

REQUEST FOR PROPOSALS (RFP)

EarthShare Texas – Green Workforce Jobs Grant Program

Funding Opportunity to Advance Green, Climate-Resilient Jobs in Texas

I. Introduction

EarthShare Texas (ESTX) invites eligible organizations to submit proposals for grant funding to support programs that create or sustain green jobs aligned with the NOAA Climate Ready Workforce Initiative. Each selected organization may receive up to **\$40,000 per year** to implement or expand workforce initiatives that focus on climate resilience and equitable access to high-quality green jobs in Texas.

This request supports the creation of meaningful and measurable workforce pathways that align with NOAA's definition of green jobs and the EarthShare Texas mission of building a more climate-ready future. Please see the [Working Definition of Green Jobs](#).

II. Key Dates and Deadlines

Milestone	Date	Time
RFP Release	November 7, 2025	—
Listening + Q&A Session #1 Link	November 12, 2025	10:00 AM - 11:00 AM CST
Listening + Q&A Session #2 Link	November 14, 2025	10:00 AM- 11:00 AM CST
Proposal Deadline	November 21, 2025	11:59 PM CST
Award Notification	December 1, 2025	—
Earliest Grant Start Date	December 15, 2025	—

Registration for Q&A Sessions is not required.

We understand this deadline may be difficult for some - please reach out if there's anything we can do to help.

III. Eligibility

Eligible entities include:

- 501(c)(3) nonprofit organizations
- Public or government agencies
- Accredited educational institutions
- Small community-based organizations and underserved businesses
- Mission-aligned, climate-focused registered businesses

All applicants must demonstrate a clear connection to the creation or sustainment of green jobs in Texas, with preference given to organizations serving underserved, underrepresented, and climate-vulnerable populations.

IV. Proposal Evaluation

Proposals will be reviewed using the [Green Jobs Partner Selection Matrix](#) (100 total points; minimum score for award is 75). A template to assist in review is included.

Evaluation criteria include:

- Alignment with green job definition
- Climate resilience impact
- Number of jobs created, and workforce development capacity
- Equity and accessibility of services
- Good Jobs Principles (fair pay, safe conditions, advancement)
- Budget feasibility and organizational readiness

V. Proposal Format & Requirements

Each of the seven proposal sections must not exceed **5,000 characters** (including spaces). All required attachments must be included.

1. Program or Idea Overview – (15 points | 5,000 character limit)

Describe your program in plain language. Outline how it aligns with the definition of “green jobs,” the client/community served, expected outcomes, and whether the program is new or existing.

2. Phase Alignment – (20 points | 5,000 character limit) Please see [Benchmarks and Requirements By Phase](#).

Select and explain which grant phase(s) your proposal aligns with:

- Phase 1 – Program Design & Initial Implementation
- Phase 2 – Regional Expansion & Employer Mapping
- Phase 3 – Public-Private Partnership Expansion
- Across all phases Job & Training Deliverables
- Across all phases Knowledge Sharing Deliverables

3. Deliverables Supported – (20 points | 5,000 character limit)

Paste and respond to relevant deliverables from the Grant Deliverables found [here](#).

For each deliverable chosen:

- **Deliverable by name:**
- **Your Contribution:** [Describe your role and action plan] Include plans to adapt and change as well as methods and measures of success.
- **Feasibility and Clarity** of contribution.

4. Project Timeline – (5 points | 5,000 character limit)

Provide a clear implementation timeline with key milestones, launch and evaluation dates, and project conclusion. Ensure this is provided in plain language and format includes deliverables, roles and responsibilities of key staff and ample opportunity for adjustments to meet grant timeline.

5. Key Staff & Partnerships – (5 points | 5,000 character limit)

Outline key personnel roles, employer and training partners, and any project collaborators. Be specific in roles, provide clearly understood plain language format. Explain a plan for adaptation should grant not be fully funded or a staff member leaves to ensure continuity of service.

Letters of support are encouraged but not required. Support letters must be specific, provide clearly defined roles, responsibilities. And expected outcomes. Ensure key staff have ability to meet reporting, meeting, and partnership activities requirements. This will require at minimum monthly grant meetings as a group and for one on one support from ESTX.

