

**WUV DEC CLEAN WATER WORKFORCE CAPACITY
DEVELOPMENT BLOCK GRANT WEBINAR
9/3/2025**

WATERSHEDS UNITED VERMONT



Watersheds United Vermont (WUV)

[Watersheds United Vermont](#) (WUV) is an association of community-based watershed groups across Vermont with a mission to empower watershed groups to protect and restore Vermont's waters.

WUV currently holds 5 Department of Environmental Conservation Block Grants to subgrant funds to eligible entities for clean water restoration efforts including:

- Enhancement Project Development Block Grant
- Enhancement Design and Implementation Block Grant
- Enhancement Dam Removal Design and Implementation Block Grant
- Enhancement Riparian Buffer Block Grant
- *Clean Water Workforce Capacity Development (CWWCD) Block Grant*

WUV Staff

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Webinar Agenda

1. Overview of Capacity and the Clean Water Workforce Capacity Development Block Grant
2. Application Process
 - Application - Word Document
 - Application - Work Plan Guidance Document
 - Work Plan Examples
3. Criteria and Review Process

DEC Clean Water Workforce Capacity Development Initiative

In order to build the State's workforce capacity, organizations need funding to build and maintain staff and provide the framework of a healthy stable organization.

CWWCD Grant comes from two sources:

- State Funding (directly from the Clean Water Fund through DEC)
- Federal Funding (from EPA through LCBP through DEC!!)

Thank you to DEC for continued support for the Clean Water Workforce Capacity Development (CWWCD) Block Grant!

WUV DEC Clean Water Workforce Capacity Development Block Grant

The intent of CWWCD Block Grant is to support and invest in the capacity of our clean water partners in Vermont, both current and potential, in an equitable and inclusive way to address unmet capacity needs and ensure a strong partnership network that continues to efficiently deliver high quality and high priority clean water projects.

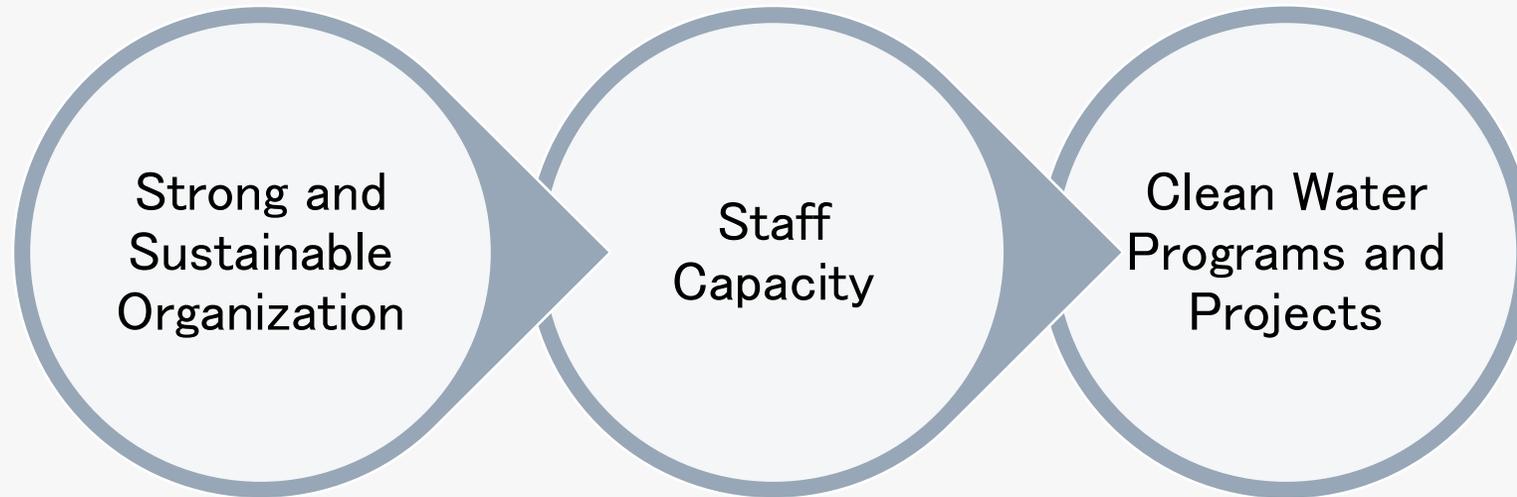
The CWWCD Block grant is meant to build capacity in under-resourced entities to increase their ability to engage in more clean water projects, engage in more complex clean water projects, and/or propel others to do clean water projects.

What Do we Mean By Capacity?

An entity's capability to meet their organizational goals as well as the collective clean water goals that the entity chooses to engage in.

This includes sufficient staffing, training, financial and organizational systems, equipment needed to achieve those goals both for today and to meet future needs.

