



Training for Residential Energy Contractors (TREC): Community Benefits Plans

October 18, 2023



U.S. DEPARTMENT OF
ENERGY

OFFICE OF
ECONOMIC IMPACT AND DIVERSITY

Presentation Roadmap

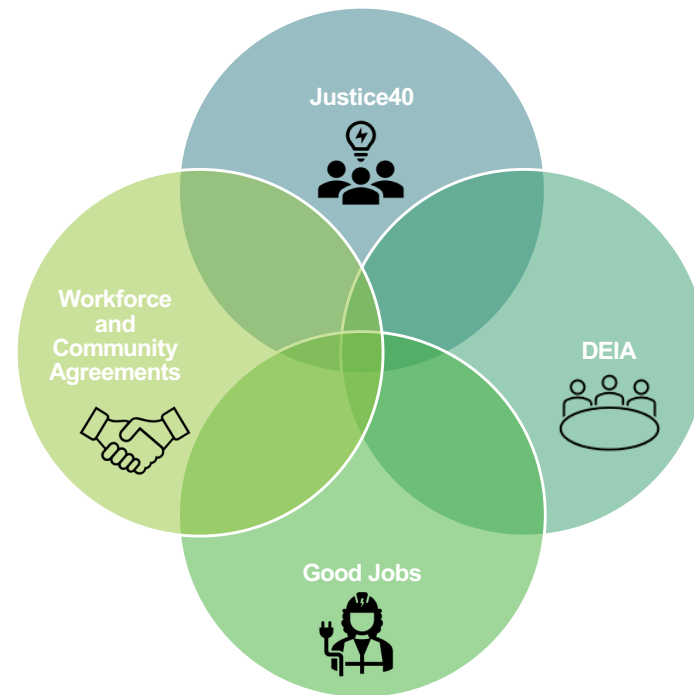
- **Community Benefits Plans Overview**
 - James Strange; Office of Economic Impact and Diversity, DOE
- **CBP Strategies for TREC**
 - Angela Dayton; State and Community Energy Programs, DOE
- **Making Workforce Connections**
 - Brittany Stitch; Employment and Training Administration, DOL

How is DOE addressing workforce and equity goals in funding opportunities?



Community Benefits Plan: Four Priorities

- **Justice 40 Initiative**
 - Meet or exceed the objectives of the Justice40 initiative that 40% of benefits accrue to disadvantaged communities
- **Diversity, Equity, Inclusion, and Accessibility (DEIA)**
 - Equitable access to wealth-building opportunities (teaming, access to good jobs, business and contracting opportunities, etc.)
- **Investing in Job Quality and Workforce**
 - Create good-paying jobs to attract and retain skilled workers and ensure workers have a voice on the job over decisions that affect them
- **Community and Labor Engagement**
 - Meaningful engagement with community and labor partners leading to formal agreements with accountability to affected stakeholders



*In most cases, these plans equate to 20% of the technical merit points for project proposals

Justice40 Initiative in the Community Benefits Plan

The Justice40 Initiative section must include:

1. Identification of applicable DACs to which the anticipated project benefits will flow.
2. Identification of applicable benefits that are quantifiable, measurable, and trackable, including, at a minimum, a discussion of the relevance of each of the eight DOE Justice40 Initiative benefits outlined below.
3. A description of how and when anticipated benefits are expected to flow to DACs
4. A discussion of anticipated negative and cumulative environmental impacts on DACs.

Diversity, Equity, Inclusion, and Accessibility

The Community Benefits Plan must describe how diversity, equity, inclusion, and accessibility (DEIA) objectives will be incorporated into the project.

Should detail how the applicant will partner with:

- underrepresented businesses,
- educational institutions, and
- training organizations that serve workers who face barriers to accessing quality jobs, and/or other project partners to help address DEIA.



Good Jobs and Investing in Workers

- Funding applicants must detail commitments to:
 - Worker organizing and collective bargaining
 - free and fair chance to join a union
 - Quality Jobs:
 - above average wages and benefits in both the construction and operations jobs
 - workforce training and pathways to advancement
 - worker voice in workplace health and safety



Workforce and Community Agreements

Describe the applicant's plans to engage with labor unions, tribal governments, and community-based organizations representing local stakeholders including disadvantaged communities.