6. Expected Outcomes – (20 points | 5,000 character limit)

Detail specific, measurable, and realistic results including:

- Number of jobs created or retained
- Workers trained/placed and certifications earned
- Number and type of employer partnerships
- Community or environmental resilience outcomes

Detailed plan to adapt if outcomes appear out of reach. Grantees will respond to monthly requests for progress by EarthShare Texas.

7. Budget & Sustainability Plan – (10 points | 5,000 character limit)

Attach a complete budget with a narrative that aligns to project deliverables. Include:

- Funding request and allocation breakdown
- Any matching funds or in-kind contributions
- Plan for sustaining funding after the grant period

8. Equity and Access – (5 Points 5,000 character limit)

Detailed plan to address barriers to participation (examples transportation, Limited English Disabilities) Are communities given voice and choice in program design or implementation?

If Additional Support is needed, please share any additional support you may need to be successful. EarthShare Texas will work to support you or provide alternative resources if available to help you be successful.

VI. Submission Requirements Checklist

All proposals must include:

Completed application (all 7 sections under 5,000 characters per section)

Budget and budget narrative (using [provided template](#)) Template and instructions are for awardee not subawards.

501(c)(3) IRS designation letter (or equivalent)

Most recent audit, financial review, or compilation

Clearly defined deliverables and measurable outcomes

Plan for continuation of activities post-grant

May include partner letters

Incomplete applications will not be considered.

VII. How to Apply

Submit your completed proposal and all attachments to:

NOAARFP@earthshare-texas.org

By November 21, 2025, no later than 11:59 PM CST

VIII. Contact and Support

All applicants are encouraged to participate in at least one Q&A Session for additional clarity and support.

For questions prior to submission, contact:

NOAARFP@earthshare-texas.org

<https://earthshare-texas.org/noaa-grant/>

Reference: Grant Deliverables List

Phase 1 – Program Design & Initial Implementation

- Establish shared resources for training, networking, and upskilling events.
- Place and support 500 individuals in work-and-learn opportunities (500 supported by this grant).
- Strengthen recruitment partnerships (EXAMPLE: Austin Community College, Huston-Tillotson University).
- Align work-and-learn opportunities with at least 3 employer partners, estimating 30 living-wage jobs from the above totals.
- Conduct a quarterly milestone assessment for improvement.

Phase 2 – Regional Expansion & Employer Mapping

- Complete comprehensive employer mapping project for Central Texas.
- Establish equity requirements for recruitment channels and prioritize partnerships with trusted educational/community organizations.
- Expand placement of 120 individuals in work-and-learn opportunities.
- Conduct a reflective milestone assessment for improvement.

Phase 3 – Public-Private Partnership Expansion

- Establish 10–20 new employer partner relationships.
- Create specific employment tracks and a high-quality curriculum design.
- Launch new curricula for additional green sectors and business partners.
- Strengthen the green workforce ecosystem via mentor and alumni network development.
- Expand work placement for 200 participants across green pathways.
- Share best practices and inspire new initiatives across the state.
- Conduct a reflective milestone assessment for improvement.

Job & Training Deliverables (across phases)

- 570 people were trained and placed in green jobs overall. (NOTE: What is YOUR TOTAL?)

- Projected 110 “good jobs” created in sectors like energy resilience, water management, land/forests, and nonprofit leadership.
- Employer mapping and analysis to identify workforce gaps.
- Development and delivery of training curriculum aligned with employer needs.
- Wraparound services: stipends, transit passes, meals, mentorship, and alumni support.
- Cost per job created this figure is taken by dividing your total grant award by the amount of funding you receive.

Knowledge Sharing & Reporting Deliverables

- Publish job training curricula, placement pathways, and mentorship resources on a community-focused website.
- Host workshops, conferences, and share online content statewide and beyond.
- Contribute research findings, best practices, and models to NOAA’s Climate Resilience Toolkit and Digital Coast.

Important Resources

[Benchmarks and Requirements By Phase](#)

[Working Definition: Green Jobs](#)

[NOAA Budget Template](#)

[NOAA Proposal Review Matrix](#)