Why Organizational Capacity is Key for Clean Water Programs and Projects



Current CWWCD Grant

2 Grant Rounds in 2024

29 Subgrantees statewide!

Round 1 subgrantees – work plans through December 2025

Round 2 subgrantees – work plans through May 2026

Wide variety of work plans with some common themes: hiring new staff, bolstering financial and organizational systems, conducting clean water outreach, maintaining recently hired staff to fill in gaps not directly spent on projects, purchasing equipment that assists with different types of clean water projects, training staff.

Wonderful to see so many dedicated organizations building clean water capacity!!!

WUV Current Capacity Sub-Grantees

Addison County River Watch Collaborative
Connecticut River Conservancy
Federation of Vermont Lakes and Ponds
Franklin County Natural Resources Conservation District
Friends of Northern Lake Champlain
Friends of the Mad River
Friends of the Winooski River
Grand Isle County Natural Resources Conservation District
Halls Lake Association (Town of Newbury)
Intervale Center
Lamoille County Conservation District
Lewis Creek Association
Missisquoi River Basin Association
Northwest Regional Planning Commission
Orleans County NRCD
Ottauquechee Natural Resources Conservation District
Vermont Natural Resources Council

Poultney Mettowee Natural Resources Conservation District
South Hero Land Trust
Vermont River Conservancy
White River Partnership
Windham County Natural Resources Conservation District
Vermont Land Trust
Sustainable Woodstock
Caledonia County Natural Resources Conservation District
Bennington County Conservation District
NorthWoods Stewardship Center
Winooski Valley Park District
Connecticut River Watershed Farmers Alliance

Total Allocated Awards: ~\$800,000

WUV CWWCD Block Grant Dates

Round 1 Grant **OPEN NOW**

Webinar: September 3 , 2025 9:30am – 10:30 am

Grant Due Date: October 3 , 2025

Grant Announcement Date: November 2025

Grant Period: January 2026 – May 2027/December 2027 (1.5 year or 2 year grant award)

Round 2 Grant:(for newer or nontraditional groups who need more time for application development or for previous applicants who still have active capacity agreements)

Grant Release Date: Spring 2026

New WUV CWWCD Grant Funding

- Goals: To fund a mix of entities both inside and outside the Lake Champlain Basin that require a capacity building intervention.
- Plan to obligate **~\$800,000** under this round of funding
- Maximum of **\$35,000** per entity (**requests should be scaled to need** , while \$35,000 is the maximum, we ask groups to scale their request to the size of their organization, the scale of the clean water work you do, and current need of their organization)
- WUV will hold **~ \$350,000** for Spring 2026 Grant Round
- Modified Cost Reimbursable Grant

WUV's CWWCD Block Grant Webpage



<https://watershedsunitedvt.org/grants/clean-water-workforce-capacity-development-grant-cwwcd>

[WUV Clean Water Workforce Capacity Development Grant Application](#)

[Capacity Workplan Spreadsheet](#)

[Capacity Workplan Guidance Document](#)

Other Resources:

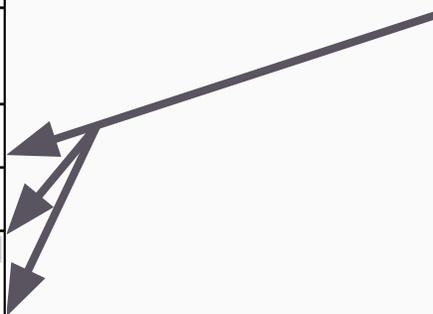
[CWWCDI Summary Document](#)

[2023 CWIP Program Funding Policy](#)

Organizational Information

ORGANIZATION INFORMATION
Organization Mission/Purpose:
What is your organization type (please see pg. 22 of the 2023 CWIP Funding Policy for details on eligible and ineligible entities):
Do you have a fiscal sponsor? If so, who?
Organization service area (where does your organization primarily serve in Vermont?):
How long has your organization existed?:
How many staff does your organization currently employ (number and FTE)?:
Total Annual Organizational Budget (including all project funds that are subcontracted): \$
Annual Operational Budget (without project funds): \$

These questions are important in helping WUV understand the size and scale of your organization. The goal of this funding is to build capacity in ***under-resourced entities*** to increase their ability to engage in more clean water projects.



Alternative Capacity Funding

ALTERNATIVE CAPACITY FUNDING

Have you received (or do you anticipate receiving) a grant for organizational/capacity support through the following sources for 2025 and/or 2026, (click all that apply):

- The Lake Champlain Basin Program Organizational Support Grant
- Memphremagog Capacity Grants through Vermont Housing and Conservation Board (VHCB)
- Vermont Agency of Agriculture Food and Markets Agricultural Clean Water Initiative Program Grant (AgCWIP)
- Direct Legislative Appropriation or any other Governmental/Quasi-governmental Appropriation
- General VHCB Capacity Related Funding
- Other:

We would like to understand your organization's alternative federal and state capacity/organizational funding. Please indicate not only received funding but any funds you anticipate you will receive. Receiving additional capacity/organizational support funds does not make the organization ineligible but we will take scale of additional dollars into account in prioritization and funding amounts. Please explain why CWWCD funds are needed and how they differ from the funds you currently have.

