



City of Cambridge

Executive Department

YI-AN HUANG
City Manager

CMA 2026-291
IN CITY COUNCIL
October 19, 2026

To the Honorable, the City Council:

Please see attached a report from Susan Walsh, Assistant Director of Adult & Family Service, and Rebecca Arellano, Green Jobs Specialist, transmitting a Green Jobs Initiative report.

Very truly yours,

Yi-An Huang
City Manager



To: Yi-An Huang, City Manager
From: Susan Walsh and Rebecca Arellano
CC: Joseph Corazzini
Re: Green Jobs Initiative Report – 2026/2027

Green Jobs Report

In 2023, the City Council adopted an Ordinance creating a Green Jobs Initiative to connect Cambridge residents to education, training and employment opportunities in industries essential to address climate change. Focusing on the engagement of low- and moderate-income residents and residents of color, the Ordinance was designed to help clarify and promote pathways to economic opportunity and stability for these residents by supporting access to existing and emerging careers. The Ordinance also required an annual industry analysis and an overview of the Green Jobs landscape, including available training programs. The Green Jobs Specialist, working as part of the Office of Workforce Development (OWD), has primary responsibility for implementing the goals and vision of the Ordinance.

The Green Jobs report submitted to Council in February 2026 outlined current labor market and industry information, as well as the annual goals for the Green Jobs Specialist's interconnected areas of work: client support (for Cambridge teens 14 and older and Cambridge adults), outreach and engagement, partnership and program development, tracking and data collection. This update provides a summary of any significant changes in the landscape, and an overview of the goals and outcomes achieved by the Green Jobs Specialist in FY26. It also outlines goals for FY27.

Massachusetts Climate Industry Overview

The clean energy and climatetech industry in Massachusetts continue to grow, supported mostly by proactive state-level investment, as reduced funding from the federal government has stalled larger investment in clean energy and climate related projects here in Massachusetts. The 2024 Mass Leads Act established a robust 10-year strategy to support climatetech companies, which includes any business creating innovative technological solutions that mitigate the impacts of climate change, help communities adapt, and build resilience in systems and infrastructure. It provides

approximately \$1.35 billion to the Massachusetts Clean Energy Center (MassCEC), covering such items as offshore wind, early deployment projects, and tax incentives.

Massachusetts has a total of 162,940 climatetech workers¹ across the three industry segments:

- Clean Energy: 118,114 jobs
- Greenhouse Gas Mitigation Goods and Services: 19,325 jobs
- Climate Impact Prevention, Mitigation, and Repair: 25,501 jobs

Climatetech jobs create an additional 46,151 indirect positions and 95,591 induced jobs across the state. Altogether, the industry supports 304,683 jobs statewide.

The climatetech industry is expanding, with 10,569 companies operating across Massachusetts. Nearly half of these firms (46%) are small businesses with 10 or fewer employees. This trend is reflected in Cambridge, where many climatetech startups remain small and early-stage.

The occupations expected to grow and with the most anticipated labor shortage have remained consistent over the past three years. The chart below, the most recent from MassCEC, shows the highest growth occupations in Metro Boston.

¹ <https://www.masscec.com/resources/2025-massachusetts-climatetech-industry-report>

Highest-Growth Occupations	2022 Clean Energy Jobs	Increase in Jobs (2022-2030)
Electricians	2,385	1,699
Construction Laborers	2,541	839
General and Operations Managers	2,426	694
First-Line Supervisors of Construction Trades and Extraction Workers	1,381	491
Office Clerks, General	1,364	354
Insulation Workers	1,394	352
Secretaries and Administrative Assistants	1,538	312
Software and Web Developers, Programmers and Testers	2,301	301
Construction Managers	964	300
Electric Power-Line Installers and Repairers	285	290

Image courtesy of the MassCEC Clean Energy Workforce Needs Assessment Report, July 2023

Currently, there are approximately 100 training and academic programs in the Greater Boston area focused on clean energy priority occupations. Community colleges, unions, community-based providers and private institutions provide clean energy and green workforce training programs that are potentially available to Cambridge residents.

Recognizing the importance of maintaining state-level investments to build a pipeline of skilled workers, last spring Governor Healey invested \$13.4 million across 13 community colleges to make their HVAC and heat pump training programs free for over 500 participants. Bunker Hill and Roxbury Community college are among the grantees for this award.

The MassCEC, Governor Healey and Social Finance also launched a climate careers fund which “offers 0% interest loans to help Massachusetts residents enroll in and complete training programs that lead to good-paying, in-demand climate jobs — like electricians, HVAC technicians, and more. The Fund supports both new students and current workers looking to upskill by covering unmet training-related costs, including outstanding tuition, fees, and living expenses.”

