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**The Environmental Justice Scorecard has been updated.** Phase Two of the Environmental Justice Scorecard was released on July 24, 2024.

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# Department of Labor

**26 office(s), 15,645 employees, and 2,133 new hire(s)** in Fiscal Year 2023


The Department of Labor's (DOL) mission is to foster, promote, and develop the welfare of the wage earners, job seekers, and retirees of the United States; improve working conditions; advance opportunities for profitable employment; and assure work-related benefits and rights.

DOL is committed to supporting the Administration's efforts to pursue environmental justice as a part of its mission. DOL's mission aligns well with

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Executive Order 14096's call to prioritize building an equitable, inclusive, and sustainable economy that offers economic opportunities, workforce training, and high-quality and well-paying jobs, including union jobs, and helping to achieve an equitable transition of the workforce as part of a clean energy future.

To learn more about environmental justice at DOL, please visit DOL's [environmental justice website](#) .

Some examples of well-known DOL offices, bureaus, or agencies are:

- Occupational Safety and Health Administration
- Bureau of Labor Statistics
- Unemployment Insurance Program

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## Progress on Advancing Environmental Justice

This section demonstrates key progress on advancing environmental justice at the Department of Labor in Fiscal Year (FY) 2023, which is from October 2022 to September 2023.

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Key Highlights ([show less ^](#))

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## Advancing Environmental Justice by Building an Equitable and Inclusive Economy

In FY 2023, the Office of Federal Contract Compliance Programs (OFCCP) launched the Mega Construction Project Program (Megaproject Program). Through the Megaproject Program, OFCCP focuses the agency's efforts to bring the public and private sector together on designated Megaprojects to provide a diverse pool of qualified workers with access to good jobs in the construction trades and to promote equitable hiring and fair workplaces by federal construction contractors. The Megaproject Program has been an effective strategy for increasing the representation of diverse, qualified workers in the construction trades and expanding access to good, family-sustaining jobs. OFCCP leverages its relationships in communities across the country to provide on-the-ground assistance to contractors to strengthen their hiring, recruitment, and employment practices. OFCCP



## Ensuring Underserved Communities have Access to Good Jobs

As underscored by DOL's Good Jobs Initiative, underserved communities face significant challenges with access to good jobs, including lack of equal employment opportunities and lack of support services. DOL is

also helps contractors broaden the pool of available workers by providing connections to recruitment sources so that projects can fully use the local workforce and get the needed talent. For example, OFCCP works with stakeholders to build the pipeline of workers in time for the work to begin on the project using proven equitable workforce development pathways including pre-apprenticeship and Registered Apprenticeship programs. Projects eligible for designation as Megaprojects are valued at \$35 million or more in funding, some part of which must be federal funding, and are expected to last for at least one year.

[Learn more](#) 

### **Supporting Workers around the World Impacted by Climate Change and Decarbonization**

Worker voice and the active participation of workers and their organizations in decision-making are vital to ensuring that workers

partnering with other federal agencies to ensure federal infrastructure dollars are implementing the Good Jobs Principles to remove barriers and expand access for all working people, including underserved communities, and partnering with state and local actors to encourage good hiring and retention practices in the private sector. In FY 2023, DOL

and communities benefit from climate- and energy-related transitions. Launched in December 2022, the Multilateral Partnership for Organizing, Worker Empowerment, and Rights (M-POWER), advances the development of strong unions globally which are critical to ensuring workers have a voice at the table in climate discussions and that such transitions to a clean energy economy are just. M-POWER, of which the federal government (DOL, U.S. Agency for International Development, and Department of State) is a founding partner, focuses on ensuring working families thrive in the global economy and elevating the role of trade unions and organized workers as essential to advancing democracy.

[Learn more](#) 

released a [toolkit](#) to assist federal agencies, state, Tribal, and local governments, employers, as well as labor and worker advocacy organizations unleash their power to improve job quality and equity.

[Learn more](#) 

## Justice40 Initiative


This section demonstrates progress on the implementation of the Justice40 Initiative at

**What is the Justice40**

the Department of Labor in Fiscal Year (FY) 2023, which is from October 2022 to September 2023.

## Overview

DOL's Justice40 covered programs are administered by the Employment and Training Administration. Each of the programs aim to improve economic opportunity through workforce training and development and produce high-quality employment outcomes for workers.

