



Good Jobs in Clean Energy Prize

Building Partnerships for Good Jobs in Clean Energy



Official Rules

August 1, 2024

Preface

The U.S. Department of Energy's Good Jobs in Clean Energy Prize will be governed by 15 U.S.C. §3719 and this Official Rules document. This is not a procurement under the Federal Acquisitions Regulations and will not result in a grant or cooperative agreement under 2 CFR 200. The Prize Administrator reserves the right to modify this Official Rules document if necessary and will publicly post any such notifications as well as notify registered prize competitors.

Date	Modification

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1 Executive Summary

The Good Jobs in Clean Energy Prize (Prize) is designed to encourage the formation of place-based coalitions focused on creating good jobs¹ in clean energy. These coalitions will collaborate to address a specified workforce development challenge and clean energy employment opportunity for a target population² (either place-based, people-based, or a combination of the two) in a defined geographic area (community). Coalitions must include key stakeholders, including but not limited to, labor organizations, clean energy employers, community-based organizations, public agencies, and education and workforce providers. The ultimate goal of this Prize is to equip coalitions with tools to ensure that clean energy programs and investments result in good jobs and greater access to these jobs for target populations.

The focus of this Prize is on quality and access in both employment and workforce development. It is based on the U.S. Department of Energy's (DOE's) priorities to support the creation of good-paying, union jobs in clean energy and to promote diversity, equity, inclusion, and access (DEIA) in the transition to a clean energy economy.³ These priorities set a goal for "strengthening prosperity by expanding good-paying, secure, and safe union jobs accessible to all workers."⁴ In addition, this Prize will adhere to the goal of the Justice40 Initiative, which directs 40% of the overall benefits of certain federal investments—including but not limited to investments in training and workforce development—to flow to disadvantaged communities.⁵

DOE's Office of Energy Efficiency and Renewable Energy (EERE) is launching the Good Jobs in Clean Energy Prize under the umbrella of the American-Made Challenges Program.⁶ To inform the scope of the Prize, EERE hosted four workshops focusing on how DOE could help ensure that the momentous investments in clean energy result in high-quality, accessible careers for all populations. The workshops engaged 281 stakeholders from across 31 states, spanning organized labor, community-based organizations, clean energy businesses, trade groups, local government, public agencies, and education and workforce providers. Input from these workshops confirmed the need and support for this Prize.

Through the Good Jobs in Clean Energy Prize, DOE seeks to:

1. Identify and support new and newly focused place-based coalitions that will help ensure clean energy jobs created in communities are high quality and accessible to target populations.

¹ <https://www.dol.gov/general/good-jobs/principles#:~:text=Diversity%2C%20Equity%2C%20Inclusion%2C%20and,systemic%20barriers%20in%20the%20workplace>.

² See Definitions section.

³ "Creating Clean Energy Union Jobs," <https://www.energy.gov/creating-clean-energy-union-jobs>; and "Promoting Energy Justice," <https://www.energy.gov/promoting-energy-justice>.

⁴ See "Which Executive Orders describe the Administration's priorities on good jobs?" at "About Community Benefit Plans," <https://www.energy.gov/infrastructure/about-community-benefits-plans>. See also Executive Order 13985, "Advancing Racial Equity and Support for Underserved Communities Through the Federal Government," 86 FR 7009 (January 25, 2021).

⁵ For information on what constitutes a disadvantaged community, see the Justice40 Initiative website: <https://www.energy.gov/diversity/justice40-initiative>.

⁶ <https://americanmadechallenges.org/>

2. Increase long-term engagement of relevant place-based coalitions serving target populations with clean energy employment opportunities.
3. Further develop place-based strategies consistent with DOE's job quality and DEIA priorities in clean energy (including implementation of the Justice40 Initiative⁷) and EERE's focus on implementing clean energy technologies equitably.

⁷ <https://www.energy.gov/diversity/justice40-initiative>

1.1 The Prizes

	Phase One (6 months)	Phase Two (6 months)	Phase Three (12 months)
# of Winners	Up to 15	Up to 10	Up to 10
Award Amount	\$50,000	\$100,000	\$300,000 – First Place \$250,000 – Second Place \$200,000 – Third Place \$125,000 – Seven Runner Ups
Total Award Value	\$750,000	\$1,000,000	\$1,625,000
Grand Total:			\$3,375,000

The Good Jobs in Clean Energy Prize consists of three phases, with a total prize pool of \$3,375,000. Prizes are available to multiple coalition winners in Phases One, Two, and Three, with a down-selection process between Phase One and Phase Two. Competitors in the Prize must be selected as a Phase One winner to compete in Phase Two, and competitors must win in Phase Two to compete in Phase Three. The Prize will conclude after Phase Three. DOE-provided training will be available in Phase Two of the Prize. Technical assistance and peer learning opportunities will be available in Phase Three.

Important details for Phase One Prize competitors:

- Coalitions must include at least one entity from each of the following organization types: labor organization, clean energy employer, community-based organization, public agencies, and education and workforce provider.
- Each coalition member must submit and sign an Evidence of Commitment letter detailing their commitment to the coalition and planned activity.
- The clean energy employment opportunities of most interest to DOE for this prize are middle-skill occupations in the manufacturing and construction industries.

Important details for Phase Two Prize competitors:

- Only Phase One winners can compete in Phase Two of the Prize.
- Coalitions must participate in a virtual DOE-provided High Road training and submit a Coalition Action Plan to be eligible to win Phase Two.

Important details for Phase Three Prize competitors:

- Only Phase Two winners can compete in Phase Three of the Prize.
- Each Phase Two winner has the opportunity to win a prize in Phase Three.

Definitions

For this Rules document and purpose of this Prize, see definitions of key terms below.

Clean energy employment opportunity (“opportunity”): Current or anticipated jobs within a specific geographic area (community) focused on the building, installing, or maintaining technologies in the clean energy sector (see *sector* definition below). Coalitions may focus on one or more opportunity.

Community: Total geographic area that is covered by the coalition. This area may include several smaller areas within this total area that the coalition is serving (target population). Alternatively, the total geographic area (community) may be the same as the target population for some coalitions.

High Road: Refers to a set of economic and workforce development strategies intended to improve the quality and accessibility of jobs education and training in order to increase economic mobility for workers, meet the skill and competitiveness needs of industry, and help communities build economic and environmental resilience. Implementing High Road strategies requires partnerships and entities committed to job quality, equity, and environmental resilience. This commitment can align labor market demand and supply in particular regions and economic sectors.

Industry or Industries: Refers to construction and manufacturing industries.

Middle-skill occupations: Occupations that require more than a high school diploma and less than a four-year postsecondary degree, in the construction or manufacturing industries.

Place-based coalition (“coalition”): A minimum of five partners representing all five of the following organization types: labor organizations, clean energy employers, community-based organizations, public agencies, and education and workforce providers operating in a particular geography (e.g., city/town, county, or region). Such coalitions will collaborate to address a specified clean energy employment opportunity and workforce development challenge for a target population (either place-based, people-based, or a combination of the two) in a defined geographic area (community).

Sector (“clean energy sector” or “clean energy sectors”): Refers to clean energy technology areas, including:

- Renewable energy (i.e., solar, wind, geothermal, and waterpower)
- Energy efficiency (i.e., buildings and industrial energy efficiency and decarbonization)
- Sustainable transportation and fuels (i.e., zero-emission vehicles, electric vehicle charging, hydrogen and fuel cells, and bioenergy)
- Advanced materials and manufacturing of clean energy technologies anywhere along the supply chain (i.e., lithium production and electric vehicle battery manufacturing)
- Any alternate, clearly detailed, and articulated clean energy sector not listed here.

Coalitions may focus on one or more sectors listed above.

Target population: The area(s), population(s), or a combination of the two that the coalition is serving. The target population is either place-based (i.e., disadvantaged communities and low-income communities) or people-based (i.e., individuals with a barrier to employment and underrepresented workers) or a combination of the two. The target population may be the same as the community for some coalitions. This Prize defines target populations to include:

- Disadvantaged communities based on the Climate & Economic Justice Screening Tool⁸

⁸ <https://screeningtool.geoplatform.gov/en/#3/33.47/-97.5>

- Low-Income communities as defined in 26 USC § 45D(e)(1)⁹
- Individuals with a barrier to employment (individuals may face multiple barriers) as defined in 29 USC § 3102(24)¹⁰
- Underrepresented¹¹ workers, where a population's share of employment in a given occupation or industry is below the average for that population in the total economy. For the purposes of this prize, workforce representation should focus on middle-skill occupations in one or more of the following:
 - Construction industry
 - Manufacturing industry
 - Clean energy sector.