Efforts by the MetroNorth MassHire Workforce Investment Board to increase training capacity and clarify pathways for jobseekers in the region, resulted in Somerville’s Center for Adult Learning

Experiences (SCALE) launching a new HVAC program last winter. SCALE's new HVAC program is funded through MassHire with a grant from MassCEC with and will have a second cohort starting in September. Two residents were enrolled in the first cohort, and each found a job upon completion of the training. MassHire also received a MassCEC grant to help sort and analyze labor market information to make it more accessible. Cambridge is one of twenty cities and towns in the MetroNorth region and is connected to the regional workforce system in both an operational and strategic way, mutually sharing and building collective knowledge on behalf of both jobseekers, businesses and education and training partners.

In the past two years, OWD has developed a productive partnership with a new training partner, SkillSeek, which offers a flexible option for working adults. SkillSeek was introduced to MassHire by OWD and will receive funding from the Board to support its training; SkillSeek's hybrid model of HVAC-R training offers a unique experience for participants that allows those who are working to retain their jobs while pursuing training in the evening and on weekends. OWD has referred residents to the program and supported the organization's efforts to diversify its funding sources in order to be able to offer the program free to participants.

Just A Start (JAS), a long-time Cambridge-based training provider, has moved away from offering the solar panel installation program it started two years ago, and is looking to broaden the content to include more basic electrical training. This shift came after MassCEC and the city's Green Jobs Specialist flagged a structural barrier to successful job placement - the industry's requirement to have a licensed electrician on every solar installation project limits employment prospects for solar panel technicians. Just A Start is now pursuing a partnership with Rindge School of Technical Arts (RSTA) and looking to partner with the City to explore learning and exposure opportunities within departments for program participants.

Despite these additions to the local training landscape, traditional barriers such as access to reliable transportation and affordable childcare, as well as lengthy training requirements for higher-skilled occupations like electrician and HVAC-R work, present significant challenges to building a pipeline of residents prepared to enter the Green economy. However, the largest barrier to entry, as described in previous Green Jobs reports and reinforced by recent studies from MassCEC and the City of Boston, is the lack of awareness and accessible information about green career pathways,

not just among residents, but also among educators, guidance and career counselors, who must build their own understanding in order to counsel jobseekers and students. For years, career counselors in the Office of Workforce Development and advisors at the Community Learning Center have encountered low interest among residents in fields adjacent to green jobs such as construction and trades. However, in the past year, there has been increased interest from job seekers. One participant in the CLC’s Career Connections Program successfully applied to the Asian American Civic Association’s Building Energy Efficient Maintenance Skills (BEEMS) program, two applied to SCALE, one to SkillSeek, and there have been at least two clients interested in pursuing work as an electrician. These residents were supported in their career journeys by the Green Jobs Specialist, CLC advisors, and CEP Career Counselors.

To center the vision of equity embedded in the Green Jobs Ordinance, Cambridge has embraced a strategy that focuses on awareness building, partner development, and most essential, individualized green jobs consultations and placement support for residents – services that no other local municipality offers. It is long-term work that began in earnest in July 2025, when the Green Jobs Specialist, Rebecca Arellano, was hired and joined the Office of Workforce Development team.

The Green Jobs Specialist has adopted a case management approach to her work, with a focus on low- and moderate-income Cambridge residents. Her work plan requires continuous engagement with residents and building meaningful connections in the community, while also cultivating and maintaining a network of green jobs stakeholders across sectors.

Below is a more detailed update of the work completed by Cambridge’s Green Jobs Specialist in FY26.