For more information on DOL's Justice40 covered programs, please contact [EnvironmentalJustice@DOL.gov](mailto:EnvironmentalJustice@DOL.gov) 

## Justice40 Covered Programs [\(show less ^\)](#)

The Department of Labor has:

- **4** Justice40 covered program(s)

### Progress on the Justice40 Initiative

Through President Biden's [Investing in America](#) agenda and other sources, **DOL** has:

## Initiative?

The Justice40 Initiative set the goal that 40 percent of the overall benefits of certain federal investments flow to disadvantaged communities that are marginalized by underinvestment and overburdened by pollution.

[Learn more](#) 

approximately  
**\$4 billion**

in funds available to obligate (i.e., to spend) in Fiscal Years (FY) 2022 - 2027 through its Justice40 covered programs.<sup>1</sup>

Through President Biden's [Justice40 Initiative](#), **DOL** is working to deliver benefits to disadvantaged communities. Each program that is part of the Justice40 Initiative delivers benefits in at least one of [seven investment categories](#), and many programs are delivering benefits to communities across multiple categories of investment. The **4** covered program(s) at **DOL** working to deliver benefits for communities include:

- **1** program(s) advancing affordable and sustainable housing
- **4** program(s) delivering training and workforce development benefits

Overall, agencies are making concrete, tangible improvements to benefit disadvantaged communities across America through the Justice40 Initiative. These investments are

resulting in cleaner air and water, more affordable clean energy, good-paying jobs, and other results that people are seeing and feeling today and into the future.

<sup>1</sup>*In the Phase Two Scorecard, the Justice40 Initiative section contains information about federal investments that Congress has funded through both discretionary and mandatory appropriations, as well as supplemental appropriations, such as those that Congress made in the Bipartisan Infrastructure Law (Pub. L. 117-58) and the Inflation Reduction Act (Pub. L. 117-169). The Phase Two Scorecard includes information on each agency's budget authority (that is, the total amount of funds that Congress has appropriated to the agency to spend on Justice40 covered programs) and the period of availability (that is, the period of time over which Congress has authorized the agency to spend the funds).*

*In some cases, agencies may not yet have the authority to spend the full amount indicated, such as when Congress has appropriated funds that will only become available in future Fiscal Years. Agencies provided the data presented here in spring 2024, and therefore the data does not reflect the annual appropriations for Fiscal Year 2024 that Congress made in March 2024.*

*Thus, the information that the Phase Two Scorecard presents in this section includes what the agency has available to spend in its Justice40 covered programs (i.e., its budget authority). These figures represent the total funding amount for all Justice40 covered programs, not only the portion that benefits disadvantaged communities.*



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## Justice40 Covered Program Highlights ([show less](#) ^)

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The Department of Labor is delivering benefits, or is projected to deliver benefits, for disadvantaged communities through grants or awards made through its Justice40 covered programs, such as:

### DOL Job Corps

Job Corps helps eligible young people ages 16 through 24 complete their high school education, trains them for meaningful careers, and assists them with obtaining employment at no cost to them. Training in “Renewable Resources” is a top 10 high-growth field. Job Corps includes cost-free housing, meals, basic health care, a living allowance, and career transition assistance in sites across the country.

[Learn more](#) 

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## Funding Announcements ([show less](#) ^)

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The Department of Labor has:

- **241** funding announcement(s) covered under the Justice40 Initiative
- **\$1,908,333,000** available through Justice40 covered program(s) funding announcements<sup>2</sup>

### **Pathway Home Grants for Adults Re-Entering the Workforce**

In June 2023, DOL announced \$49.4 million in Reentry Employment Opportunities Pathway Home grants to 17 organizations across 15 states to provide pre- and post-release job training and services for adults reentering the workforce following incarceration in a local jail or state correctional facility. These Pathway Home grants eliminate the time gap between when people are released from prison and when they enroll into a workforce development reentry program. By enrolling participants while they are

incarcerated, grantees begin foundational skills, job search strategies, occupational training leading to industry-recognized credentials, and more. Post-release, the participants remain in the program, return to their communities, and receive job search assistance, further education, peer support, supportive services, and additional help. This program gives priority for projects serving high-poverty areas with a scarcity of reentry services, and will help advance equity for people who face significant barriers to labor market reentry.

**Learn more** 

## YouthBuild Grants

In April 2023, DOL announced \$93 million in YouthBuild grants serving 68 high unemployment and high poverty communities. YouthBuild grants support a pre-apprenticeship model that provides disadvantaged youth with occupational skills training and educational guidance, with an emphasis on green building techniques, including sustainable materials, solar panel installation, and weatherization. YouthBuild grant applicants must target service areas that demonstrate need based on high youth unemployment and poverty.