Describe plans to negotiate formal workforce and community agreements to detail benefits, partner obligations, and remedies to ensure accountability.



Category	Activity
Workforce development and education; hiring	<ul style="list-style-type: none"> - Workforce development, apprenticeship, apprenticeship readiness, training, and other labor programs - Local hiring events and webinars
Worker support	<ul style="list-style-type: none"> - Increased public transportation options to bring workers to the project. - Support during community engagement events - Other wraparound services
Engagement	<ul style="list-style-type: none"> - Community engagement events and activities specifically linked to the project. - Web-based and printed publication of CBP, in appropriate languages, for public review and comment - Site visits/tours for host community members - Stipends for community members to engage
Community Impacts	<ul style="list-style-type: none"> - Activities to reduce air, water, and/or soil pollution - Emergency system improvements; First responder training and education - Citizen science programs related to the project - Increased workforce/training opportunities for historically underrepresented individuals, groups, or Justice40 communities. - Meaningful partnerships with MBEs/DBEs, MSIs, or other mission driven educational institutions or organizations (CBOs).
Implementation	<ul style="list-style-type: none"> - CBP staff salary - Partnerships with MSIs, MBEs/DBEs for CBP implementation

Effective CBPs

1. Includes SMART Milestones with clear metrics to measure success.
2. Provides specific commitments that align with the CBP sections (organized).
3. Identifies sufficient resources (money, people, and time) to achieve the tasks outlined in the CBP.
4. Goes beyond high-level statements to demonstrate actionable goals, outcomes, and implementation.
5. Commitments consider possible benefits and impacts on impacted communities and workers, labor and workforce, and Tribes.

TREC Community-Benefits Plan Application Overview

Requirements

Expectations

Examples

Requirements

Achieves the specific goals of the program:

- (1) reduce the cost of training contractor employees;
- (2) provide access to workforce development tools for contractors including, but not limited to, testing and certification; and
- (3) partner with nonprofit organizations to develop and implement an equitable state program.

ALRD Section 6.4.b

01

Support meaningful community and labor engagement

Create a strategy for incorporating community and labor feedback into projects.

02

Invest in America's workforce

Produce plans for strong and enduring partnerships with employers.

03

Advance diversity, equity, inclusion, and accessibility

Explain specific approaches for recruiting and training individuals from underrepresented groups of disadvantaged communities.

04

Direct 40% of the overall benefits to disadvantaged communities

Create a plan to track applicable quantifiable, measurable, and trackable project or program benefits expected to flow to disadvantaged communities.



Workforce and Community Agreements (encouraged)

- Applicants are encouraged to submit Community and Labor Partnership Documentation from established labor and community-based organizations that demonstrate the **applicant’s ability to achieve the above goals** as outlined in the Community Benefits Plan.
- Within the Community Benefits Plan, the applicant should provide **specific detail on how to ensure the delivery of measurable community and jobs benefits**, ideally using *negotiated agreements between the applicant and the community, and/or the applicant and labor unions* referred to collectively here as **“Workforce and Community Agreements.”** These include good neighbor agreements, community benefits agreements, community workforce agreements, project labor agreements, and other collective bargaining agreements.

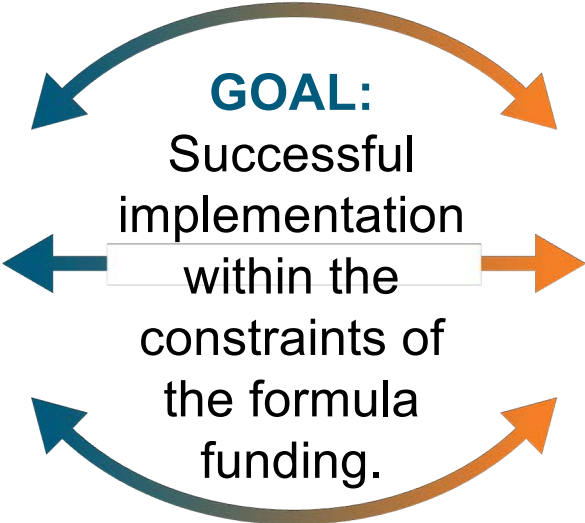


Expectations

The scope of the TREC CBP is flexible so you can generate the most impactful approach for your program.



