> <p>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.</p> <p>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.</p>
Eligible Applicants	<p>Eligible applicants include:</p> <ul style="list-style-type: none"> • 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 <p>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.</p> <p>Non-CBO applicants must submit the following from their CBO Partner and CBO applicants must submit:</p>

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 \(OBC\)?](#))

	<ol style="list-style-type: none"> 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: <ul style="list-style-type: none"> • 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). <p>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, NJDEP to participate in the program.</p>
Eligible Uses	<p>Eligible uses of grant funding include:</p> <ul style="list-style-type: none"> • 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.) <p>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. 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.</p> <p>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.</p> <p>Applicants must provide a detailed and complete budget using the budget template included within the Grant Challenge application materials. The budget should demonstrate how the grant will be used to cover eligible costs related to the proposed program. All program collaborators must be included in the application budget, and identified for their role in the project, and status as a CBO, non-profit, or for-profit.</p>

<p>Term of Grant Period</p>	<p>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</p> <p>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.</p> <p>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.</p> <ol style="list-style-type: none"> 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
<p>Grant Amounts</p>	<p>\$4 million is available for awards under this Grant Challenge. Minimum and maximum award amounts for individual awards are set at \$500,000 and \$800,000, respectively.</p>
<p>Application Process</p>	<p>Prospective applicants will be notified through a Notice of Funding Availability (NOFA) and applications will be accepted during a defined application window, which the Authority will make all potential applicants aware of through a Notice of Funding Availability and the Authority's website. Only one (1) application per entity (EIN) is allowed to apply for this grant challenge as the primary applicant. There will be a defined window for potential applicants to submit questions and receive answers.</p> <p>After the defined application window is closed, NJEDA staff will review all proposals for completeness and compliance with required documentation. Applicants will be given ten (10) business days to cure any deficiencies. If at the end of the cure period, the applications are still incomplete, they will be notified that the application will not be advanced to scoring and deemed nonresponsive. NJEDA staff may request clarifying information from applicants during the evaluation process, and such information must be received within 5-business days from NJEDA's request.</p> <p>All compliant applications will be evaluated, scored, and ranked by an Evaluation Committee comprised of staff from NJEDA.</p> <p>Budget modifications made post-grant agreement execution must be agreed upon by both parties. Any request for a budget modification during the grant term must be in writing and must include a revised budget. Line-item changes can only be made if the grantee is moving existing funds from one line item to another item that is already in the budget. In no event will the grant amount exceed the award approved by the NJEDA Board.</p>

<p>Scoring Criteria</p>	<p>The minimum score required to be considered for an award is 80 points, with the highest score possible being 100 points. Applications will be evaluated on the following criteria.</p> <p>Applicants will have the opportunity to receive the points outlined below based on the following criteria:</p> <p>Highest Score Possibility: 100 points Minimum Score Requirement: 80 points</p> <p>Criteria 1 – Ability to meet the needs of New Jersey’s burgeoning green economy industries (Up to 35 points)</p> <ul style="list-style-type: none"> • 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) • 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 (up to 15 points) <p>Criteria 2 – Ability to serve NJ’s Overburdened Communities (Up to 10 points)</p> <ul style="list-style-type: none"> • 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 referenced in Footnote 2) based on geographical considerations (Up to 10 points) <p>Criteria 3 – Ability to provide wraparound supports and low- or no-cost training (Up to 15 points)</p> <ul style="list-style-type: none"> • 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 (Up to 10 points) • Outlines an approach to offer low- or no-cost training to participants (Up to 5 points) <p>Criteria 4 – Prior experience creating and implementing workforce development initiatives (Up to 30 points)</p> <ul style="list-style-type: none"> • 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 (Up to 10 Points) • Has a team with the qualifications and experience required to design and implement the program (Up to 5 Points) • Provides a realistic implementation plan, including strategies to mitigate anticipated challenges (Up to 10 Points) • Describes an approach to conduct ongoing program evaluation and improvement (Up to 5 Points) <p>Criteria 5 – Budget and associated milestones (Up to 10 points)</p> <ul style="list-style-type: none"> • Provides a realistic and complete budget for the proposed program and proposed number of training participants utilizing the template provided in the application guidance (Up to 10 Points)
-------------------------	---

	<p>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 available, NJEDA may request that this applicant decrease their budget and/or project scope. 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.</p>
<p>Geographic Consideration of Awards</p>	<p>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:</p> <ul style="list-style-type: none"> • 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 <p>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.</p> <ul style="list-style-type: none"> • 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). <p>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.</p>
<p>Approvals and Declinations</p>	<p>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.</p>
<p>Funding Disbursement</p>	<p>NJEDA will disburse funds to each awardee per the disbursement schedule described below. The statutory provision permits grant funding for initiative-based activities which stimulate growth in targeted industries as defined by NJEDA's Board or supports increasing diversity and inclusion within the State's entrepreneurial economy.</p> <p>The awarded applicants will enter into a grant agreement with NJEDA, and funds will be disbursed according to the schedule below. 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.</p>

- 30 percent of the grant award will be disbursed following the execution of a grant agreement between NJEDA and the selected applicant;
- 30 percent of the grant award will be disbursed upon the applicant 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;
- 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 to be defined by the applicant in their application and negotiated and finalized with NJEDA if a grant award decision is made plus any extension as set forth in the grant agreement.
 - 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 grant award.

The milestone payments will be disbursed according to the following:

- Disbursements based on proposed project outcomes can be pro-rated, so long as the awardee documents it has met at least 25% of the proposed goal. Applicants who do not meet at least 25% of the respective milestone will not receive that portion of the disbursement. For 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. The following illustrative payout scenarios can be calculated:
 - Illustrative scenario 1: If the awardee demonstrates they met both proposed outcomes (completion and placement), the grantee's payout for each of those milestones would be \$50,000 (10% of \$500,000 for each milestone).
 - Illustrative scenario 2: If the awardee demonstrates that 75/80 completed the program and 70/70 were placed, the grantee's payout for each of those milestones would be \$46,875 (based on meeting 93.8% of the completion goal), and \$50,000 (based on meeting 100% of the placement goal), respectively.
 - Illustrative scenario 3: If the awardee demonstrates that 60/80 completed the program and 17/70 were placed, the grantee's payout for each of those milestones would be \$37,500 (based on meeting 75% of the completion goal), and \$0 (based on meeting less than 25% of the placement goal), respectively.

<p>Additional Specifications</p>	<p>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.</p> <p>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) which is expected to include an expense cover sheet and supporting documentation, including receipts, invoices, and proofs of payment for all grant-related expenses. The grantee will be expected to 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.</p> <p>NJEDA will require grantees to provide quarterly reporting 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.</p> <p>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.</p> <p>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.</p>
----------------------------------	---