Organizational Capacity Overview

ORGANIZATIONAL CAPACITY OVERVIEW

Provide an overview of the type and scale of clean water work your organization is performing in Vermont. If your organization is new to clean water project work, describe why your organization is planning to work on water quality and watershed health efforts (approximately 200 words):

Who does your organization reach? Does your organization target a specific constituency? Is your organization's board and membership open and accessible to everyone? (approximately 200 words):

Do you have plans to maintain or increase clean water work (by location, sector, scale, constituency) in the future (1-3 years)? (approximately 200 words):

What are the main capacity gaps in your ability to perform clean water work in Vermont? (approximately 200 words):

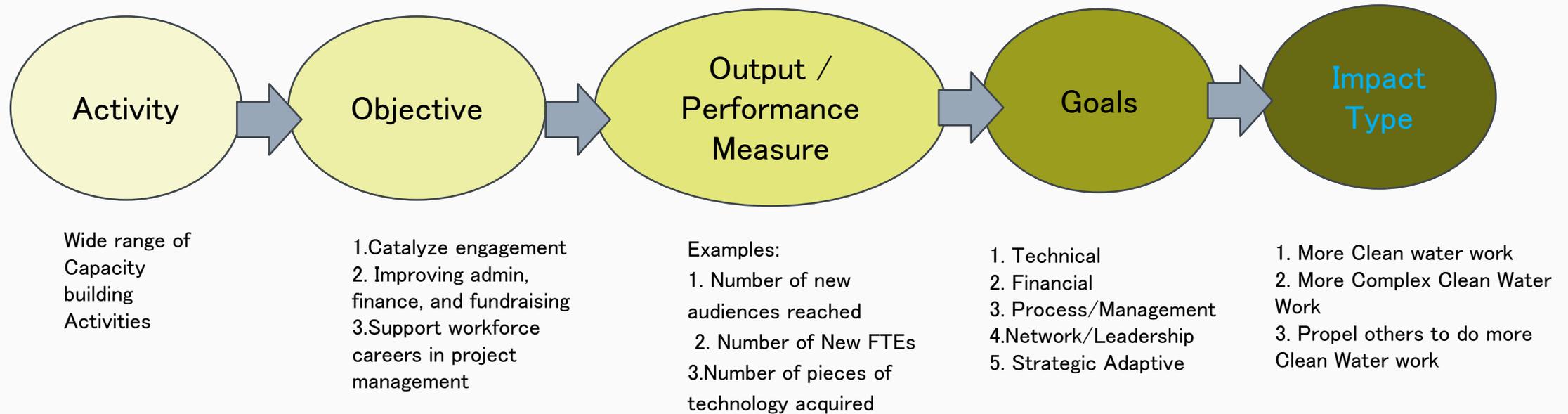
This question is crucial to the application – all the activities listed in your Capacity Work Plan Spreadsheet should be targeted at addressing the gaps that you have outlined in this question!

Work Plan Guidance

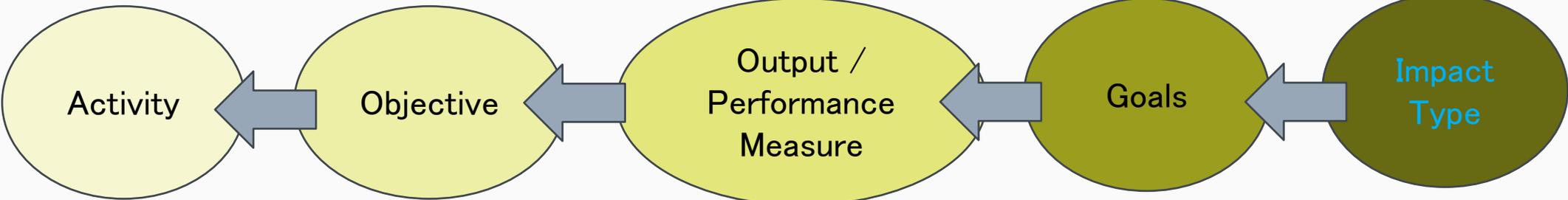
[Click here to view the WUV Capacity Work Plan Guidance Document!](#)

You will need to review this document and have it open for reference while you are completing your Work Plan Spreadsheet!

Linkages between Activity, Objectives, Outputs, Goals and Impact!



May Help to Plan Backwards!