**Meaningful
Community
Engagement**



**Targeted
Program Impact**

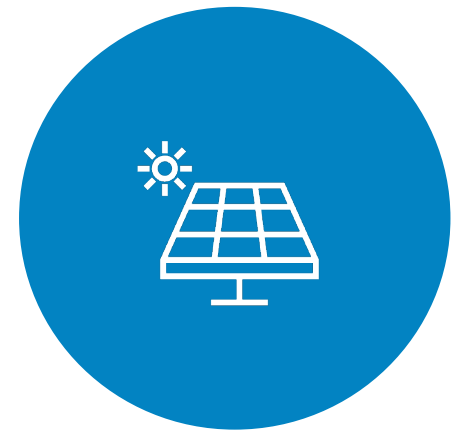
Focused Community Benefits Plan



In-Demand Occupation



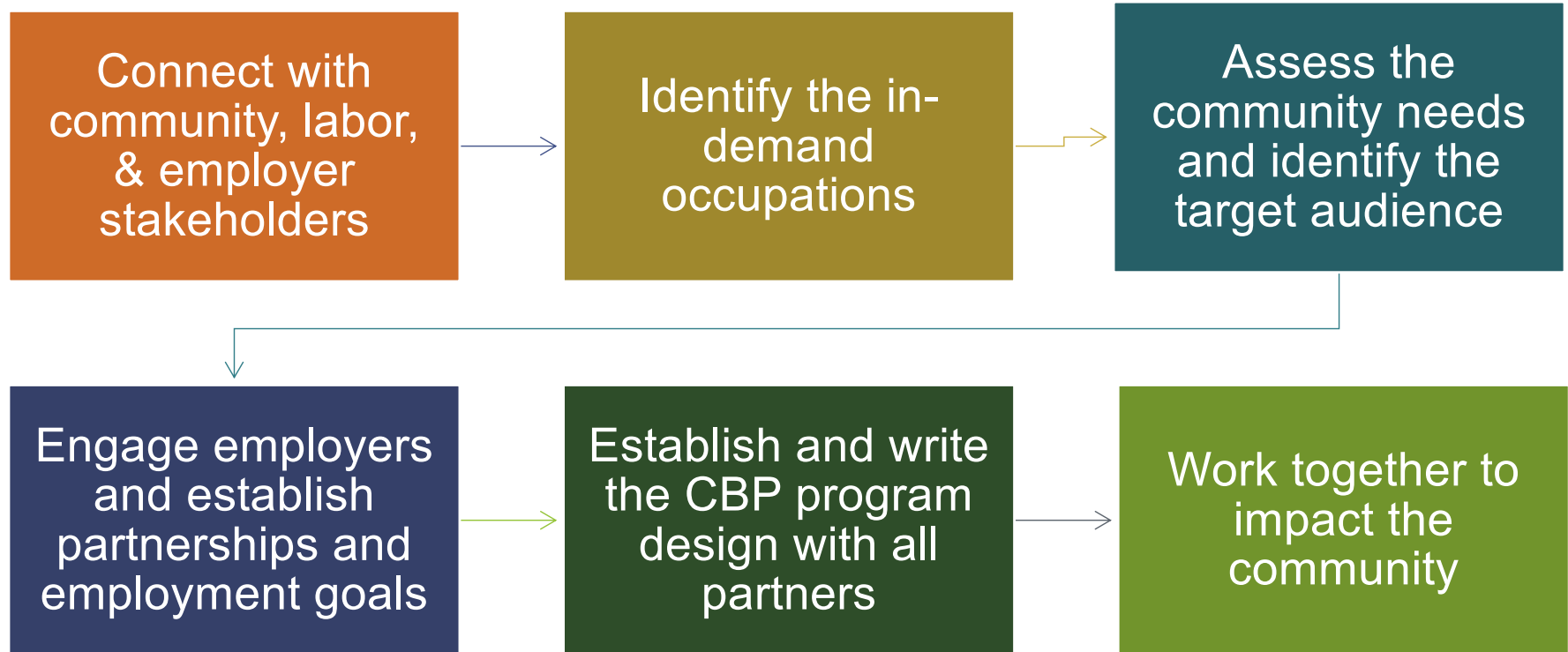
Target Audience



Community

“Plan must be specific, actionable, and measurable.”