OBJECTIVE	FY26 GOAL	FY26 OUTCOMES
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Client Support: Increase the number of residents who obtain a Green Job or pursue training	Provide individualized career counseling to 8 to 10 Cambridge residents at any one time pursuing green or green-adjacent careers or training Host 1 targeted hiring event per year, with at least 75 people in attendance, to connect jobseekers to local employers	• Provided individual green career counseling to 23 residents (38% low-income, 50% women, 75% people of color) • Supported 2 residents to enter or complete a green training program or fellowship, specifically in the GIS and coastal research fields • Assisted 1 resident to secure a green job in HVAC and home energy audit sales • Planned and executed the City's first-ever Green Jobs Career Fair with 87 attendees [note: employers & providers reported elsewhere]
Community Outreach and Engagement: Increase awareness among residents, educators and program staff about various Green career pathways	Deliver monthly "Intro to Green Jobs" presentations in various accessible locations across the community to youth and adult residents Present information to inform career counselors, educators and youth-serving staff on Green industries and occupations and the skills employers require Develop and launch a new Green Jobs webpage and flyer	• Coordinated 27 outreach events at sites including Cambridge Public Library branches, Cambridge Housing Authority developments and community events • Educated more than 360 residents (adults and youth) on green career pathways • Launched an informative new website www.cambridgema.gov/GreenJobs and developed marketing materials (postcard, flyer, video testimonials to support outreach) • Coordinated with the Office of Sustainability for cross-promotion of resources • Distributed over 160 pamphlets and brochures to residents and providers • Was featured in an April 2026 Cambridge Day article which highlighted the City's Green Jobs Initiative
Resident Outreach and Engagement: Build interest and awareness about Green careers among youth and young adults in OWD and DHSP programs through presentations and worksite development	Present key information about career pathways, including education or training required, expected wages, and the importance of these occupations to meet climate goals to at least 30 teenagers.	• Educated 100 teens on green career pathways at sites including Green Cambridge's Canopy Crew and Picnic, Enroot's Career Fair, Hoops 'N Health and the Russell Youth Center. • Secured 1 new MSYEP worksite for summer 2026

	Connect with relevant City departments and staff to explore potential worksites or job shadow opportunities and create at least 1 new opportunity for MSYEP, Next Up or the Youth Employment Center	
Partnership and Program Development: Engage a cross-sector network of training providers, employers, unions and other stakeholders to facilitate access to opportunities for Cambridge residents	Cultivate 100 new professional connections by attending conferences, info sessions, networking events and one-on-one meetings Develop 1 new MSYEP, Cambridge Works or other internship or worksite Host 1 targeted hiring event per year, with at least 6 employers and training providers in attendance, to connect jobseekers to green training and job opportunities	• Made contact and built relationships with 281 people across 42 organizations, including 11 training organizations (such as IBEW 103, Bridges to Green Jobs, Building Pathways, Green Cambridge, Franklin Cummings Tech and LISC) • Supported Just A Start to develop a new electrical training program in partnership with RSTA • Participated in at least 5 conferences, career expos and showcases focusing on climate careers • Met with 3 potential new MSYEP worksites • Planned and executed the City's first-ever Green Jobs Career Fair with 10 employers and training providers in attendance
Tracking and data collection: Track all Green training and employment placements in the OWD data system, as well as outreach and partner engagement efforts	Use ETO database to track all client contacts and report quarterly Create system to track outreach and engagement efforts by partner category: resident, business, education, state or regional policy and research entities, etc.	• Created Green Jobs List with 60 types of green jobs, 67 green employers in Cambridge, 50 training and education programs, 40 green jobs boards, 42 local green organization social media accounts, 6 youth-focused internship programs and 161 green organizations in Greater Boston

Staying current on local and national clean energy trends and emerging opportunities for Cambridge residents is essential to the role. The research, networking and community organizing skills that the Green Jobs Specialist brings to her work is helping to center Cambridge in the local and regional discussions about Green Jobs. *A list of employer partners and network partners is attached.*

Metrics for FY'27 are below:

OBJECTIVE	GOAL	CURRENT STATUS
Client Support: Increase the number of residents who obtain a Green Job or pursue training	Provide individualized career counseling to 10-14 Cambridge residents at any one time pursuing green or green-adjacent careers or training Host 2 targeted hiring events per year, with at least 75 people in attendance, to connect jobseekers to local employers	Providing green career counseling to 9 new clients (67% women, 78% people of color and 78% low-income) with a total of 28 total clients as of August 2026.
Community Outreach and Engagement: Increase awareness among residents, educators and program staff about various Green career pathways	Introduce the concept of Green Jobs to at least 200 more residents Deliver at least 12 “Intro to Green Jobs” presentations in various accessible locations across the community to youth and adult residents Present information to representatives of the Adult Working Group and Reaching All Youth Committee to inform career counselors, educators and youth-serving staff on Green industries and occupations and the skills employers require Maintain Green Jobs webpage; update and revise outreach materials based on current information and projections	Educated 80 more residents on green career pathways at events like Port Pride Day, HRI Block Party, and National Night Out as of August 2026. Completed 2 “Intro to Green Jobs” presentations for the Cambridge Climate Committee and the Moore Youth Center interns as of August 2026.
Participant Outreach and Engagement: Build interest and awareness about Green careers among youth and young adults in OWD programs through presentations and worksite development	Create games and other interactive tools, such as a “Green Jobs 101” game, to introduce CPS students to new career pathways Present key information about career pathways, including education or training required, expected wages, and the importance of these occupations to meet climate goals to at least 100 teenagers, both during the school year and the summer	Created and delivered interactive “Intro to Green Jobs” game for youth in July 2026. Educated 20 teens on green career pathways as of August 2026.