Coalitions formed to compete for this Prize may choose to focus on one or more of these categories of geographic area and people when addressing the demand for workers to fill clean energy employment and business opportunities within the coalition's community.

Phase One – Coalition Formation

Phase One of the Prize is focused on the formation of newly formed or newly purposed place-based coalitions. These coalitions must be composed, at a minimum, of the following five stakeholder groups:

1. Labor organizations
2. Clean energy employers
3. Community-based organizations
4. Public agencies
5. Education and workforce providers in a defined community.

Coalitions will form and provide preliminary information on the following items: a clean energy employment opportunity in their community; the target population they are planning to serve; workforce challenges, including identified job access and job quality issues for the target population and/or industries of focus; and the coalition's anticipated high-level scope of work during Phase Two and Phase Three of the Prize. Note: Phase One winners will be eligible to participate in a DOE provided training on High Road strategies in Phase Two. Participation in this Phase Two training is required to be eligible to win a Phase Two prize and to continue to Phase Three. Competitive submissions in Phase One should reflect this Phase Two training commitment in the preliminary scope of work submitted.

⁹ [26 USC Subtitle A, CHAPTER 1, Subchapter Z: Opportunity Zones \(house.gov\)](#)

¹⁰ [29 USC Ch. 32: WORKFORCE INNOVATION AND OPPORTUNITY \(house.gov\)](#)

¹¹ "Underrepresented" refers to communities or populations sharing a particular characteristic, as well as geographic communities, that are shown to have been systematically denied a full opportunity to participate in aspects of economic, social, and civic life, as exemplified by communities that have been denied fair, just, and impartial treatment, which may include Black, Latino, and Indigenous and Native American persons; Asian Americans and Pacific Islanders and other persons of color; members of religious minorities; lesbian, gay, bisexual, transgender, and queer (LGBTQ+) persons; persons with disabilities; persons who live in rural areas; persons otherwise adversely affected by persistent poverty or inequality; women; and veterans.

Phase One winners will be independently reviewed and selected among eligible competitors. Competitive submissions will have demonstrated robust partnerships and authentic connections to the community and target population and have clearly defined a clean energy employment opportunity and workforce challenges (including job access and job quality issues). Winners of Phase One will have outlined their coalition's alignment with DOE's priorities regarding job quality and DEIA in clean energy.¹²

Up to 15 coalitions will receive a Phase One prize of \$50,000 each. Only these coalitions will be eligible to continue in the competition and compete in Phase Two.

Phase Two – Coalition Action Plan

In Phase Two of the Prize, competitors will participate in a virtual DOE-provided High Road training and then develop a robust Coalition Action Plan based on this training. The training will build the know-how for coalitions to implement High Road strategies, increasing job quality and job access for the target population in the clean energy employment opportunity. Competitors should use this training to develop a Coalition Action Plan focused on creating quality, accessible jobs as well as training partnerships in the identified sector and target population addressed in their Phase One preliminary scope of work.

The virtual DOE-provided training will be free to Phase Two competitors and the completed training is required to be eligible to win a Phase Two prize.

Phase Two winners will be independently reviewed and selected among eligible competitors. Competitive submissions will have demonstrated a collective approach to developing a comprehensive Coalition Action Plan that addresses a specified clean energy employment opportunity using High Road strategies. In addition, they will demonstrate indicators of likely success in implementing the plan. Phase Two competitors will also be assessed on how well their coalition's activities and plans align with DOE's priorities regarding job quality and DEIA in clean energy.

All winners of Phase One are eligible to compete in Phase Two. Up to 10 coalitions will be selected to receive a Phase Two prize of \$100,000 each.

Phase Three – Implementation and Impact

Phase Three of the Prize will be open to all Phase Two winners. Phase Three competitors will implement the Coalition Action Plan they developed in Phase Two, participate in community of practice activities, and support quarterly check-ins with prize administrators. All Phase Three competitors will have access to technical assistance with subject matter experts during the 12-month Phase Three term.

Phase Three winners will be independently selected among eligible competitors who have submitted a final report that includes their updated Coalition Action Plan, which has documented their implementation activities and progress to date and addressed the Coalition's plans for continued activities. Competitive final report submissions will include key coalition metrics and measured impact on job quality and job access for the target population in the clean energy employment

¹² <https://www.energy.gov/diversity/justice40-initiative>

opportunity. In addition, coalitions should highlight community engagement activities, lessons learned, best practices, and demonstrated resilience of the coalition's efforts. The updated Coalition Action Plan will also include details on the coalition's alignment with DOE's priorities regarding job quality and DEIA in clean energy.

All winners of Phase Two are eligible to compete in Phase Three. Up to 10 coalitions will be selected to receive a Phase Three prize. First place will receive \$300,000; second place will receive \$250,000; third place will receive \$200,000 total; and 7 coalitions will receive runner-up prizes of \$125,000 each.

1.2 Key Dates

- Phase One Submission Opens: August 1, 2024
- Phase One Submission Closes: 5 p.m. ET on January 31, 2025
- Phase One Winner Announcement: March 31, 2025 (anticipated)
- Phase Two Submission Opens: March 31, 2025 (anticipated)
- Phase Two Submission Closes: 5 p.m. ET on September 30, 2025 (anticipated)
- Phase Two Winner Announcement: November 20, 2025 (anticipated)
- Phase Three Submission Opens: November 20, 2025 (anticipated)
- Phase Three Submission Closes: November 20, 2026 (anticipated)
- Phase Three Winner Announcement: January 20, 2027 (anticipated).

1.3 Eligibility and Competitors

The competition is open to coalitions of partners that are (1) new coalitions established on or after the date of this announcement or (2) existing coalitions that have established a new or amended goal based on this Prize on or after the date of prize announcement.

Coalitions must be five-member partnerships, at minimum, consisting of at least one entity from each of the following:

1. **Labor Organization:** A single or multiple union local(s), an association of labor unions (e.g., a local or state Building and Construction Trades Council, a local or regional Central Labor Council, or a State Federation of Labor), or a combination of different labor organizations.
2. **Clean energy employer:** Any public or private entity that employs workers in a clean energy sector.
3. **Community-based organization:** A membership-based, nongovernmental organization that represents the target population or a non-governmental organization with a track record of working with and serving the target population.
4. **Public agency:** A governmental entity involved in implementing clean energy programs (e.g., a city or county sustainability office or a state energy office), a governmental entity involved in economic and workforce development (e.g., a local or state workforce investment/development board), or a governmental entity involved in delivering public assistance programs (e.g., a county or state social service agency that provides financial assistance for food, housing, childcare, etc.).

5. Education and workforce training provider: A public or private institution or organization that delivers workforce education and training services focused on middle-skill occupations (e.g., community colleges, adult high schools, registered apprenticeship programs, or apprenticeship readiness programs).