Framework for Getting Started



Community Benefits Plan Template

A Community Benefits Plan template is available at this link: [CBP Template](#)

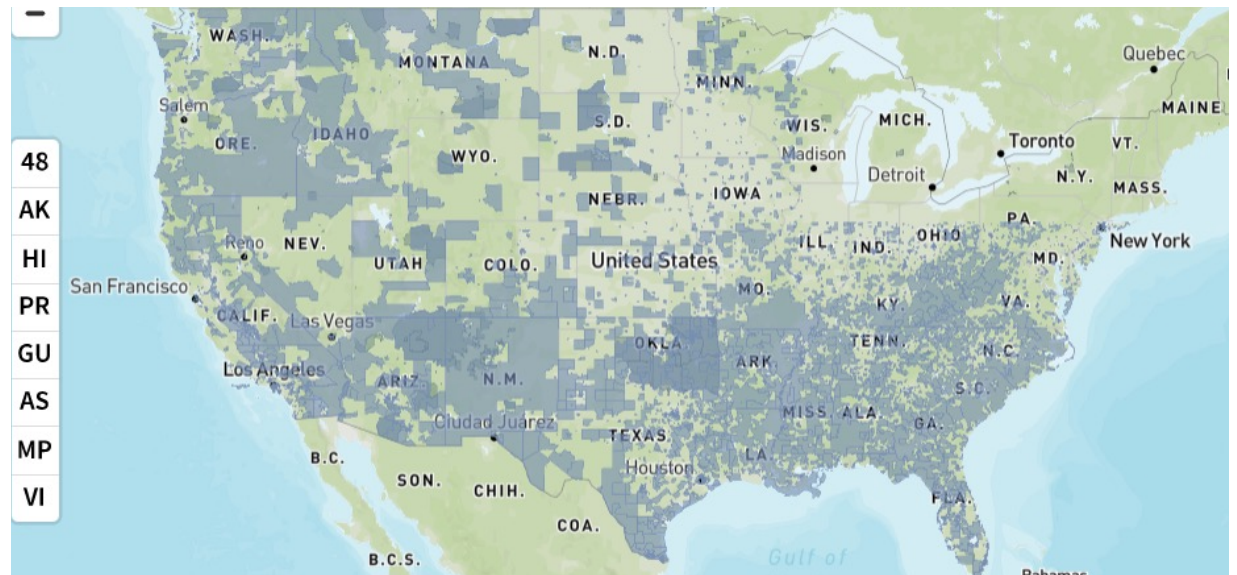
Each applicant is encouraged to use the CBP template to aid in the submission of the CBP portion of the application.

The CBP Template provides instructions on the type of information that an applicant should include so that they can submit a Community Benefits Plan that addresses all four priorities identified in the Community Benefits Plan portion of the ALRD.

