

Community Benefits Plans

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U.S. DEPARTMENT OF
ENERGY

Why does the DOE require Community Benefit Plans (CBPs)?



CBP Objectives

- To help ensure broadly shared prosperity in the clean energy transition.
- Successful Implementation means:
 - Maximized benefits
 - Ensured long-term success
 - Building durable support for implementation



What is a Community Benefit Plan?



CBP Priorities:

- **Community and Labor Engagement**
 - Meaningful engagement with community, labor, and tribal partners leading to formal agreements with accountability to affected stakeholders
- **Investing in Quality Jobs**
 - Create good-paying jobs to attract and retain skilled workers and ensure workers have a voice on the job over decisions that affect them
- **Diversity, Equity, Inclusion, and Accessibility**
 - Equitable access to wealth-building opportunities (partnerships, good jobs, inclusive recruitment and workforce development investments, business and contracting opportunities, etc.)
- **Justice40**
 - The goal that 40% of the benefits of certain federal investments flow to disadvantaged communities, including tribes.



To promote transparency and accountability, the DOE will strive to release CBP commitments to the public when available.

CBP Overview



The Community Benefits Plan will be evaluated as part of the technical review process, typically valued at **20% of the overall score**.



If the project is selected, DOE will incorporate the Community Benefits Plan into the award and the recipient will be **required to implement the Community Benefits Plan it proposed**.



The applicant's Community Benefits Plan must include at least one **Specific, Measurable, Assignable, Realistic, and Time-based (SMART) milestone** per budget period to measure progress on proposed actions.



During the life of the DOE award, DOE will **evaluate the recipient's progress**, including as part of the Go/No-Go review process.

What's in an effective CBP?

Includes SMART milestones with clear metrics to measure success.

Includes meaningful commitments that align with CBP templates and respond to the specific FOA topic.

Explains how community engagement will impact project or program decisions.

Provides sufficient resources (money, people, and time) to achieve the tasks outlined in the CBP.

Identifies communities that will be impacted by the project and where they are located (name, zip, CEJST)

Reaches beyond a high-level or vague vision to demonstrate actionable goals, outcomes, and implementation.

Discusses and plans for project impacts on impacted communities, workers, and Tribes.

Offers substantive analysis on project or program benefits and how they will flow to disadvantaged communities.

Provides specific details for what stakeholders will be engaged, when, how, and to what purpose.

If applicable, establishes a plan to monitor and ameliorate possible negative impacts.

Community and Labor Engagement

Guiding Questions to Develop Your CBP



What community groups, labor stakeholders, and/or Tribes does your plan engage and how were these identified?

Over what timeline will community and labor meetings / workshops occur? Are the timeline and engagements reasonable?

What specific methodology for community and/or labor stakeholder feedback will your plan use?

How will engagement feedback be incorporated in the project or program? What specific dates or decision points will be used?

What are your plans for including negotiated agreements?

Are there check-in dates and deadlines for the negotiation and execution of any community benefit agreement, collective bargaining agreement, or similar agreements?

Examples of Effective Commitments: Consider Governance and Accountability

Established effective dialogue and objectives. Developed a stakeholder engagement plan and/or strategy.

Negotiated agreements (Project Labor Agreements, Community Benefits Agreements, Community Workforce Agreements, etc.)

Established Community Advisory Boards including labor, Tribal, and environmental justice representatives

Types of Negotiated Agreements



Community Benefit Agreements



Tribal Agreements



Collective Bargaining Agreements



Project Labor Agreements



Community Workforce Agreements

Investing in Quality Jobs



Investing in Quality Jobs

- Funding applicants should detail any commitments related to:
 - High-Quality Jobs
 - Affirmative support for worker organizing and collective bargaining

High quality jobs:

1. Pay above average wages and benefits in both the construction and ongoing operations jobs
2. Invest in workforce training to support a skilled workforce and provide pathways to advancement
3. Ensure worker participation in workplace health and safety plan design and implementation



Guiding Questions to Develop Your CBP



Will you pay workers wages that are in the upper quartile for occupation and location?
Will you provide competitive benefits?

Will you work with apprenticeship or pre-apprenticeship programs?

Are workers engaged in health and safety committees? How will you ensure the health and safety of construction crews?

Do you participate in collective bargaining agreements and/or have a policy to remain neutral during union organizing?

What are your plans for a PLA? If not, do you have a workforce continuity plan?

How will you minimize risks of labor disputes and disruptions?

Effective Commitments for Operations Phase Jobs

Commitments to support worker organizing and collective bargaining:

- Pledge to make public a commitment to remain neutral during any union organizing campaigns
- Commitment to permit union recognition through card check (as opposed to requiring union elections)
- Commitment to enter into binding arbitration to settle first contracts
- Pledge to make public a commitment to allow union organizers access to appropriate onsite non-workspaces (e.g., lunchrooms)
- Pledge to make public a commitment to refrain from holding captive audience meetings

Commitments to provide high-quality jobs:

- Commitment to providing wages in the upper quartile for industry and relevant production occupations + competitive benefits
- Paid training plus tuition reimbursement for additional training
- Establishment of health and safety committees
- Commitment to use registered apprentices or participate in pre-apprenticeship programs

Effective Commitments for Construction Phase Jobs

Commitments to provide high-quality jobs:

- Commitments to negotiate Project Labor Agreements for large construction activity associated with project
- Commitments to utilize registered apprentices, suggested ratio 15-20% of work hours
- Prioritize recruitment activities that benefit the community or a commitment to local hire
- Commitments to skilled and trained/credentialed workforce, with a national journey-card credential preferred
- Commitment to pay wages above required Davis-Bacon Act prevailing wages

Diversity, Equity, Inclusion, and Accessibility (DEIA)

DEIA in Community Benefits Plans

- The Community Benefits Plan must describe how diversity, equity, inclusion, and accessibility (DEIA) objectives will be incorporated into the project.
- The Plan should detail how the applicant will reduce barriers to employment and advancement opportunities for underrepresented individuals by providing supportive services and through partnerships with:
 - Underrepresented businesses
 - Minority Serving Institutions
 - Training organizations that serve workers who face barriers to accessing quality jobs, and/or
 - Other project partners to help improve DEIA in energy jobs



Guiding Questions to Develop Your CBP



Do you plan to specifically identify underrepresented businesses and/or MSIs that you are partnered with?