[Learn more](#) 

## Workforce Opportunities for Rural Communities

In September 2023, DOL [announced](#) a Workforce Opportunities for Rural Communities (WORC) award of \$44.2 million to 32 grant recipients in the Appalachian, Delta, and Northern Border regions. The WORC Initiative grants will create economic mobility; address historic inequities for disadvantaged communities, rural areas, and underserved and underrepresented communities; and produce high-quality employment outcomes for local workers enabling them to remain and thrive in their communities.

[Learn more](#) 

<sup>2</sup>Further, this section also includes funding that

*was made available through an agency's Justice40 covered programs in FY 2023. The funding was made available through various mechanisms, like grants, loans, agreements, contracts, notices of funding opportunity, and other funding announcements. These funding announcements were from Justice40 covered programs that were funded through discretionary and mandatory appropriations, as well as supplemental appropriations, such as those enacted under the Bipartisan Infrastructure Law (Pub. L. 117-58) and the Inflation Reduction Act (Pub. L. 117-169).*

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## **Covered Program Design or Modification ([show less ^](#))**

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The Department of Labor made program or design modifications to maximize benefits and/or remove barriers or constraints for disadvantaged communities, such as:

## Change to DOL Funding Announcements

The funding announcements for some grants now explicitly refer to the Justice40 Initiative, environmental justice, and the goal of delivering benefits for disadvantaged communities. For example, the funding opportunity announcements for the Workforce Opportunities for Rural Communities (WORC) round 5 include a description of the Justice40 Initiative and refer applicants to the [Climate and Economic Justice Screening Tool](#) to identify disadvantaged communities to benefit from the program.

## **Green Job Training for Disadvantaged Youth at Job Corps Centers**

Job Corps offers expanded training opportunities in green industries such as renewable energy, energy efficiency, and environmental conservation. For example, Job Corps added a Solar Photovoltaic program and developed a partnership with Mercedes-Benz USA that incorporates green energy/electric car components. This not only prepares students for careers in emerging sectors but also contributes to environmental sustainability and resilience.



## Renovating Job Corps Facilities for Health and Safety of Students

The Office of Job Corps' highest priority is the health and safety of Job Corps students, and potential environmental hazards are regularly reviewed and acted upon at all worksites and training facilities. This may involve implementing measures to mitigate exposure to pollutants, providing training on workplace safety protocols, and advocating for regulatory compliance and enforcement. Job Corps facilities are also required to reduce direct greenhouse gas emissions by 2.5% or more per year, accomplished primarily by campus modernization efforts and reducing building and fleet energy consumption.

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### Justice40 In Action ([show less](#) ^ )

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The Department of Labor is delivering benefits, or is projected to deliver benefits, for disadvantaged communities through the Justice40 Initiative, including:

## **Building Experience Through Training and Education in Rural Appalachia Ohio**

The Building Experience Through Training and Education in Rural Appalachia Ohio (BETTER Appalachia) program, funded in September 2022 through the Workforce Opportunities for Rural Communities grant, advances the Justice40 Initiative. It focuses on providing on-the-job training opportunities to individuals in Athens and Meigs counties, Ohio who are underserved and underrepresented in the workforce or have barriers to employment. The program is a collaboration between community development organizations, employer and industry partners, and state/local workforce development centers. Key activities include offering training, educational, professional, and personal development opportunities. Participants are also employed for up to six months at either a Rural Action, Inc. social enterprise or one of the industry partners at \$14/hour.

## **GRID Alternatives in Madera and Fresno Counties, California**

GRID Alternatives in Madera and Fresno Counties, California is a Reentry Employment Opportunities Pathway Home grantee funded from July 2020 through December 2023. They aim to provide individuals with a hands-on introduction to solar training before release from incarceration. One local worker who benefitted from the GRID Pathway Home grant, Juan, started his journey from GRID solar trainee to Crew Lead during incarceration where he took hands-on classes using real system components. After graduation, Juan became a Solar Installer at a local solar energy company. His hard work paid off, and as a Crew Lead his team now works on commercial projects across California. He even hired a former GRID Pathway Home classmate.

## **Environmental and Civil Rights Protection**

Federal agencies are advancing environmental justice by carrying out their responsibilities under the law to identify and address disproportionate and adverse public health and environmental, climate-related, and cumulative impacts on communities with environmental justice concerns. Agencies are working to ensure that all communities experience the protection of our country's bedrock environmental laws. The following information reflects some of the environmental and civil rights work at the Department of Labor has done in Fiscal Year (FY) 2023, which is from October 2022 to September 2023.