DOE retains sole discretion for determining if an organization fits within these categories of coalition membership eligibility. Furthermore, all competitors are subject to the following conditions and requirements:

- Private entities must be incorporated in and maintain a primary place of business in the United States.
- Academic institutions must be based in the United States.
- DOE employees, members of their immediate families (e.g., spouses, children, siblings, or parents), and persons living in the same household as such persons, whether related or not, are not eligible to participate in the Prize.
- Individuals who have worked at DOE (federal employees or support service contractors) within six months prior to the submission deadline of any contest are not eligible to participate in the Prize.
- Federal entities and federal employees are not eligible to participate in any portion of the Prize.
- DOE national laboratory employees are not eligible to participate in the Prize.
- Entities and individuals publicly banned from doing business with the U.S. government, such as entities and individuals debarred, suspended, or otherwise excluded from or ineligible for participating in federal programs, are not eligible to participate in the Prize.
- Entities and individuals identified as a restricted party on one or more screening lists of the U.S. Departments of Commerce, State, and Treasury are not eligible to participate in the Prize. See the [Consolidated Screening List](#).¹³
- Entities owned by, controlled by, or subject to the jurisdiction or direction of a government of a country of risk are not eligible to compete.
- Individuals participating in foreign government talent recruitment programs of foreign countries of risk¹⁴ are not eligible to participate in the Prize. Further, teams that include

¹³ <https://www.trade.gov/consolidated-screening-list>

¹⁴ Foreign Government-Sponsored Talent Recruitment Program is defined as an effort directly or indirectly organized, managed, or funded by a foreign government, or a foreign government instrumentality or entity, to recruit science and technology professionals or students (regardless of citizenship or national origin, or whether having a full-time or part-time position). Some foreign government-sponsored talent recruitment programs operate with the intent to import or otherwise acquire from abroad, sometimes through illicit means, proprietary technology or software, unpublished data and methods, and intellectual property to further the military modernization goals and/or economic goals of a foreign government. Many, but not all, programs aim to incentivize the targeted individual to relocate physically to the foreign state for the above purpose. Some programs allow for or encourage continued employment at United States research facilities or receipt of federal research funds while concurrently working at and/or receiving compensation from a foreign institution, and some direct participants not to disclose their participation to U.S. entities. Compensation could take many forms, including cash, research funding, complimentary foreign travel, honorific titles, career advancement opportunities, promised future compensation, or other types of remuneration or consideration, including in-kind compensation.

individuals participating in foreign government talent recruitment programs of foreign countries of risk¹⁵ are not eligible to participate in the Prize.

- Entities owned by, controlled by, or subject to the jurisdiction or direction of a government of a country of risk are not eligible to compete.
- As part of your submission to this prize program, you will be required to sign the following statement:

I am providing this submission package as part of my participation in this prize. I understand that I am providing this submission to the Federal Government. I certify under penalty of perjury that the named competitor meets the eligibility requirements for this prize competition and complies with all other rules contained in the Official Rules document. I further represent that the information contained in the submission is true and contains no misrepresentations. I understand that false statements or misrepresentations to the Federal Government may result in civil and/or criminal penalties under 18 U.S.C. § 1001 and § 287 and 31 U.S.C. §§ 3729-3733 and 3801-3812.

Applications are submitted through the HeroX platform, which also provides a space where parties interested in collaboration can post information about themselves and review information posted by other entities that may be interested in competing in this contest.

2 Background

At a time of historic investment in clean energy deployment, EERE is focused on creating good, family-supporting careers in clean energy accessible to everyone, including individuals with a barrier to employment and underrepresented populations. This investment is generating greater demand for skilled workers in middle-skill occupations in the manufacturing and construction industries involved in producing; building; installing; operating; and maintaining clean energy equipment, facilities, and infrastructure such as solar arrays, wind farms, biomass plants, or electric vehicle charging systems.

Education and training organizations, industry, and others are continuing to make significant progress toward creating curricula and credentials (e.g., certificates, certifications, licenses, and degrees) that support the development of a skilled and diverse clean energy workforce.

Complementary efforts to address the quality and accessibility of jobs and careers are needed to match the scale of the opportunity. EERE is uniquely positioned to help fill this gap by investing resources in building both the technical know-how and the relationships needed to foster quality job creation and an equitable and inclusive workforce for clean energy sectors.

High Road economic and workforce development strategies are essential tools to help ensure a just transition to clean energy. Job training alone does not create jobs, and when implemented without attention to labor market demand, training alone can drive down wages by flooding the market with an excess supply of workers. High Road strategies bring various stakeholders together to align the supply of workers with the actual demand for workers within an industry and geography, and to address improvements in job quality and job access that help meet industry's skill and competitiveness needs while addressing workers' and communities' economic mobility. High Road

¹⁵ DOE has designated the following countries as foreign countries of risk: Iran, North Korea, Russia, and China. This list is subject to change.

strategies include best practices for aligning labor market supply and demand (i.e., via Community Workforce Agreements), developing training partnerships (i.e., apprenticeship readiness programs), and promoting local economic development (i.e., local hire and contractor/supplier diversity agreements) to build pathways that ultimately connect workers to quality, accessible jobs.

2.1 Prize Background

The purpose of the Prize is to advance economic justice in the clean energy transition by ensuring that new and existing clean energy jobs are high quality and accessible. The Prize will do this by incentivizing the formation of place-based coalitions and providing them with the resources, including training and technical assistance in High Road strategies, to build long-lasting partnerships and pipelines to good jobs in the clean energy sector. Over the course of the Prize, competitors will take training to develop and implement action plans that ensure quality, accessible job creation, and training pathways for major clean energy sectors in their communities.

The Prize will be implemented in three phases: 1.) Coalition Formation, 2.) Coalition Action Plan, and 3.) Implementation and Impact. It will be administered through a competitive approach with an independent review and selection of awardees in each subsequent phase.

2.2 Prize Goals

The aim of the Good Jobs in Clean Energy Prize is to expand opportunities for good, family-supporting, accessible careers in clean energy and to create a skilled and diverse clean energy workforce. Place-based coalitions will work to ensure clean energy projects and investments in their community result in good jobs and greater access to them for the target population they are serving. EERE is launching the Good Jobs in Clean Energy Prize under the umbrella of the [American-Made Challenges](#).

Specifically, the Prize will award coalitions that take steps to close gaps in place-based economic and workforce development challenges for target populations in middle-skill occupations, particularly in the construction and manufacturing industries involved in producing; building; installing; operating; and maintaining clean energy equipment, facilities, and infrastructure. Prizes will be awarded to coalitions that best create resilient on-ramps that ensure local clean energy employment opportunities are high quality and accessible to the target population.

The goals of the Good Jobs in Clean Energy Prize are to:

- Incentivize the formation of durable community-based coalitions through a prize mechanism, fostering partnerships to create quality jobs and a diverse, skilled workforce in clean energy that would not otherwise exist.
- Enable partnerships between organizations such that the place-based coalitions have the capacity and expertise to engage in clean energy employment and training decision-making.
- Fill a knowledge gap in quality and equity-oriented economic, workforce, and partnership development strategies for clean energy deployment.
- Impart High Road economic, workforce, and partnership development strategies to ensure the coalitions' long-term success in creating on-ramps to family-supporting careers in clean energy.

- Improve access to DOE funding to foster innovation for place-based solutions in economic and workforce development to support employment and workforce challenges across clean energy.
- Strengthen organizational ties to improve community representation and community-level information to address local good job initiatives for underrepresented populations.
- Demonstrate that with investment in training and technical assistance, a place-based workforce coalition can address job quality and access while meeting labor market demand.
- Draw on lessons learned from each coalition's Coalition Action Plan, including specific, measurable, achievable, relevant, and timebound (SMART) goals; timelines; and milestones to develop scalable and replicable models to advance economic equity in the U.S. clean energy workforce.
- Showcase the impact and progress coalitions made throughout the prize process to highlight the long-term benefits to all stakeholders involved.
- Establish best practices to scale EERE's clean energy workforce and economic equity goals.

2.3 Anticipated Prize Impact

Competitors in Phase One of the Good Jobs in Clean Energy Prize will:

- Identify committed coalition members with relevant experience and connections to the community and target population consistent with DOE's job quality and DEIA priorities in clean energy.
- Identify the geographic scope of the coalition's activities (community) and the population, place, or combination of the two that the coalition will serve (target population).
- Identify the community and the target population being served and demonstrate coalition community commitment.
- Identify employment and workforce challenges, including issues of job quality and job access, and a critical clean energy employment opportunity that the coalition plans to address throughout the Prize term.
- Demonstrate the intention to develop and implement a Coalition Action Plan in Phase Two incorporating DOE-provided training in High Road strategies for economic, workforce, and partnership development.

Competitors will build capacity while providing a forum to collaborate and secure partnerships and means to share information, resources, skills, and knowledge. In addition, the process will help identify priorities for the community and target population with respect to middle-skill occupations of relevant clean energy sectors.

Competitors in Phase Two of the Good Jobs in Clean Energy Prize will:

- Develop and submit a Coalition Action Plan based on the virtual DOE-provided High Road training. This plan will detail how the coalition will incorporate the High Road training and use the clean energy employment opportunity identified in Phase One to address employment and workforce challenges for the target population, focusing on middle-skill occupations.
- Build community engagement and capacity for clean energy workforce development.