CBP Template

<p>Community Benefits Plan FOA Number, FOA Title [Organization Name] [Project Title]</p> <p>Purpose The purpose of this document is to summarize the specific objectives the Applicant is committing to in its Community Benefits Plan (CBP), in quantifiable terms with SMART objectives - Specific, Measurable, Achievable, Relevant, and Timely - and business addresses possible.</p> <p>[The instructional red and blue text should be removed]</p> <p>All of the information included in this CBP must be consistent with the Application. The CBP should accurately reflect what work is to be done and the expected progress to be achieved.</p> <p>Intellectual property information and other aspects of the project that could be considered proprietary or business confidential should be clearly marked. The CBP must be marked as follows and identify the specific pages containing confidential, proprietary, or privileged information:</p> <p>Notice of Restriction on Disclosure and Use of Data:</p> <p>Pages that applicable pages of this document may contain confidential, proprietary, or privileged information that is exempt from public disclosure. Such information shall be used or disclosed only for evaluation purposes or in accordance with a financial assistance agreement between the submitter and the Government. The Government may use or disclose any information that is not appropriately marked or otherwise restricted, regardless of source.</p> <p>The header and footer of every page that contains confidential, proprietary, or privileged information must be marked as follows: "Contains Confidential, Proprietary, or Privileged Information Exempt from Public Disclosure."</p> <p>In addition, every line and paragraph containing proprietary, privileged, or trade secret information must be clearly marked with double brackets or highlighting.</p> <p>A. General Project Information</p> <p>1. Construction Information</p> <p>Note: DOE will evaluate each project to determine whether a Project Labor Agreement (PLA) is required. In addition, participation in DOE's Mega Projects program, which provides technical</p> <p>1</p>	<p>assistance to support compliance with Executive Order 12816, may be required. The information asked for here is necessary to support those determinations.</p> <p>For each planned project location identified in the Location(s) of Work Attachment included with the application package(s), please address the following:</p> <ol style="list-style-type: none">any known construction labor risks or threats that could occur within the schedule;potential public and worker health and safety risks and hazards;known possibilities of labor disruption;plans for coordination among various employers (i.e., general contractors and subcontractors);plans for resolution mechanisms to avoid potential project delays (including issues that may arise among contractors and subcontractors as well as employees);the general contractor or Engineering, Procurement, and Construction contractor, if known;the primary business of the general contractor or EPC contractor. <p>2. Locations and Communities Affected</p> <p>For each location identified in the Location(s) of Work Attachment required with the application submission, please identify each known location owned or operated by the project, including the location(s) of construction or alteration activity listed above, communities geographically near the Applicant's proposed project, and communities that are part of the proposed project's supply or waste life cycle (e.g., where raw materials come from, where waste is sent).</p> <p>Sections 8 through 9 below should summarize the specific objectives the Applicant is committing to in the relevant sections of its Community Benefits Plan, broken into specific commitments, tasks, or subtasks.</p> <p>Each commitment, task, or subtask should be stated in quantifiable or measurable terms, whenever possible and, where relevant, SMART Specific, Measurable, Achievable, Relevant, and Timely) objectives, with timelines should be identified. The Community Benefits Plan may include multiple subtasks but should have at least one SMART objective per budget period as well as one SMART end of project goal. If awarded, the progress towards meeting the objectives and milestones set forth in the Community Benefits Plan will be included as part of the GAO's go evaluation.</p> <p>B. Community and Labor Engagement</p> <p>1. Community and Labor Stakeholders Engaged to Date</p> <p>2</p>
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Examples



Community-Focused Contractor and Workforce Training Programs

- [Illinois Clean Energy Contractor Incubator Program](#)
 - Training, mentoring, and support for contractors to access clean energy-related project installations and subcontracts.
 - Helps eligible contractors in communities across the state register to become vendors for state incentive programs, access low-cost capital, and obtain insurance and other vital services.
 - Prioritizes contractors from environmental justice areas; communities that have been harmed by violence, excessive incarceration, and economic disinvestment (“R3 areas”); and displaced energy workers or persons with barriers to employment.
- [Housing Development Alliance \(Kentucky\)](#)
 - Nonprofit affordable housing developer that offers paid, on-the-job construction training to people in recovery from substance abuse.
 - Trainees receive college certificates in basic carpentry, residential roofer, carpenter helper, and construction form helper.
 - Trainees attend class one day per week at Hazard Community & Technical College and are eligible for tutoring and financial aid.

Community-Focused Contractor and Workforce Training Programs

- [North Carolina STEPS4GROWTH \(S4G\)](#)
 - Uses mobile training units to prepare students and adults in 16 economically distressed counties for jobs in energy efficiency, renewable energy, clean vehicles, and grid and storage.
 - Involves partnerships between the State Energy Office, universities, community colleges, and the NC Department of Public Instruction to offer work-based learning opportunities in clean energy.
 - Leverages a \$24M grant from the U.S. Economic Development Administration (EDA) American Rescue Plan Good Jobs Challenge.
- [Emerald Cities Collaborative E-Contractor Academy](#) (CA, WA, and MA)
 - Seven-week training program to teach small Minority Women Disadvantaged Business Enterprises how to performance energy efficiency and renewable energy retrofit projects.
 - Involves partnerships between local or regional government entity and a local financial institution.
 - Academy sites in Boston, Seattle, San Francisco, and Los Angeles.