	Connect with relevant City departments and staff to explore potential worksites or job shadow opportunities and create at least 1 new opportunity for 25 MSYEP, Next Up or Cambridge Works participants	
Partnership and Program Development: Engage a cross-sector network of training providers, employers, unions and other stakeholders to facilitate access for Cambridge residents	Cultivate 65 new professional connections by attending conferences, info sessions, networking events and one-on-one meetings Build relationships with at least 4 new local Green employers Develop 1 new MSYEP, Cambridge Works or other internship or worksites Host 2 targeted hiring events with at least 10 employers and training providers in attendance, to connect jobseekers to green training and job opportunities	Made 20 new professional connections as of August 2026.
Tracking and data collection: Track all Green training and employment placements in the OWD data system, as well as outreach and partner engagement efforts	Use OWD's ETO database to track all client contacts and report quarterly Update and maintain system to track outreach and engagement efforts by partner category: resident, business, education, state or regional policy and research entities, etc.	Added over 15 clients to ETO database as of 8/19/26

Over the past year, the City's Office of Workforce Development has built a strong platform for facilitating access to good jobs, training, and careers pathways in fields that address climate change. As the state continues to drive growth in climatetech and other green industries, new training programs and businesses are emerging in our region. OWD's Green Jobs Specialist has focused on connecting and partnering with as many green organizations and employers as possible in an effort to expand opportunities and overcome a lack of awareness of green careers among residents. To date, individualized career counseling and case management, extensive community outreach, and vigorous and intentional partnership development on the part of the Green Jobs Specialist have introduced hundreds of residents to careers they were previously unaware of and helped to spur new training and employment opportunities for some of these residents. With

sustained efforts, these numbers will steadily grow over time; a future shift in federal priorities could provide even more momentum.

Employer and Network Partners

Constituency Partners

- Enroot
- Cambridge Housing Authority
- Cambridge Rindge and Latin School and Rindge School for Technical Arts
- Community Learning Center
- Cambridge Police Department
- Cambridge Public Library
- MIT Job Connector
- Harvard Ed Portal
- Mothers Out Front Cambridge
- Cambridge Women's Center
- Museum of Science

Green Training Partners

- IBEW 103 Electrician's Union
- Just a Start Youthbuild
- Somerville's SCALE HVAC and ESOL programs
- SkillSeek
- Asian American Civic Association
- African Business Network / Transform Power Systems
- Codman Square CDC
- PowerCorps Boston
- Jewish Vocational Services
- Roxbury Community College
- Building Pathways
- Northeastern University
- Community Work Services

Green Jobs Partners

- Green Cambridge
- Green City Growers
- TreeBoston
- Maloney Properties
- Winn Properties
- Northeast Home Energy Rating System Alliance (NEHERS)
- Geothermal Drillers Association
- Keep MA Beautiful
- Professionals of Color in the Environment
- State of MA Executive Office of Environmental Affairs
- Rose Kennedy Greenway
- Food Link
- Mount Auburn Cemetery
- Cityscapes

- MWRA
- Triumvirate Environmental
- Biodiversity Builders
- Net Zero Institute
- Electros witch
- Mass Manufacturing Extension Partnership
- Eqore
- Elementium
- DC Beane Construction
- 247 Solar Inc.
- MA Oyster Project
- Boston Harbor Now
- Turner Construction
- Trustees
- Schneider Electric
- Kohlman Electric
- Resonant Energy
- Mass Audubon
- Sunpower
- Recover Green Roofs
- Ivys Energy Solutions
- Heet
- Celsius Energy
- Beacon Climate
- Hempstone
- Earthwise Aware
- Boston Food Forest Coalition
- Climable
- Stone Living Lab
- Charles River Watershed Association
- Mystic River Watershed Association
- Boston Climate Action Network

Green Workforce Research Partners

- MassHire Metro North
- City of Boston Climate Jobs Alliance
- Massachusetts Clean Energy Center
- Greentown Labs
- Browning the Green Space
- LISC Green Jobs CORI Initiative
- UMass Boston's Sustainable Solutions Lab
- Metropolitan Area Planning Council
- Subject to Climate
- Harvard Salata Institute