Coalition Action Plan development and associated activities may include but are not limited to hiring staff; conducting research to identify needs, opportunities, and challenges; hosting meetings and events to share resources; soliciting stakeholder input; building partnerships and creating or updating agreements to strengthen and/or expand coalition membership.

Competitors in Phase Three of the Good Jobs in Clean Energy Prize will:

- Implement steps outlined in their Coalition Action Plan developed in Phase Two.
- Advance the quality and accessibility of clean energy jobs for workers in middle-skill occupations in the clean energy sector.
- Submit an updated Coalition Action Plan that reflects lessons learned, progress taken place in Phase Three, and outlines plans for continued engagement.
- Demonstrate commitment and address the longevity and sustainability of the coalition and its actions for the target population and community.
- Share lessons learned to inform best practices for coalitions and relevant external stakeholders to scale and replicate High Road strategies for clean energy deployment in other communities.

Competitors will implement and update their Coalition Action Plan and participate in a community of practice and quarterly check-ins during Phase Three.

2.4 Competitor Support Mechanisms

To facilitate successful coalition formation, the Good Jobs in Clean Energy Prize includes access to a network of supporters. The following mechanisms have been formalized for competitors to leverage in developing high-quality applications and general prize support.

2.4.1 Power Connectors

Connectors are organizations that are available to support the efforts of prize competitors. Current Connectors are included in the [American-Made Network](#),¹⁶ and competitors are encouraged to reach out to organizations they identify as well-suited to provide needed support. The current list of possible Connectors includes incubators, universities, think tanks, and industry groups that provide support and connections to additional resources. In addition, specific coalition building Power Connector resources will be available to assist teams in Phase One of the Prize.

2.4.2 Technical Assistance

Technical assistance will be made available to support competitors in Phase Three of the prize during implementation of their Coalition Action Plan. Support will include providing coalition feedback and guidance on applying High Road economic, workforce, and partnership development strategies as well as helping coalitions make connections to new partners or resources, review submissions, and more. Additional detail on this technical assistance opportunity will be provided to eligible Phase Three competitors during Phase Three.

¹⁶ <https://network.americanmadechallenges.org>.

3 Submission Requirements and Review Process

3.1 Prize Overview

Phase One Prizes	Up to 15 coalitions may each receive a \$50,000 prize (\$750,000 total prize pool). All winners from Phase One are eligible to compete in Phase Two.
Phase Two Prizes	Phase Two is ONLY open to Phase One winners. Up to 10 coalitions may each receive a \$100,000 prize (\$1,000,000 total prize pool). All winners from Phase Two are eligible to compete in Phase Three.
Phase Three Prizes	Phase Three is ONLY open to winners of Phase Two. All Phase Three competitors will be eligible for technical assistance and peer learning opportunities. Up to 10 coalitions may each receive a \$125,000 prize with additional prize funds awarded to the top three coalitions - \$300,000 total for first place, \$250,000 total for second place, and \$200,000 total for third place (\$1,625,000 total prize pool).

3.2 How to Enter

Go to the [HeroX prize page¹⁷](#) and follow the instructions for registering and submitting all required materials before the deadline in the Key Dates section of this document and as displayed on the HeroX prize page timeline. Competitors may also form coalitions or find partners through the HeroX platform.

3.3 Prize - Phase One: Coalition Formation

Phase One seeks to establish place-based coalitions consisting of a partnership composed of at least one entity from each of the following organization types: (1) labor organization, (2) clean energy employer, (3) community-based organization, (4) public agencies, and (5) education and workforce provider in a particular geography (e.g., town, city, county, or region). The coalitions should intend to meaningfully address quality, accessible employment for the target population. This Prize is focused on middle-skill occupations in the construction and manufacturing industries of clean energy sectors.

During Phase One, coalitions will build and strengthen partnerships between coalition members (e.g., executing memoranda of understanding or actionable commitments) and identify and engage relevant external stakeholders. In addition, the submission will provide details on the clean energy workforce opportunity in their community, the target population they are planning to serve,

¹⁷ <https://www.herox.com/access-denied?next=/GoodJobsPrize>

employment challenges faced, and the coalition’s high-level anticipated scope of work consistent with DOE’s job quality and DEIA priorities in clean energy.

Applications under Phase One of the Prize should demonstrate the coalition has achieved the following:

- Secured meaningful commitments for a place-based coalition consisting of a five-member partnership described above and in the Prize Eligibility section.
- Identified the community and target population the coalition will serve.
- Demonstrated that at least one coalition member is a Community Benefits Organization and can meaningfully represent and serve the target population.
- Described the clean energy employment opportunity, the anticipated change in demand for clean energy jobs in the community based on the identified opportunity and identified the middle-skill occupations and industry or industries of focus.
- Identified and described workforce challenges, including job quality and job access issues, for the target population.
- Through a high-level scope of work, articulated a strategy for the coalition to make a meaningful impact in the clean energy employment opportunity for the target population.

Impact: Competitors will build capacity for a place-based coalition and a forum to collaborate and secure partnerships, and a means to share information, resources, skills, and knowledge. Coalition engagement with relevant external stakeholders will inform and define priorities for the community and target population.

Phase One winners will be independently reviewed and selected among eligible competitors who have formed a new or newly purposed place-based coalition that meets the eligibility requirements. Competitive coalitions will have demonstrated robust partnerships and described a meaningful clean energy employment opportunity to address job quality and job access issues for the target population being served. Coalitions will also be evaluated on their anticipated scope of work and consistency with DOE’s job quality and workforce DEIA priorities in clean energy.

After Phase One submissions close, Phase One prizes will be awarded based on the extent to which competitors met Phase One Prize priorities. Winning coalitions in Phase One may use prize funding for any purpose; competitive coalitions are nonetheless encouraged to outline their plans to use this award to meet the Phase Two and Phase Three goals.

Timing: Six months from the prize announcement to when submission items are due.

Prizes: Up to 15 coalitions will each receive a prize of \$50,000 (\$750,000 total prize pool). This award is for developing a multi-organization coalition addressing a community energy need that aligns with DOE’s job quality and DEIA priorities in clean energy. Only winners from Phase One will be eligible to compete in Phase Two.

3.4 Phase One - What to Submit

The following items constitute the submission package for Phase One and must be submitted through the HeroX platform. Each unique coalition must only submit one application. However, individual organizations may participate in multiple coalitions.

The items in the following table are required unless otherwise stated for each submission:

Item	Will Be Made Public ¹⁸	Will Be Scored	Template Provided
Cover Page	No	No	Yes
Coalition Formation Narrative	No	Yes	Yes
Evidence of Commitment Letters	No	Yes	No
External Stakeholder Letters of Support (Optional)	No	No	No
Energy Justice Mapping Tool Report	No	No	No
Summary Slide	Yes	No	No

The table below provides additional guidance on what information to submit and how reviewers will evaluate and score a coalition’s submission for Phase One. As the table indicates, reviewers will evaluate submissions by assigning a single 1 to 6 score for each of the scored submission elements and criteria sections below based on the information provided and their overall agreement or disagreement with a series of statements. Reviewer comments will be shared with competitors to provide feedback as teams progress into Phase Two of the Prize.

1	2	3	4	5	6
Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree

3.4.1 Cover Page Content

(The cover page should be one page maximum and uploaded as a PDF document.)

The cover page, included in your final submission, should list basic information about your submission. An optional template will be made available on HeroX to assist in collecting this information. The following information is required on your Cover Page.

- Submission title
- Coalition name
- Coalition lead (including name, email, and phone number)
- Five key coalition members (names, organizations, and contact information)
- Other key partners (if any)
- Coalition location and service area(s) (e.g., city/town, county, region, or state)
- Brief description of community-level opportunity and challenge to be addressed.

¹⁸ See [Section A.10 of Appendix 1](#) regarding material sought to be treated as confidential or privileged.

3.4.2 Phase One – Coalition Formation Narrative Content

(Narrative content should be uploaded as a single PDF file, not exceeding 2,000 words. Up to 5 visuals or graphics can be included in the upload. A word count should be included at end of narrative.)