Resources



[DOE Justice40 General Guidance \(energy.gov\)](#)
(see page 24)



[About Community Benefits Plans | Department of Energy](#)



[Community Benefits Plan Template](#)



[IRA 50123 ALRD](#)



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NASEO Convening

10/18/23



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ETA and Workforce Development

- The Employment and Training Administration uses funding from the Workforce Innovation and Opportunity Act (WIOA) to fund the public workforce system.
- WIOA is designed to help job seekers access employment, education, training, and support services to succeed in the labor market and to match employers with the skilled workers they need to compete in the global economy.
- WIOA funds several of ETA's Workforce Development Programs, including the thousands of American Job Centers (AJCs) across the country where jobseekers can receive guidance on reemployment.



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ETA Vision2030 Priorities



**Open Opportunities for
Vulnerable Workers and
Communities**



**New Industry Partnerships that
Lead to Real, Good Jobs**



**Building a Better Care
Economy**

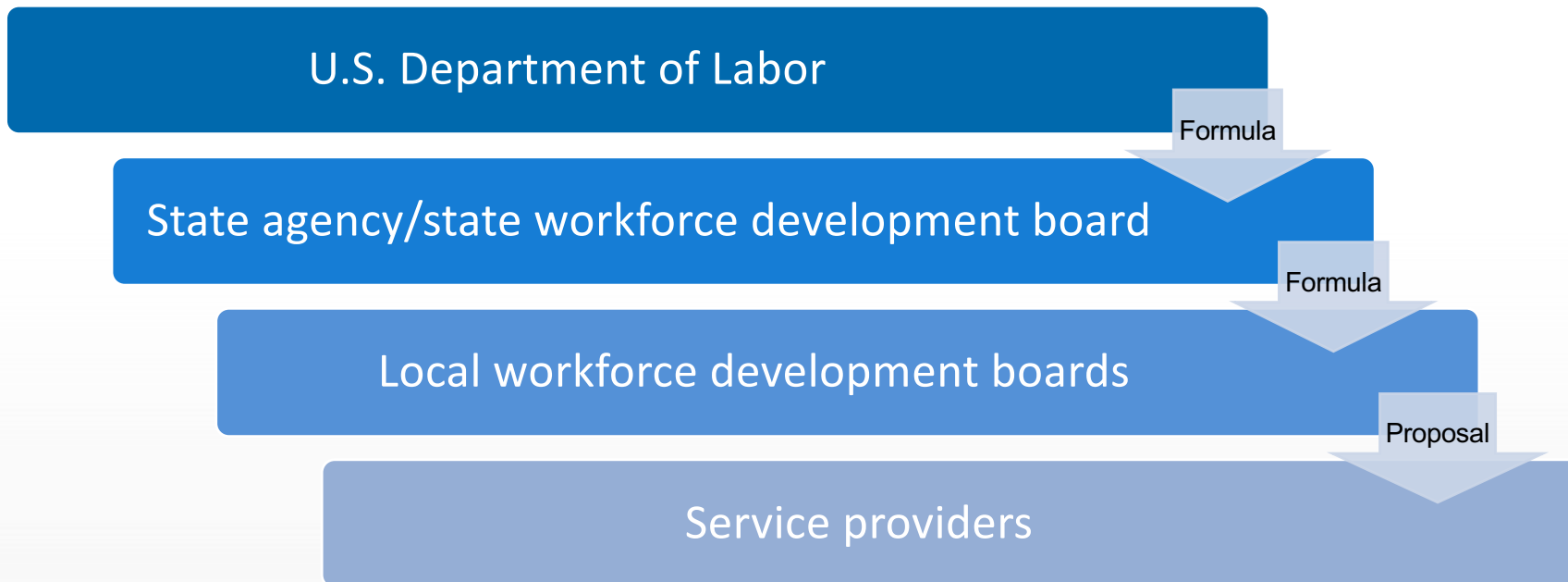


**Action Today for the Future of
Work**



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WIOA Formula Funding Flows from the Federal Level to States and Locals





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ETA Workforce Snapshot



American Job Centers



Dislocated Workers



Apprenticeship



Youth



Job Corps



Reentry



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Opportunities for Collaboration

**Workforce
Development
Technical
Assistance**

**Braiding &
Leveraging
Funding**

**Training
Providers &
Partners**

**Strategic State
Workforce
Planning**

**Supportive
Services**



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Connection Points

**State Workforce
Agencies**

**Office of Apprenticeship
& State Apprenticeship
Agencies**



Local Workforce Boards

Local Job Corps