Wide range of Capacity Building Activities

- 1. Catalyze engagement,
- 2. Improving admin, finance, and fundraising,
- 3. Support workforce careers in project management

Examples:
1. Number of new audiences reached, 2. Number of New FTEs
3. Number of pieces of Technology Acquired

- 1. Technical
- 2. Financial
- 3. Process/Management
- 4. Network/Leadership
- 5. Strategic Adaptive

- 1. More Clean water work
- 2. More Complex Clean Water Work
- 3. Propel others to do more Clean Water work

Capacity Work Plan Spreadsheet Example

[Click here to view WUV's example Capacity Work Plan Spreadsheet!](#)

Please use this example as a guide to the type of activities that can be completed under this grant and as a model of how a completed Capacity Work Plan Spreadsheet should look.

The work plan will be the document used to guide your work if you receive the funding! Make sure that you provide enough information in each activity so it can become the main resource for WUV (and yourself) to understand and guide your work during the grant period.

Completing the Application

CAPACITY WORK PLAN EXPLANATION
<i>Once you have completed the Capacity Work Plan Spreadsheet, complete the following questions on how the proposed work plan will address capacity needs:</i>
How will <u>each</u> activity in your Work Plan allow your organization to meet your capacity goals? (approximately 200 words)
How will <u>each</u> of your proposed activities allow your organization to engage in more clean water projects, more complex clean water projects, or propel other organization's clean water efforts? Please discuss direct and indirect linkages. (approximately 200 words)
How will <u>each</u> of your proposed activities allow you to address the gaps in capacity that your organization is experiencing? (approximately 200 words)
How do you anticipate the increased capacity for clean water work will be sustained after the close of the capacity grant/in the absence of future funding? (approximately 200 words)
Have you previously received WUV Clean Water Workforce Capacity Development (CWWCD) Funds? <input type="checkbox"/> Yes <input type="checkbox"/> No
If yes, provide a brief description of if/how this request will build on your organization's work plan efforts from the previous CWWCD Grant:

These questions are aimed at translating your Capacity Work Plan Spreadsheet into a narrative on how the activities you outlines will lead to more clean water projects or more complex clean water projects! Make sure to complete each question for all activities you provided in your spreadsheet. You need to reference back to the gaps in your capacity that you outlined at the start of the application and address how the activities you selected will fill those gaps!

Budget Guidance

- Subgrantees will receive federal or state funding (or a mix of both) depending on your location and the activities you propose.
- The application has a list of ineligible activities for both state and federal funds, review list to make sure your activities are eligible.
- Budget Table Categories: Staff time, Mileage, Contractual, Other Eligible Costs, Indirect
- Be detailed in your budget descriptions for each of the above budget categories - WUV needs to understand all activities completed under this grant to make sure that eligible and to correctly match your request to state/federal sources

Required Capacity Deliverables

1. A capacity pre-assessment, completed before capacity investments or efforts are initiated.
2. An interim report completed at ~ the halfway point of the grant
3. A final report, completed at most one month after capacity investments or efforts are complete, to include a capacity post-assessment
4. Complete all required fields in the Clean Water Outreach Efforts “NForm” as applicable per intervention activities (for clean water outreach efforts).
5. A retrospective impact report, completed at least one year after capacity investments or efforts are finished.

Prioritization for Funding

1. Funding should be directed or prioritized towards areas of the state and organizations that don't otherwise have access to other state or federal capacity funds.
2. Funding should be directed or prioritized towards new or non-traditional clean water partners.
3. Funding should be directed or prioritized towards the strongest proposals.
4. FPA should fund a large number of strong proposals.

Scoring Considerations

- Capacity Need
- Capacity Work Plan narratives and completeness
- How well each activity is likely to meet Capacity Goals – Linkages
- How each activity is likely to have intended impact
- How well does the activity address Capacity Gaps
- Project Budget
- Access to other state or federal capacity/organizational funding
- CWWCD Block Grant impact on organizational capacity – scale

WUV Review Process

- Grant Review Team: Includes WUV, DEC and 1 Outside Reviewer
- Scoring Rubric
- Review Team Meeting
- Iterative Process if Needed
- Grant Awards in November
- Grant Agreements to Follow – with access to funds starting January 2026

WUV is Here to Help

- Broader outreach to reach groups interested in building capacity to develop clean water projects. Help us spread the word.
- Webinar: Recording will be available.
- Questions on the application – schedule a time to chat with WUV!
- Possibility of shared service (similar to financial trainings hosted in 2024)
- Communication and assistance throughout the grant period.

Schedule a time to meet with WUV!

Please follow the link to Calendly where you will see 30 minute time slots where you can sign up to meet with WUV to go over your application and any questions you may have!

[Sign up here for a meeting with WUV!](#)

THANK YOU

Q&A