Submit a detailed Coalition Formation Narrative describing your coalition formation activities. An optional template will be made available on the HeroX platform that competitors may use to draft their Coalition Formation Narrative. This narrative should identify the following:

- The coalition members, noting any relevant previous partnerships; experience addressing job quality and job access issues for the target population, industry, and/or clean energy sector; connection to the target population and community; and resources available.
- A high-level scope of work including the defined clean energy employment opportunity and explaining its implications for middle-skill occupations in the community and current efforts to address this opportunity.
- Data on the job quality and job access issues for the target population and current efforts to address those.
- Specifics on how Coalition’s efforts in Phase One and proposed focus areas align with DOE’s priorities regarding job quality and DEIA in clean energy.¹⁹
- A brief description of how the coalition envisions using the Phase One prize award to further their activities if selected as winner.

The narrative will be uploaded as a PDF file in the HeroX Platform. Reviewers will be instructed not to review additional information beyond the word and graphic limit or click on hyperlinks to external sources.

Narrative Topics

The Coalition Formation Narrative should address the six topic areas outlined and detailed in the Criteria topic tables:

- Topic 1: Coalition Description, Commitment, and New Partnerships
- Topic 2: Community and Target Population
- Topic 3: Demand for Clean Energy Jobs
- Topic 4: Job Quality Issues and Challenges
- Topic 5: Job Access Issues and Challenges
- Topic 6: Demonstrated Commitment and Sustainability.

Coalitions should complete their narrative addressing each of the topics. The left column of each table below includes recommended content for the coalitions to include. The right column of each table below indicates the criteria statements that will be scored.

¹⁹ <https://www.energy.gov/diversity/justice40-initiative>

Topic 1: Coalition Description, Commitment, and New Partnerships

Describe the coalition members, experience, structure

It is suggested the competitor:

- Describe how their coalition meets the specified 5-organization requirement; Introduce each key coalition member, describing their organization, relevant experience and resources (e.g., funding, access to supportive services, meeting space, and staffing).
- Describe any previous collaborations (if any) between some or all coalition members.
- Describe the coalition's structure and how this will support its continuation.
- Describe the steps taken to formalize and strengthen the coalition's longevity since the beginning of Phase One (e.g., memoranda of understanding).

A single 1–6 score is provided, taking the following statements into consideration:

- The coalition is clearly made up of the required five members. Membership suggests the coalition will be successful and has the experience and resources necessary to successfully work together and participate in this Prize.
- If building on past collaboration, the coalition has clearly articulated a new effort.
- The coalition has made a compelling case for how it will operate, be maintained, support new partnerships, and support continuation.
- The coalition's structure has demonstrated resiliency based on meaningful steps to formalize and build relationships between members.

Topic 2: Community and Target Population

It is suggested the competitor:

- Define the community and target population to be served, using data to support selection.
- Identify and describe the job and workforce priorities and/or needs of the target population.
- Identify coalition members, community-based organizations, and relevant external stakeholders engaged with the target population.
- Describe relevant past, current, and planned engagement between the coalition, community, target population, and external stakeholders.

A single score of 1–6 will be provided, taking the following statements into consideration:

- The coalition findings and research support the coalition's community and target population selection and workforce priorities of population.
- The coalition has demonstrated meaningful engagement with the community, target population, and external stakeholders.
- The coalition is set up to be successful in delivering value to the target population. Community based organizations are engaged and well-positioned to drive success.

<ul style="list-style-type: none"> Describe coalition members' connection to the community and target population and qualify their fitness to meet the target population's needs and interests accurately. 	<ul style="list-style-type: none"> The coalition's outlined activities are likely to build trust and strengthen relationships and partnerships with the community and target population.
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Topic 3: Demand for Clean Energy Jobs

<p>It is suggested the competitor:</p> <ul style="list-style-type: none"> Identify the clean energy employment opportunity the coalition plans to address. Provide relevant material and data supporting the opportunity. This may include identifying recent or anticipated localized clean energy investments, projects, or policies and providing evidence (e.g., press releases or media coverage) of the associated demand for labor. Identify and explain the expected changes to the local workforce and specific middle-skill occupations based on the opportunity identified. This should reflect specific attention toward manufacturing and/or construction industries associated with the opportunity identified. Identify any current or needed efforts (e.g., workforce training) to address this opportunity and the relevant stakeholders involved. Describe any support these coalition members or external stakeholders will provide. 	<p>A single score of 1–6 will be provided, taking the following statements into consideration:</p> <ul style="list-style-type: none"> The coalition demonstrated a comprehensive understanding of their selected clean energy employment opportunity and its implications for middle-skill occupations in the community. The defined clean energy employment opportunity reflects the priorities and/or needs of the target population and addressing the opportunity will likely have a positive middle-skill occupation impact on the target population and community. The coalition has identified new or existing efforts to address workforce opportunity and members have demonstrated meaningful engagement with relevant stakeholders, building partnerships and securing additional commitments. Coalition's efforts and research demonstrate this opportunity would be value-added if pursued.
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Topic 4: Job Quality Issues and Challenges

<p>It is suggested the competitor:</p> <ul style="list-style-type: none"> ● Identify and describe any relevant job quality issues or challenges for the target population identified. This should be based on industry norms or community-specific context. ● Identify and describe any relevant job quality issues or challenges for the clean energy employment opportunity identified in Topic 3. This should be based on industry norms or community-specific context. ● Identify any relevant stakeholders or opportunities in the community working to address job quality issues (e.g., Community Workforce Agreements) and describe any engagement between these groups and the coalition thus far. ● Describe any support these coalition members or external stakeholders will provide. 	<p>A single score of 1–6 will be provided, taking the following statements into consideration:</p> <ul style="list-style-type: none"> ● The competitor demonstrated a comprehensive understanding of the job quality challenges or issues for the target population and clean energy employment opportunity and why they exist. ● The coalition includes at least one member with experience addressing job quality issues for the target population, industry, and/or the clean energy sector. ● The competitor demonstrated meaningful engagement with relevant external stakeholders on job quality issues. ● The competitor demonstrated intention to continue to engage and work with relevant external stakeholders should the competitor continue to participate in the Prize.
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<p>Topic 5: Job Access Issues and Challenges</p>	
<p>It is suggested the competitor:</p> <ul style="list-style-type: none"> ● Identify and describe any relevant job access issues or challenges for the target population identified in Topic 2. This should be based on industry norms or community-specific context. ● Identify and describe any relevant job access issues or challenges for the clean energy employment opportunity identified in Topic 3. This should be based on industry norms or community-specific context. ● Identify any relevant stakeholders or opportunities in the community working to address these issues (e.g., 	<p>A single score of 1–6 will be provided, taking the following statements into consideration:</p> <ul style="list-style-type: none"> ● The competitor demonstrated a comprehensive understanding of the job access challenges or issues for the target population and why they exist. ● The competitor demonstrated a comprehensive understanding of the job access challenges or issues for the clean energy employment opportunity and why they exist. ● The coalition includes at least one member with experience addressing job access issues for the target

<p>apprenticeship readiness programs) and any engagement between them and the coalition thus far.</p> <ul style="list-style-type: none"> Describe any support these coalition members or external stakeholders will provide. 	<p>population, industry, and/or the clean energy sector.</p> <ul style="list-style-type: none"> The competitor demonstrated meaningful engagement with relevant external stakeholders around job access issues.
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Topic 6: Demonstrated Commitment and Sustainability

<p>It is suggested the competitor:</p> <ul style="list-style-type: none"> Summarize the coalition’s ongoing and planned activities as a scope of work, reflecting the responses provided in Topics 2–5 in an integrated manner. Describe how competing in this prize has supported meeting and expanding this scope of work. Outline the initial steps the coalition has taken and anticipates taking to address the key focus areas as defined in the scope of work. Identify and discuss the coalition’s resource needs, funding commitments, and plans to solicit funding outside the prize award. Detail how the coalition plans to use the Phase One Prize award, if received, to further the coalition’s efforts. 	<p>A single score of 1–6 will be provided, taking the following statements into consideration:</p> <ul style="list-style-type: none"> The competitor outlined a preliminary scope of work that demonstrated meaningful thought and intention to address the issues and opportunity discussed in Topics 2–5. The competitor demonstrated they can access the necessary experience and resources to execute their proposed activities. The competitor has indicated they plan to use the prize award to make meaningful impact toward the goals of this Prize. The coalition has convincingly indicated likely success in meeting one or more of the goals of this Prize. The description of outlined activities and the associated resource needs identified are relevant and achievable. The competitor demonstrated intention to continue to engage and work with relevant external stakeholders should
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	the competitor continue to participate in the Prize.
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3.4.3 Evidence of Commitment Letters

(2 pages maximum per coalition member letter, all letters should be combined and uploaded into a single PDF File.)