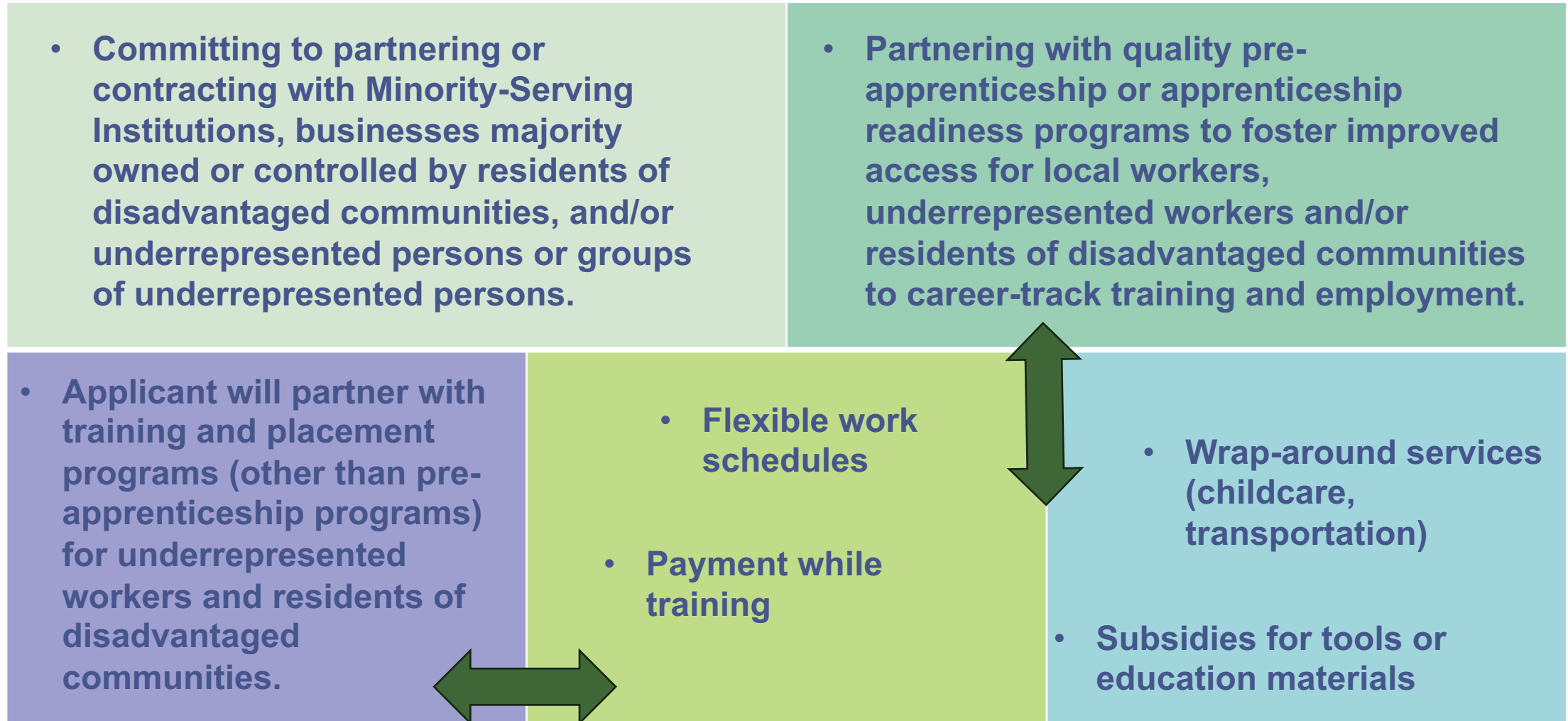
Will you partner with workforce training organizations that serve underrepresented populations to recruit, train, and/or retrain workers?

Have you identified robust and inclusive workforce development investments and supportive services as part of the project?

Will you commit to support apprenticeship readiness and registered apprenticeships?

Will you commit to partner with HBCUs, TCUs, and other MSIs for research and development opportunities?

Examples of Effective DEIA Commitments



Justice40

Justice40 Initiative

The Justice40 Initiative section must identify:

- Applicable disadvantaged communities where the anticipated project benefits will flow.
- Applicable benefits that are quantifiable, measurable, and trackable, including, at a minimum, a discussion of the relevance of each of the eight DOE Justice40 Policy Priorities.
- How and when anticipated benefits are expected to flow to disadvantaged communities.
- Anticipated negative and cumulative impacts on disadvantaged communities.



Examples of Effective J40 Commitments

Clearly define impacted communities

Clearly define what benefits will result from the project and how those benefits will flow to the impacted communities

Describe both positive and negative impact on local air, water, and/or land quality

Provide clear and reasonable metrics to track benefits

Provide milestones/schedule for when expected outcomes will be achieved



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Thank you!

For more information, go to:

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