



Zero Emission Vehicle (ZEV) Workforce Development Grants

Calendar Year 2024 Round 1 Projects

Rules & Selection Criteria

Program Purpose

In May 2019, Governor Polis released the [Roadmap to 100% Renewable Energy by 2040 and Bold Climate Action](#) with the goal of establishing Colorado as a leader in the clean energy economy, including high-quality education and training, high-paying jobs, and protecting Colorado's environment.

According to the [Clean Jobs Colorado 2021 Report](#) produced by E2, the energy sector is described as one of Colorado's largest employers, accounting for about 150,000 workers in jobs in nearly every county in the state. Colorado employment projections for EV charger installation, maintenance, and repair have an average growth rate of 1.63% over ten years (2020-2030), and currently these occupations have an estimated 12,094 annual openings. In 2021, the passage of House Bill 21-1149 (HB21-1149) authorized the creation of an Energy Sector Career Pathway to be integrated into the state's educational support platform called My Colorado Journey.

As EV adoption grows and the build-out of charging infrastructure increases, the demand for an in-state EV workforce and associated training programs will increase as well. Having a coordinated workforce development plan is key to ensuring Coloradans are prepared for new, in-demand jobs and are empowered to participate in the continued economic growth of the state. For several years, concerns from stakeholders and fleet managers about the potential lack of trained ZEV mechanics and EVSE technicians informed Colorado's engagement in workforce development for the ZEV market.

Since 2021, CDOT has collaborated with staff from Colorado Energy Office (CEO), Colorado Department of Public Health and Environment (CDPHE), the Colorado Department of Labor & Employment (CDLE), and other relevant stakeholders to host a ZEV Workforce Development working group to explore and act on these topics. Some initial outcomes include the ongoing development of EV and Hybrid Automotive Technician coursework to be offered by the Colorado Community College System (CCCS) and the scoping of a Medium- and Heavy-Duty ZEV Workforce Needs Analysis by the Colorado Workforce Development Council (CWDC).

In an effort to advance the state goal and to proactively address ZEV Workforce development needs, CDOT developed the **Zero Emission Vehicle (ZEV) Workforce Development Grant** to support workforce training and development focused on ZEVs, ZEV infrastructure, and ZEV-related commercial technologies.

The purpose of this grant is to develop the skills and talent necessary to meet the changing demands of the transportation electrification sector. This grant addresses multiple challenges that Colorado and the wider mobility and electrification industry are facing: talent shortages, gap in new skillsets, and the growing need for training to keep pace with technological advances.



Program Goals

- To increase training for clean transportation jobs and workers, specifically for disproportionately impacted communities
- To ensure an adequate workforce to deploy and maintain ZEVs and ZEV infrastructure, including transit ZEV workforce development
- To ensure an inclusive, equitable, and accessible workforce transition and provide benefits to disproportionately impacted communities
- To accrue both the environmental and socioeconomic benefits of a robust ZEV market to Colorado
- To expand access to training and education for younger and underrepresented workers and those in rural areas

Applicant Eligibility Requirements

Any public, private, or nonprofit organization located in Colorado, or those outside of Colorado that have demonstrated significant experience and expertise in ZEV workforce training, are eligible to apply for this grant. All projects must be located in Colorado and benefit Coloradans.

Project Eligibility Requirements

Funding background

Funds for these programs will be provided by the Office of Innovative Mobility (OIM).

Eligible Project Locations

Funding is available for projects statewide.

Eligible Project Types

All projects must be located in Colorado and benefit Coloradans. Examples of eligible projects include:

- Developing a new ZEV curriculum and/or integrating new ZEV curriculum into existing curriculum
- Delivery of ZEV-related training to current and future technicians and mechanics at independent service providers, public or private fleets, and/or automotive dealerships
- The purchase of ZEV-specific equipment and materials necessary to provide training and/or ongoing service and repair of ZEVs
- Development and delivery of training and resources for first and second responders focused on traffic incident management (TIM) for ZEVs
- Financial support for existing ZEV training, certification, and/or degree programs provided by qualified training institutions
- Other innovative approaches to meeting the present and future demand for ZEV-related training and workforce development

Funding Requirements

Eligible projects must request a minimum of \$20,000 and a maximum of \$100,000, excluding match. A local cash or in-kind match of 20% of the requested grant funds is highly encouraged but not required. CDOT reserves the right to issue partial



awards rather than the full requested amount, as resources and circumstances dictate.

Application Process

Applications should be submitted along with optional letters of support from impacted or participating entities.

The **ZEV Workforce Development Grant** was released **December 20, 2023**. **Applications are due by March 29, 2024**. Please submit your application to dot_innovativemobility@state.co.us.

Project Funding Evaluation and Selection Process

CDOT will establish an internal scoring and selection panel to assist with scoring and evaluating projects. Participants may include staff from various CDOT divisions and partner state agencies, including:

- CDOT Office of Innovative Mobility
- CDOT Environmental Justice & Equity Branch
- Colorado Energy Office
- Colorado Department of Public Health & the Environment
- Colorado Department of Labor and Employment
- Other relevant subject matter experts

Each member of the panel will review the applications and assign points to the criteria based on information contained in the project application forms.

Evaluation Criteria

Category	Weight (%)	What are we assessing?
Equity, Inclusivity, and Local Impact	30	To what extent does the project consider and address disproportionately impacted (DI) communities ? Does the project benefit and encourage participation of DI groups? What is the level of stakeholder engagement? Does the project benefit existing communities, including involvement of local community and business partners?
Demonstrated Project Need	25	Why is a grant needed for the project? How does the project consider and address the workforce gaps and needs?



Applicant Qualifications	20	What is the project's likelihood of success given the applicant's qualifications and experiences? What experiences does the applicant have in terms of workforce development, specifically workforce development related to transportation electrification? To what extent does the applicant demonstrate a plan and capacity for financial self-sustainability beyond the initial grant period?
Project Readiness	15	What is the project's likelihood of success given the applicant's readiness, project plan, timeline, budget, and partnerships?
Replicability and Scalability	10	Is the project easily replicable? Can the project scale to a wider geographic area? Will the lessons learned be transferable?

Award Conditions

- All project scopes of work are subject to review and approval by CDOT. The submitted and approved project scope becomes the work that the applicant at a minimum must complete.
- New awardees must be willing to provide relevant business and tax documentation for completion of the CDOT Vendor ID creation process where each vendor will be provided a unique numerical identifier.
- Each applicant awarded funds will provide a signed scope of work and be issued a purchase order from the Colorado Department of Transportation (CDOT) to implement the project depending on the type, location and other characteristics of the project. CDOT is the ultimate steward of these state funds. CDOT will specify requirements for status reporting and reimbursement requests.
- Costs cannot be incurred until awardee has received a purchase order and notice to proceed from CDOT. Funds will be dispersed through reimbursement with applicable documentation provided showing purpose of cost incurred, proof of payment, and labor rates/hours.
- Approved applicants will be required to report data based on the application scoring criteria.
- Select applicants may be required to attend a pre-project training and post-project debrief with CDOT and other state agency staff.
- Select applicants may be invited to present their projects to the Colorado EV Coalition, ZEV Workforce Development Subgroup, or other platforms upon completion.