Coalitions should upload an Evidence of Commitment Letter from each coalition member on letterhead. These letters should be combined into one PDF document for upload. A strong Evidence of Commitment letter package should outline each member’s specific contributions, roles, and responsibilities; articulate the coalition’s objectives, methods, and timelines for effective collaboration and communication; and summarize evidence that could include memoranda of understanding and other key documentation supporting the coalition’s formation activities.

The left column of the table below includes recommended content for the coalitions to include. The right column below indicates the criteria statements that will be scored.

Evidence of Commitment Letters	
<p>It is suggested the competitor:</p> <ul style="list-style-type: none"> ● Provide Evidence of Commitment letters from each coalition member that convey a commitment to participating in the coalition. ● Summarize commitment activities including memoranda of understanding, contracts, and funding agreements in each letter. 	<p>A single score of 1–6 will be provided, taking the following statements into consideration:</p> <ul style="list-style-type: none"> ● The competing coalition has submitted Evidence of Commitment by all coalition members. ● The competing coalition’s Evidence of Commitment letters demonstrate intent from each of the coalition members to support coalition activities at a level that will meaningfully impact the goals of this Prize.

3.4.4 External Stakeholder Letters of Support

(1 page maximum per letter, all letters combined and uploaded into a single PDF.)

External stakeholder letters of support are strongly encouraged from organizations outside the coalition. Competitors should combine and upload letters from relevant external stakeholders affirming their support of the coalition and its activities. All letters of support must be on letterhead or a template with the organization’s name on it and uploaded into HeroX.

3.4.5 Submission Summary Slide (Will Be Made Public)

Make a public-facing, one-page PowerPoint slide. Your slide should clearly display your team’s name, introduce the coalition, community, target population, job access and quality challenge, and clean energy employment opportunity the coalition is targeting. Any text must be readable on a standard printed page and a conference room projection and should be in at least 14-point font.

3.4.6 Energy Justice Mapping Tool Report

Competitors are encouraged to use DOE’s Energy Justice Mapping Tool to generate information regarding the community that the coalition is operating in. This information will be used by DOE to better understand the community the coalition is serving. All reports should be included with the application submission as a stand-alone attachment combined into one PDF. Instructions on generating these reports will be provided in the resource section of HeroX.

3.4.7 Reviewer Recommendation Score

There is no corresponding item to “submit” for this scored item. Rather, reviewers will assign a Reviewer Recommendation Score to the coalition submission based on the overall materials submitted to HeroX as part of the coalition’s submission.

The left column of the table below includes recommended content for the coalitions to include. The right column below indicates the criteria statements that will be scored.

Reviewer Recommendation Score	
<ul style="list-style-type: none">There is no direct corresponding submission requirement for this score. Rather, it is an overall holistic assessment of all materials submitted in HeroX.	<p>A single score of 1–6 will be provided, taking the following statement(s) into consideration:</p> <ul style="list-style-type: none">This competitor should strongly be considered for a Phase One prize.

3.5 Prize - Phase Two: Coalition Action Plan

Only Phase One prize winners will be eligible to participate in Phase Two, the Coalition Action Plan phase. During Phase Two, competitors will participate in a virtual DOE-provided High Road training and at the end of Phase Two they will submit a Coalition Action Plan. This plan will detail how the coalition plans to address the clean energy employment opportunity and workforce and employment challenges identified in their Phase One submission. The Coalition Action Plan should include partnership details and High Road economic and workforce strategy insights from the DOE-provided training. Participating in the DOE-provided training is an eligibility requirement for coalitions to win Phase Two and qualify for Phase Three.

Phase Two submissions will be independently evaluated and scored on the extent to which the Coalition Action Plan specifies actionable steps that address the defined clean energy employment opportunity and positively impact job access and job quality for the target population. Up to 10 coalitions will be selected to win Phase Two and receive a prize of \$100,000 each.

For the Coalition Action Plan, competitors should plan to:

- Provide an overview of the coalition’s engagement with the community, target population, and relevant external stakeholders.
- Detail the coalition’s activities and any substantive changes from Phase One, including lessons learned and steps taken to strengthen and build the existing coalition.
- Describe the coalition’s approach to developing the Coalition Action Plan, including engaging the community and targeted population, detailing roles and responsibilities, and confirming participation and insights from the High Road training.
- Describe specific; measurable; and achievable, relevant, and time-bound steps the coalition plans to take to address the defined clean energy employment opportunity and employment and workforce challenges for the target population.
- Include details on how the coalition plans to measure progress, and a process to adjust the plan as necessary.
- Identify and discuss the coalition’s planned activities to implement their Coalition Action Plan in Phase Three, including engagement with the community and target population and a high-level budget plan to implement the Coalition Action Plan.

Action steps in Phase Two can include, but are not limited to, hiring staff, such as a coordinator, to manage the coalition; updating relevant documents; incorporating High Road strategies; hosting events and conducting outreach efforts; organizing communities of practice; and more. Partnering or collaborating with the members of the American-Made Network or with similar communities to share knowledge and gain efficiencies is encouraged.

Impact: The goal of the Coalition Action Plan is to build community engagement and capacity to address the defined clean energy employment opportunity and employment and workforce challenges. Coalitions will use the High Road training to develop their Coalition Action Plan and ensure that their efforts to address the clean energy employment opportunity advances quality job creation, access, and economic equity for the target population.

Timing: Six months from the Phase One Winner Announcements.

Prizes: Up to 10 coalitions will each receive a Phase Two Prize of \$100,000 for submissions demonstrating achievement of the Phase Two goals.

3.6 Phase Two - What to Submit

The following items constitute the submission package for Phase Two and must be submitted through the HeroX platform. Each eligible coalition may only submit one submission.

The items in the following table are required unless otherwise stated for each submission.

Item	Will Be Made Public ²⁰	Will Be Scored	Template Provided
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²⁰ See [Section A.10 of Appendix 1](#) regarding material sought to be treated as confidential or privileged.

Cover Page	No	No	Yes
Narrative	No	Yes	Yes
Coalition Action Plan	No	Yes	Yes
Coalition Budget Plan	No	Yes	Yes
Summary Slide	Yes	No	No
Evidence of Commitment Letters	No	Yes	No
External Stakeholder Letters of Support (optional)	No	No	No

Additional details on Phase Two submission requirements and scoring criteria will be added to the Prize Rules during Phase One.

3.7 Prize - Phase Three: Implementation and Impact

All Phase Two winners are eligible to compete in Phase Three. Up to 10 coalitions will be awarded a minimum prize of \$125,000 each for submissions that best demonstrate achievement of the Phase Three goals, with additional funding available to the top three winners. The top three coalitions will receive larger cash prizes: First place - \$300,000, Second Place - \$250,000, and third place - \$200,000.

In Phase Three, competitors will implement their Coalition Action Plan developed in Phase Two, participate in a community of practice, and support quarterly check-ins with prize administrators. All Phase Three competitors will have access to technical assistance with subject matter experts during the Phase Three prize term.

Following the 12-month period, coalitions will submit a final narrative report and an updated Coalition Action Plan detailing the implementation and impact of their activities. This report will include details highlighting the coalition’s impact on job quality and job access for the target population in the clean energy employment opportunity of focus. In addition, it will address how the coalition has been able to positively impact workforce challenges for the target population and the community; share lessons learned and best practices; and capture the resilience of the coalition’s efforts.

Phase Three winners will be independently selected among eligible competitors who have shown intention and impact implementing their Coalition Action Plan.

