

Scorecard Department of Labor



Department of Labor

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About the Department of Labor (DOL)

The mission of the United States Department of Labor (DOL) 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.

This page provides information on how **the Department of Labor (DOL)** is working to advance environmental justice for communities across America. It is part of Phase One of the Biden-Harris Administration's Environmental Justice Scorecard.

Justice40 Initiative

As part of President Biden's [Justice40 Initiative](#), the federal government is working toward the goal that 40 percent of the overall benefits of certain federal investments reach disadvantaged communities that are marginalized and overburdened by pollution and underinvestment. In particular, the President's Justice40 Initiative applies to federal investments that address climate change, clean energy and energy efficiency, clean transit, affordable and sustainable housing, training and workforce development, remediation and reduction of legacy pollution, and the development of critical clean water and wastewater infrastructure.

This Phase One Scorecard provides an update on initial progress made by **the Department of Labor (DOL)** in implementing the Justice40 Initiative. Future ve

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the Environmental Justice Scorecard will provide additional information and updates on the benefits of Justice40 covered programs.

For more information on DOL's Justice40 covered programs, please contact EnvironmentalJustice@dol.gov.

Phase One Scorecard metrics and highlights in Fiscal Year 2022 include:

- **4** Justice40 covered program(s)
- **4** funding announcement(s) covered under the Justice40 Initiative
- **\$1,814,400,000** in funding made available from Justice40 covered programs¹
 - As an example of DOL's commitment to climate and environmental justice action, DOL awarded \$34.4 million in Workforce Opportunities in Rural Communities (WORC) grants in September 2022, in partnership with the Appalachian Regional Commission (ARC) and the Delta Regional Authority (DRA). WORC helps rural, disadvantaged communities address historic inequities and to produce good, quality jobs for workers in rural communities in the Appalachian and Delta regions. Grants also help communities diversify their local economies by developing a skilled workforce and providing equitable access to disadvantaged communities. This program ensures equitable opportunities for federal funding, and meets the criteria under the Justice40 Initiative, by 1) awarding grants to entities that serve disadvantaged communities and 2) encouraging new applicants to prioritize and recruit participants from these local communities so that workers trained for infrastructure projects are both representative of, and from the geographic communities where these projects are located. Please note that the DOL's Office of Employment and Training Administration (ETA) administers the four Justice40 covered programs. ETA does not use standard reporting periods. The amounts reflected above are FY21 appropriated funds that were awarded in FY22.
 - Made program modifications for Justice40 covered programs such as:
 - In the YouthBuild grant competition, DOL waived the matching requirement for Tribal applicants.
 - In addition, while the Reentry Employment Opportunities (REO) grants have long prioritized disadvantaged communities that are impacted by poverty and crime, in March 2022, applicants could also earn scoring points if their organization's leadership or staff included people with lived experience of incarceration or community violence.
 - During Fiscal Year 2022, the WORC grant competition awarded points for organizations in Appalachian or Mississippi Delta communities experiencing persistent poverty, and for energy communities.

¹ This funding amount describes examples of the funding that was made available in Fiscal Year 2022 through Justice40 covered programs. The amount does not represent the total funding that benefits disadvantaged communities. The funding was made available through grants, 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). The Justice40 Initiative sets a goal that 40 percent of overall benefits from certain federal investments flow to disadvantaged communities.

DOL's Highlights

The DOL.gov/grants webpage forecasts upcoming grant opportunities to help organizations prepare for competitions. DOL also conducts stakeholder outreach to provide information about Departmental grants and how to apply. For example, ETA widely shared grant announcements with community, labor, and other stakeholder organizations and held pre-application engagements, stakeholder listening sessions, and webinars to prepare communities for competing for grants and contracts.

To help disadvantaged communities that are marginalized and overburdened by climate impacts, DOL's Job Corps centers have entered into Memoranda of Understanding with non-federal organizations to train and place students in renewable resources and energy careers such as advance solar and thermal installation systems. In addition, some centers have updated partnership agreements with non-profit companies to include students in work-based learning in disaster relief efforts.

Environmental and Civil Rights Protection

DOL's Highlights

DOL's Occupational Safety and Health Administration (OSHA) is working on a standard to ensure workers are safe from heat exposure. Heat is the leading weather-related cause of illness, and it is becoming more dangerous as 18 of the last 19 years were the hottest on record. Both indoor and outdoor work settings without adequate climate-controlled environments create a risk of hazardous heat exposure. In the interim, OSHA is carrying out its enforcement through its "general duty clause," which broadly requires employers to ensure workplaces are safe from "recognized hazards."

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 **the Department of Labor (DOL)** has done from January 2021 to September 2022.

For more information, please visit [DOL's Equity Action Plan](#) .

Centering Environmental Justice in Decision-Making

Federal agencies work to ensure that the voices, perspectives, and lived experiences of communities are heard and reflected in the priorities, policies, and decision-making of the federal government. Agencies also take steps to respect Tribal sovereignty and ensure government-to-government consultation on federal policies. The following information highlights work **the Department of Labor (DOL)** has done from January 2021 to September 2022 to center environmental justice in its decision-making.

Community Input and Engagement

Phase One Scorecard metrics and highlights include:

- DOL works with a wide variety of stakeholders, including labor unions, worker centers, advocacy organizations, environmental organizations, community groups, think tanks, philanthropy, employers, trade and industry associations, small business coalitions, nonprofits, educational institutions, and business and economic thought-leaders. In particular, DOL grew the Department's engagement with organizations working at the intersection of environmental justice, labor and equity, and has been making connections on this work across DOL and the government. For example, DOL developed Making Your Voice Heard resources to help encourage workers, employers, and other individuals who are impacted by rules to make their voices heard and comment on regulations.
- **383** technical assistance outreach event(s) in Fiscal Year 2022
 - The Office of Assistant Secretary for Policy and the Good Jobs Initiative provide critical information to workers, employers, and federal, state, and local governmental entities as they work to improve job quality and create access to good paying jobs with the free and fair choice to join a union to the greatest extent possible and that are free from discrimination and harassment for all working people, including through resources like GoodJobs.gov the revised website Worker.gov.
 - The Employment and Training Administration (ETA) holds various technical assistance sessions with prospective grant applicants and current grantees.

Institutionalizing Environmental Justice

Since the start of the Biden-Harris Administration, federal agencies have been working to embed environmental justice into all aspects of their work, including by implementing [Executive Order 12898](#) and [Executive Order 14008](#) . The following information shares some of the work **the Department of Labor (DOL)** has done from January 2021 to September 2022 to institutionalize environmental justice.

Phase One Scorecard metrics and highlights include:



- **Has** an environmental justice strategic plan that **has not been** updated in the past 5 years
- **2** tool(s) or resources to advance environmental justice
- **2** staff that work on environmental justice, either in a full- or part-time capacity
- **2** new or strengthened internal working group(s), steering committee(s), council(s) on environmental justice
- DOL has 143 instructors at Job Corps centers nationwide, focused on providing academic and career technical training in renewable resources and energy.

DOL's Highlights

DOL is committed to answering the call for a climate response and to find better ways to serve economically disadvantaged communities. DOL centers this goal in programming, rule-making, enforcement, and grant-making opportunities. For example, Job Corps launched a pre-apprenticeship initiative to expand career opportunities and pathways for graduates to enter into registered apprenticeship programs in infrastructure, including clean energy and renewable energy manufacturing.

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