



Clean Energy Pathways Program Frequently Asked Questions

Brought to you by the Sponsors of Mass Save®

What is the Clean Energy Pathways initiative?

The Clean Energy Pathways internship program is a new workforce development initiative from the Sponsors of Mass Save aimed at boosting the energy efficiency workforce and increasing access to opportunities for individuals historically underrepresented in the industry, including diverse applicants from environmental justice communities.

What are the goals of the Clean Energy Pathways initiative?

The program aims to:

- Create a sustainable pipeline of qualified weatherization and HVAC workers
- Generate career opportunities for those historically underrepresented in the energy efficiency industry
- Increase the diversity of this workforce and
- Boost energy efficiency program participation in traditionally hard to reach communities

Who is eligible to participate in the program?

Massachusetts residents living in environmental justice communities (Dorchester, Fall River, Lawrence, Mattapan, Roxbury, Springfield) who are between the ages of 18-25 are eligible to participate in the program.

The ability to pass a background and drug screening is required.

Priority given to those candidates with prior HVAC training or who have an interest in weatherization.

How big will the first class of participants be?

The size of the first round of CEP participants will be limited to 20 individuals. However, there will be future classes, and qualified participants that are not chosen in the first round will automatically be considered for the next class. Don't hesitate. Apply today!

Are there specific areas within the energy efficiency industry that the CEP Internship program will focus on?

The CEP program will focus on two primary pathways within the energy efficiency industry—HVAC and weatherization. The Sponsors of Mass Save® will offer support and work with qualified business partners in both fields to not only place program participants but also ensure that business partners provide an inclusive, welcoming environment to ensure higher candidate retention.

What type of stipend or pay is available during the program?

Once a Clean Energy Pathways program applicant qualifies and is selected for the program, the individual will receive both financial assistance and supported training. Following training the participant will be placed in a fully paid nine-month internship.

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About Mass Save:

Together, we make good happen for Massachusetts: Berkshire Gas, Cape Light Compact, Eversource, Liberty, National Grid and Unitil. As one, we form Mass Save®, with the common goal of helping residents and businesses across Massachusetts save money and energy, leading our state to a clean and energy efficient future.

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How will the CEP Internship Program work?

The Sponsors of Mass Save® will partner with local community-based organizations' workforce readiness programs to identify work-ready young people that fit within the program eligibility qualifications. Once a CEP applicant qualifies for the program and is selected by a participating local community organization, they will meet the rest of their class and receive financial assistance and supported training in the field of HVAC or weatherization, depending on their placement.

Following training the participant will be placed in a nine-month, fully paid internship with an HVAC or weatherization (insulation) contractor. For the first 3 months, the Sponsors of Mass Save cover the full costs. After three months, the cost will be shared jointly by the Sponsors and the participating business partner. Following the end of the internship, the Mass Save Sponsors® will provide support to help ensure job placement for the individual, either at their current placement or with another partnering company.

What will program participants gain?

- Professional development skills
- Case management support from community-based organizations to support a transition into a potential new industry
- Hands-on experience in a high-demand field, while being compensated
- Job placement (the goal of the Sponsors of Mass Save is to secure 100% job placement for all participants following the completion of their internship)
- Access to a large clean energy network to help further career growth
- Mentorship to support retention in industry
- A deeper understanding of the energy efficiency profession
- Access to additional workforce pathways in energy efficiency

How can interested candidates apply?

The application for the CEP Internship program is located online and can be found here:

masssave.com/applynow

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