Impact: The goal of implementing the Coalition Action Plan is to address the defined clean energy employment opportunity and employment and workforce challenges. Coalitions that employ

strategies from the High Road economic and workforce training are most likely to address the clean energy employment opportunity and to advance quality job creation and increase job access for the target population. Coalitions will report on the impact that they made in Phase Three for the target population and community and the sustainability of those actions and milestones. The prize will also enable sharing of lessons learned and best practices with other communities.

Timing: Coalitions will have 12 months from when Phase Three begins to complete their final report and Phase Three submission package.

Prizes: Up to 10 coalitions will receive prize awards for submissions that best demonstrate achievement of the prize goals. The top three coalitions will receive higher prize amounts - \$300,000 for first place, \$250,000 for second place, and \$200,000 for third place. Up to 7 coalitions will receive runner-up prizes of \$125,000 each for successfully competing in and completing Phase Three prize requirements.

3.8 Phase Three - What to Submit

The following items constitute the submission package for Phase Three and must be submitted through the HeroX platform. Each coalition may only submit one submission.

The items in the following table are required unless otherwise stated for each submission.

Item	Will Be Made Public ²¹	Will Be Scored	Template Provided
Online Public Video	Yes	No	No
Cover Page	No	No	Yes
Final Report Narrative	No	Yes	Yes
Updated Coalition Action Plan	No	Yes	Yes
Updated Coalition Budget Plan	No	Yes	Yes
Summary Slide	Yes	No	No
Evidence of Commitment Letters	No	Yes	No
External Stakeholder Letters of Support (optional)	No	No	No

²¹ See [Section A.10 of Appendix 1](#) regarding material sought to be treated as confidential or privileged.

Additional details on Phase Three submission requirements and topic scoring criteria will be added to the Prize Rules during Phase One.

3.9 Reviewer Panel Scoring

The scoring of submissions will proceed as follows:

- After each prize phase, reviewers who are subject matter experts will evaluate each coalition submission package individually and assess the response from the competitor based on the documentation provided and scoring details outlined in each phase’s submission requirements.
- Reviewers will evaluate submissions by assigning a single 1 to 6 score for each of the scored submission elements and scoring topic sections based on the information provided and the reviewer’s overall agreement or disagreement with the topic scoring criteria statements – as noted in the table below. Reviewer comments will be shared with competitors to provide feedback as teams progress in the competition.

1	2	3	4	5	6
Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree

- The total scores from each submission reviewer will be averaged to produce a final score for the competing coalition. This score will inform DOE’s decisions on prize awards. The final award decisions will be made by a DOE representative.
- The total scores from each reviewer will be averaged to produce a final score for the competing team/coalition. This score will inform the judge’s decisions on prize awards.

3.10 Interviews

DOE and/or the Prize Administrator may decide to interview a subset of competitors. Any interviews will be held prior to the announcement of the winners and will serve to help clarify questions the reviewers may have. Participating in interviews is not required, and interviews are not an indication of a competitor’s likelihood to win.

3.11 Final Determination

DOE will designate a federal employee as the judge before the final determination of the winners. Final determination of the winners by the judge will consider the reviewers’ scores and any reviewer comments provided, application of program policy factors, and the interview findings (if applicable).

3.12 Announcement

No less than 60 days after each phase closes, the Prize Administrator will notify the winners and request the necessary information to distribute the prizes. The Prize Administrator will then publicly announce the winners.

3.13 Additional Terms and Conditions

See Appendix 1 for additional requirements. COMPETITORS THAT DO NOT COMPLY WITH THE ADDITIONAL REQUIREMENTS IN APPENDIX 1 MAY BE DISQUALIFIED.

Appendix 1: Additional Terms and Conditions

A.1 Requirements

Your submission for the Clean Energy Jobs and Workforce Accelerator Prize is subject to the following terms and conditions:

- You must upload the final content of your submissions by the deadlines established by the Prize Administrator/DOE. Late submissions or any other form of submission will be rejected.
- You must include all the required items in your submission. The Prize Administrator will disqualify your submission after an initial screening if you fail to provide all required submission items. Competitors may be given an opportunity to rectify submission errors due to technical challenges.
- Your submission must be in English and in a format readable by Microsoft Word or Adobe PDF. Scanned, hand-written submissions will be disqualified.
- Submissions will be disqualified if they contain any matter that, in the sole discretion of the U.S. Department of Energy or the National Renewable Energy Laboratory (NREL), is indecent, obscene, defamatory, libelous, and/or lacking in professionalism, or demonstrates a lack of respect for people or life on this planet.
- If you click "Accept" on the HeroX platform and proceed to register for any of the prizes described in this document, these rules will form a valid and binding agreement between you and DOE, in addition to the existing HeroX Terms of Use for all purposes relating to these contests. You should print and keep a copy of these rules. These provisions only apply to the prize described here and no other prize on the HeroX platform or anywhere else.
- The Prize Administrator, when feasible, may give competitors an opportunity to fix non-substantive mistakes or errors in the public-facing materials of their submission packages.
- As part of your submission to this prize, you will be required to sign the following statement:
I am providing this submission package as part of my participation in this prize. I understand that I am providing this submission to the Federal Government. I certify under penalty of perjury that the named competitor meets the eligibility requirements for this prize competition and complies with all other rules contained in the Official Rules document. I further represent that the information contained in the submission is true and contains no misrepresentations. I understand false statements or misrepresentations to the Federal Government may result in civil and/or criminal penalties under 18 U.S.C. § 1001 and § 287, and 31 U.S.C. §§ 3729-3733 and 3801-3812.

A.2 Verification for Payments

The Prize Administrator will verify the identity and role of all competitors before distributing any prizes. Receiving a prize payment is contingent upon fulfilling all requirements contained herein. The Prize Administrator will notify winning competitors using provided email contact information for the individual or entity that was responsible for the submission. Each competitor will be required to sign and return to the Prize Administrator, within 30 days of the date on the notice, a completed NREL

Request for an ACH Banking Information form and a completed W-9 form (<https://www.irs.gov/pub/irs-pdf/fw9.pdf>).

In the sole discretion of the Prize Administrator, a winning competitor will be disqualified from the competition and receive no prize funds if: (i) the person/entity does not respond to notifications; (ii) the person/entity fails to sign and return the required documentation within the required time period; (iii) the notification is returned as undeliverable; (iv) the submission or person/entity is disqualified for any other reason.

In the event of a dispute as to any registration, the authorized account holder of the email address used to register will be deemed to be the competitor. The "authorized account holder" is the natural person or legal entity assigned an email address by an Internet access provider, online service provider, or other organization responsible for assigning email addresses for the domain associated with the submitted address. All competitors may be required to show proof of being the authorized account holder.

A.3 Teams and Single-Entity Awards

The Prize Administrator will award a single dollar amount to the designated primary submitter, whether it consists of a single or multiple entities. The primary submitter is solely responsible for allocating any prize funds among its member competitors or teammates as they deem appropriate. The Prize Administrator will not arbitrate, intervene, advise on, or resolve any matters or disputes between team members or competitors.

A.4 Treatment of Submission Materials

The elements of the submission that are designated public will become publicly available as part of this prize. Therefore, these elements must not include trade secrets or business-sensitive, proprietary, or otherwise confidential information.

If it is necessary to share trade secrets or business-sensitive, proprietary, or otherwise confidential information, it should only be done in an element that is NOT designated as public. Any confidential, proprietary, or privileged information must be marked as described below. Failure to comply with these marking requirements may result in the disclosure of the unmarked information under the Freedom of Information Act or otherwise.

The submission must be marked as follows and identify the specific pages containing trade secrets, confidential, proprietary, or privileged information: "Notice of Restriction on Disclosure and Use of Data: Pages [list applicable pages] of this document may contain trade secrets, confidential, proprietary, or privileged information that is exempt from public disclosure. Such information shall be used or disclosed only for evaluation purposes. [End of Notice]"

The header and footer of every page that contains confidential, proprietary, or privileged information must be marked as follows: "Contains Trade Secrets, Confidential, Proprietary, or Privileged Information Exempt from Public Disclosure." In addition, each line or paragraph containing proprietary, privileged, or trade secret information must be clearly marked with double brackets.

DOE, the Prize Administrator, and any other third-party supporting DOE in the contest assume no liability for the public disclosure of any information in the elements designated public and for any unmarked information any element NOT designated as public.