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### **Environmental or Health Protection ([show less ^](#))**

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This section demonstrates progress by the Department of Labor on environmental or health protection that also advances environmental justice in Fiscal Year (FY) 2023, which is from October 2022 to September 2023.

Heat is the leading cause of death among all weather-related phenomena, and it is becoming more dangerous as nine of the last ten years were among the warmest on record. Workers in agriculture and construction are among the highest risk, but

the problem affects all workers exposed to heat. Workers of color disproportionately make up the population of employees in essential jobs who are exposed to high levels of heat. The Occupational Safety and Health Administration (OSHA) has begun the rulemaking process to consider a [heat-specific workplace standard](#). OSHA's milestones include: October 2021: published an Advanced Notice of Proposed Rulemaking that received 965 public comments. May 2022: held virtual public stakeholder meeting attended by over 1,300 people. August 2023: convened a Small Business Advocacy Review panel. 82 small entity representatives spoke over six sessions. July 2024: [announced the release] (<https://www.osha.gov/news/newsreleases/national/07022024>) of a Notice of Proposed Rulemaking, after [ongoing work](#) in FY 2023.

## Protecting Miners from Silica

In July 2023, the Mine Safety and Health Administration published a [proposed rule](#) to better protect all miners from exposure to silica dust. Silica dust is an occupational carcinogen that puts miners at risk of developing preventable but potentially fatal diseases like silicosis, lung cancer, and black lung disease. On April 18, 2024, the agency [issued a final rule](#) that will better protect all miners (coal and metal/nonmetal miners) from exposure to silica dust. The final rule also updates existing respiratory protection standards to better protect miners from exposure to all airborne hazards, including silica dust, asbestos, and other contaminants.

## **Enforcing H-2A Temporary Agricultural Worker Housing Standards**

The Wage and Hour Division (WHD) has enforcement responsibilities under the H-2A temporary agricultural worker visa program that help protect workers against the impact of severe weather due to climate change. For example, WHD enforces agricultural worker housing standards that require any housing to be structurally sound and provide shelter against the elements, all exterior openings to be effectively screened with 16-mesh material, all screen doors to be equipped with self-closing devices, buildings to be heated to a minimum of 70 degrees, and a sufficient number of windows opening directly outdoors, all of which help ensure that workers are not harmed by the extreme effects of climate change.

## **Protecting H-2A Temporary Agricultural Workers from the Impacts of Severe Weather and “Acts of God”**

DOL has the responsibility to ensure that employers using H-2A temporary workers affected by disasters continue to honor their contractual obligations (i.e., providing housing, meals, or provision of cooking facilities as originally disclosed) until DOL says the emergency makes fulfilling the contract impossible. If a contract “impossibility” determination is made, DOL will ensure the employer complies with the steps in the “H-2A” contract “impossibility” provision (e.g., satisfying the three-fourths guarantee for the time that has elapsed from the start of the work contract to the time of its termination, outbound transportation, reimbursement for inbound transportation). Additionally, employers must also make efforts to transfer the workers to comparable employment acceptable to the worker and consistent with existing immigration law.



## Civil Rights and Environmental Justice ([show less](#) ^)

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This section demonstrates progress on civil rights related to environmental justice, for example, the Americans with Disabilities Act, the Rehabilitation Act of 1973 or relevant laws other than Title VI of the Civil Rights Act at the Department of Labor in Fiscal Year (FY) 2023, which is from October 2022 to September 2023.

The mission of the Civil Rights Center is to promote justice and equal opportunity by acting with impartiality and integrity in administering and enforcing various civil rights laws. These laws protect: DOL employees and applicants for DOL employment, and individuals who apply to, participate in, work for, or come into contact with programs and activities that are conducted by or receive financial assistance from DOL, or, under certain circumstances, from other federal agencies.

In FY 2023, DOL's Civil Rights Center (CRC) launched a comprehensive survey to assess each DOL agency's current language access practices and pinpoint areas to improve access for workers and other external departmental stakeholders. The CRC also established the Centralized Office of Language Assistance to improve access to DOL-conducted programs and activities for limited English proficiency individuals and published DOL's

[FY 2023 Language Access Plan](#) , which revised DOL's previous plan published in 2011.

## Centering Environmental Justice in Decision-Making

This section demonstrates progress on community engagement (e.g., partnerships with non-federal organizations, technical assistance, and public processes) and partnership and consultation with Tribal Nations at the Department of Labor in Fiscal Year (FY) 2023, which is from October 2022 to September 2023.

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### Public Processes ([show less ^](#))

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- **1** public process(es) related to environmental justice, e.g., requests for information or listening sessions, including:

## **Environmental Justice Listening Session**

On December 9, 2022, DOL held a Virtual Public Stakeholder Meeting. During this listening session, DOL collected public input on what the greatest needs and/or barriers facing disadvantaged and/or environmentally-impacted communities are as it relates to employment, worker protections, and worker rights. Interested parties that were not able to attend the calls were able to submit their feedback in writing to [environmentaljustice@dol.gov](mailto:environmentaljustice@dol.gov).

## Partnership and Consultation with Tribal Nations ([show less ^](#))

This section demonstrates progress on Tribal partnerships and consultations at the Department of Labor, including steps that that agencies take to respect Tribal sovereignty and ensure government-to-government consultation on federal policies in Fiscal Year (FY) 2023, which is from October 2022 to September 2023.

In FY 2023, DOL completed its Revised Final Tribal Consultation Policy, which was effective on October 10, 2023, and was published in the [Federal Register](#) on December 27, 2023.

- **1** Tribal Consultation(s) related to environmental justice
- **2** Tribal listening sessions and other engagements related to environmental justice

For example, in FY 2023, the DOL Tribal Liaison arraigned an environmental justice listening session specifically for Tribal stakeholders.

## Institutionalizing Environmental Justice

This section demonstrates progress to institutionalize environmental justice at the Department of Labor including to implement [Executive Order 14008](#) and [Executive Order 14096](#) , in Fiscal Year (FY) 2023, which is from October 2022 to September 2023.

## Overview

DOL is working on establishing goals, objectives, and priority actions for advancing environmental justice institutionally. In FY 2023, each subagency reported internally on its environmental justice activities and goals. There was a wide range of activities noted from miner safety to job opportunities for underrepresented groups, bringing economic benefits to local communities.

- **3** staff who work on environmental justice, either in a full- or part-time capacity

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## Advancing Environmental Justice Policy ([show less](#) ^ )

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- **Has** issued or updated policy, guidance, or directives related to environmental justice (internal or external)

### OSHA Protects People Working in the Heat

Several new [Heat campaign](#) products were released in FY 2023, including the launch of a nationwide heat contest, to raise awareness of the dangers and hazards of heat exposure in both indoor and outdoor workplaces and resources on personal risk factors, hydration, and pregnant workers and heat.

- Over the past four years **is working** to create an Environmental Justice Strategic Plan pursuant to [Executive Order 14096](#)

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## Advancing Institutional Partnerships or Federal Advisory Committees ([show less](#) ^ )

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- **2** new or strengthened internal agency working group(s), committee(s), or partnership(s) to advance environmental justice, or new federal advisory committee(s) on environmental justice
- **1** new or existing federal advisory committee(s) related to environmental justice

### **Native American Employment and Training Council**

The Native American Employment and Training Council (NAETC) provides guidance to the Secretary of Labor regarding the overall operation and administration of Native American programs authorized under Section 166 of the Workforce Innovation and Opportunity Act (WIOA), as well as the implementation of other programs providing services to Native American youth and adults under this Act. DOL updated the NAETC Charter in 2023.

## **DOL Internal Climate Working Group**

The DOL internal Climate Working Group, organized by the Office of the Assistant Secretary for Policy, consists of representatives from across DOL sub-agencies, and coordinates the various climate priorities of the Biden-Harris Administration and DOL leadership.



## **DOL Internal Climate Action Plan Group**

The Climate Action Plan meetings, organized by the Office of the Assistant Secretary for Administration and Management, are cross-DOL subagency meetings focused on the implementation of the Climate Action Plan, published yearly, which is an ongoing program to ensure robust federal mission resilience, protect worker safety (before, during, and after climate-related events), mitigate environmental threats to DOL facilities, and improve procurement and acquisition stewardship.

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## Interagency Collaboration ([show less](#) ^)

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DOL participates in the [White House Environmental Justice Interagency Council](#) (IAC), which President Biden established in 2021 and expanded in 2023 through executive orders on tackling the climate crisis and environmental justice.

In addition, DOL has entered into [memoranda of understanding](#) (MOUs) with several agency partners, including the Departments of Commerce, Transportation, the Interior, and Energy, the Environmental Protection Agency, and the General Services Administration, to embed job quality, worker empowerment, and equity provisions in federal funding opportunities from these agencies. DOL shares its subject matter expertise on job quality, equity, and worker empowerment with federal agencies as well as shared stakeholders including funding applicants, state and local governments, the private sector, nonprofit organizations, educational institutions, labor unions, and others, through joint engagement opportunities.

[Return to top](#)

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