Furthermore, by making a submission and consenting to the rules of the prize, the competitor is granting to DOE, the Prize Administrator, and any other third parties supporting DOE in the contest, a license to display publicly and use the elements of the submission that are designated as public and any unmarked information in the elements of the submission that are NOT designated as public for government purposes, including posting or linking elements on websites or publicizing the submissions and competitors in the media and other announcements. The competitor is granting to DOE, the Prize Administrator, and other third parties a limited license to use or disclose any properly marked information for evaluation purposes only.

A.5 Representation and Warranties

By entering, the competitor represents and warrants that:

1. The competitor's entire submission is an original work by the competitor and the competitor has not included third-party content (such as writing; text; graphics; artwork; logos; photographs; likeness of any third party; musical recordings; or clips of videos, television programs or motion pictures) in or in connection with the submission, unless (i) otherwise requested by the Prize Administrator or disclosed by the competitor in the submission, and (ii) the competitor acquired the necessary rights to use and to authorize others, including DOE, to use the submission, as specified throughout the rules.
2. To the best of the competitor's knowledge, the use of the submission in the prize, including any use by DOE or the Prize Administrator does not and will not infringe or violate any rights of any third party or entity, including, without limitation, patent, copyright, trademark, trade secret, defamation, privacy, publicity, false light, misappropriation, intentional or negligent infliction of emotional distress, confidentiality, or any contractual or other rights.
3. All persons who were engaged by the competitor to work on the submission or who appear in the submission in any manner have:
 - a. Given the competitor their express written consent to submit the submission for exhibition and other exploitation in any manner and in any and all media, whether now existing or hereafter discovered, throughout the world
 - b. Provided written permission to include their name, image, or pictures in or with the submission (or, if a minor who is not competitor's child, competitor must have the permission of the minor's parent or legal guardian) and the competitor may be asked by the Prize Administrator to provide permission in writing
 - c. Not been and not currently under any union or guild agreement that results in any ongoing obligations resulting from the use, exhibition, or other exploitation of the submission.
4. The submission is free of malware.

A.6 Contest Subject to Applicable Law

All contests are subject to all applicable federal laws and regulations. Participation constitutes each participant's full and unconditional agreement to these Official Rules and administrative decisions,

which are final and binding in all matters related to the contest. This notice is not an obligation of funds; the final award is contingent upon the availability of appropriations.

A.7 Resolution of Disputes

DOE is solely responsible for administrative decisions, which are final and binding in all matters related to the contest.

Neither DOE nor the Prize Administrator will arbitrate, intervene, advise on, or resolve any matters between team members or among competitors.

A.8 Publicity

The winners of these prizes (collectively, "winners") will be featured on DOE's and NREL's websites.

Except where prohibited, participation in the contest constitutes each winner's consent to DOE's and its agents' use of each winner's name, likeness, photograph, voice, opinions, and/or hometown and state information for promotional purposes through any form of media worldwide, without further permission, payment, or consideration.

A.9 Liability

Upon registration, all participants agree to assume any and all risks of injury or loss in connection with or in any way arising from participation in this contest. Upon registration, except in the case of willful misconduct, all participants agree to and, thereby, do waive and release any and all claims or causes of action against the federal government and its officers, employees, and agents for any and all injury and damage of any nature whatsoever (whether existing or thereafter arising, whether direct, indirect, or consequential, and whether foreseeable or not) arising from their participation in the contest, whether the claim or cause of action arises under contract or tort.

In accordance with the delegation of authority to run this contest delegated to the judge responsible for this prize, the judge has determined that no liability insurance naming DOE as an insured will be required of competitors to compete in this competition, per 15 U.S.C. § 3719(i)(3). It is the responsibility of the competitors to assess the risks associated with their activities associated with this competition and adequately insure themselves against possible losses.

A.10 Records Retention and Freedom of Information Act

All materials submitted to DOE as part of a submission become DOE records and are subject to the Freedom of Information Act. Where necessary, materials should be marked as noted in Section A.4. Such information will be withheld from public disclosure to the extent permitted by law. Without assuming any liability for inadvertent disclosure, DOE will seek to limit disclosure of such information to its employees and to outside reviewers when necessary for review of the application or as otherwise authorized by law. This restriction does not limit the Government's right to use the information if it is obtained from another source.

Competitors will be notified of any Freedom of Information Act requests for their submissions in accordance with 29 C.F.R. § 70.26. Competitors may then have the opportunity to review materials and work with a Freedom of Information Act representative prior to the release of materials. DOE does intend to keep all submission materials private except for those materials designated as “will be made public.”

A.11 Privacy

If you choose to provide HeroX with personal information by registering or completing the submission package through the contest website, you understand that such information will be transmitted to DOE and may be kept in a system of records. Such information will be used only to respond to you in matters regarding your submission and/or the contest unless you choose to receive updates or notifications about other contests or programs from DOE on an opt-in basis. DOE and NREL are not collecting any information for commercial marketing.

A.12 General Conditions

DOE reserves the right to cancel, suspend, and/or modify the prize, or any part of it, at any time. If any fraud, technical failures, or any other factors beyond DOE's reasonable control impair the integrity or proper functioning of the prize, as determined by DOE in its sole discretion, DOE may cancel the prize. Any performance toward prize goals is conducted entirely at the risk of the competitor and DOE shall not compensate any competitors for any activities performed in furtherance of this prize.

Although DOE may indicate that it will select up to several winners for each prize, DOE reserves the right to only select competitors that it determines are likely to achieve the goals of the program. If, in DOE's determination, no competitors are likely to achieve the goals of the program, DOE will select no competitors to be winners and will award no prize money.

DOE may conduct a risk review, using Government resources, of the competitor and project personnel for potential risks of foreign interference. The outcomes of the risk review may result in the submission being eliminated from the prize competition. This risk review, and potential elimination, can occur at any time during the prize competition. An elimination based on a risk review is not appealable.

A.13 Program Policy Factors

Although the scores of the expert reviewers will be carefully considered, it is the role of the prize judge to maximize the impact of the prize funds. Some factors outside the control of competitors and beyond the independent expert reviewers' scope of review may need to be considered to accomplish this goal. The following is a list of such factors. In addition to the reviewers' scores, the below program policy factors may be considered in determining winners:

- Geographic diversity.
- Diversity of clean energy sectors and middle-skill occupations.

- Diversity of target populations served, including preference for disadvantaged communities as needed to meet the Justice40 Initiative goal of 40% of investment flowing to disadvantaged communities.
- Whether the project promotes increased coordination with nongovernmental entities toward enabling a just and equitable clean energy economy in their community.
- Whether the use of additional DOE funds and provided resources are nonduplicative and compatible with the stated goals of this program and DOE's mission generally.
- The degree to which the submission is likely to lead to increased employment and manufacturing in the United States or provide other economic benefits to U.S. taxpayers.
- The degree to which the submission will accelerate transformational job quality and job access advances in areas that industry by itself is not likely to undertake because of technical or financial uncertainty.
- The degree to which the submission supports complementary DOE-funded efforts or projects, which, when taken together, will best achieve the goals and objectives of DOE.
- The degree to which the submission expands DOE's funding to new competitors and recipients who have not been supported by DOE in the past.
- The degree to which the submission enables new and expanding market segments.

A.14 National Environmental Policy Act Compliance

This prize is subject to the National Environmental Policy Act (NEPA) (42 U.S.C. § 4321, et seq.). NEPA requires federal agencies to integrate environmental values into their decision-making processes by considering the potential environmental impacts of their proposed actions. For additional background on NEPA, please see DOE's NEPA website at <http://nepa.energy.gov/>.

Although NEPA compliance is a federal agency responsibility and the ultimate decisions remain with the federal agency, all participants in the Prize will be required to assist in the timely and effective completion of the NEPA process in the manner most pertinent to their participation in the prize competition. Participants may be asked to provide DOE with information such that DOE can conduct a meaningful evaluation of the potential environmental impacts.

A.15 Return of Funds

As a condition of receiving a prize, competitors agree that if the award was made based on fraudulent or inaccurate information provided by the competitor to DOE, DOE has the right to demand that any prize funds or the value of other noncash prizes be returned to the government.

ALL DECISIONS BY DOE ARE FINAL AND BINDING IN ALL MATTERS RELATED TO THE PRIZE.