**Community Benefits Plan**

Inflation Reduction Act – Assistance for Latest and Zero Building Energy Code Adoption (Sec. 50131)[[1]](#footnote-2)

[State Name]

[Project Title]

[The instructional **red** text should be removed, **blue** text should be customized to the Applicant’s Community Benefits Plan]

[This template includes prompts for providing all information to fulfill the requirements of the Community Benefits Plan portion of the application. The use of this template is optional.]

1. **Purpose and Plan**

The purpose of this document is to outline the specific activities and objectives the Applicant is committing in support of the goal of building a clean and equitable energy economy using quantifiable terms with at least one SMART milestone (Specific, Measurable, Achievable, Relevant, and Timely) per program year to measure progress on each of the proposed actions. These actions meet the following objectives:

* Support meaningful community, Tribal, and labor engagement.
* Engage and support a skilled and qualified workforce.
* Advance diversity, equity, inclusion, and accessibility (DEIA).
* Contribute to the Justice40 Initiative with the goal that 40% of the overall benefits of certain federal investments flow to disadvantaged communities.

[At a high level, explain the planned activities that the State will be undertaking to ensure the objectives above.]

1. **Community and Labor Engagement**
	1. Actions to Date to Engage with Historically Underrepresented Parties:

[Describe the State’s actions to date to engage with historically underrepresented parties (including but not limited to Tribal governments, labor unions, and community-based organizations that support underserved and rural communities, including disadvantaged communities for the purposes of the Justice40 Initiative or as defined by the State definition which is consistent with the most recent

DOE Justice40 General Guidance[[2]](#footnote-3)).]

* 1. Planned Actions to Engage with Historically Underrepresented Parties:

[Describe the State’s planned actions to engage with historically underrepresented parties and stakeholders (including but not limited to Tribal governments, labor unions, and community-based organizations that support underserved and rural communities, including disadvantaged communities for the purposes of the Justice40 Initiative or as defined by the State definition which is consistent with the most recent DOE Justice40 General Guidance).]

* 1. Community Engagement and Outreach Strategies:

[Describe the community engagement and outreach strategies to be utilized to reach the SMART milestone per program year to measure progress on the proposed actions.]

The table below summarizes the entities to be included in the State’s Community and Labor Engagement Program (all activities described above in Section II (a)-(c) above).

| **Entity Name** | **Entity Type** | **Activity Description** | **Timeline** | **Funding Planned** |
| --- | --- | --- | --- | --- |
| Entity Name | Designation | (MOU, etc.) | XXXX – XXXX (or Current) | $ XXX.XX |
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The table below includes the SMART milestones for the State’s Community and Labor Engagement Program (all activities described above in Section II (a)-(c) above). [Include at least one milestone per project year]

| **Milestone** | **Description** | **Estimated Timing** | **Milestone Type** | **Verification Method** |
| --- | --- | --- | --- | --- |
| **CLE.1** | Describe Milestone CLE.1 | YYYY  | Interim  | Describe how CLE.1 will be verified  |
| **CLE.2** | Describe Milestone CLE.2 | YYYY  | Interim | Describe how CLE.1 will be verified  |
|  |  |  |  |  |
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| [Delete or insert rows as needed] |

1. **Engage and Support a Skilled and Qualified Workforce**a. Provide Ongoing Workforce Education and Training

[Describe the State’s approach to providing ongoing workforce education and training to new and incumbent workers, ensuring that jobs are of sufficient quality to attract and retain skilled workers.]

b Worker Organization and Collective Bargaining, if applicable

[Describe the State’s approach to worker organizing and collective bargaining (i.e., investing in workforce and education through joint labor-management training programs, supports for the development of a resilient, skilled, and stable workforce by utilizing registered apprentices on projects and paying at or above the local prevailing wages, by establishing or encouraging the use of project labor or community workforce agreements and other commitments or pledges).]

The table below summarizes the entities to be included in the State’s plan to engage and support a qualified workforce (all activities described above in Section III (a)-(b) above).

| **Entity Name** | **Entity Type** | **Activity Description** | **Timeline** | **Funding Planned** |
| --- | --- | --- | --- | --- |
| Entity Name | Designation | (MOU, etc.) | XXXX – XXXX (or Current) | $ XXX.XX |
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The table below includes the SMART milestones for the State’s plan to engage and support a qualified workforce (all activities described above in Section III (a)-(b) above). [Include at least one milestone per project year]

| **Milestone** | **Description** | **Estimated Timing** | **Milestone Type** | **Verification Method** |
| --- | --- | --- | --- | --- |
| **QW.1** | Describe Milestone QW.1 | YYYY  | Interim  | Describe how QW.1 will be verified  |
| **QW.2** | Describe Milestone QW.2 | YYYY  | Interim | Describe how QW.1 will be verified  |
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| [Delete or insert rows as needed] |

1. **Diversity, Equity, Inclusion and Accessibility (DEIA)**

[Describe how DEIA objectives will be incorporated into the overall program, detailing how the state will support underrepresented business and training organizations that serve workers who face barriers to accessing quality jobs and/or other project partners. For example, potential DEIA actions may be, but are not limited to:

* Commit to partnering with Minority Business Enterprises, minority-owned businesses, women-owned businesses, and veteran-owned businesses.
* To fill open positions for code officials or other energy efficiency jobs, partner with workforce training organizations serving underrepresented communities and those facing systemic barriers to quality employment, such as those with disabilities, women, returning citizens, opportunity youth, and veterans.
* Partner with organizations who can provide workers with comprehensive support services, such as childcare, mentoring, and transportation, to increase representation and access in energy codes, energy efficiency, and construction jobs.]

The table below summarizes the entities to be included in the State’s planned approach to DEIA (all activities described above in Section IV above).

| **Entity Name** | **Entity Type** | **Activity Description** | **Timeline** | **Funding Planned** |
| --- | --- | --- | --- | --- |
| Entity Name | Designation | (MOU, etc.) | XXXX – XXXX (or Current) | $ XXX.XX |
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The table below includes the SMART milestones for the State’s planned approach to DEIA (all activities described above in Section IV above). [Include at least one milestone per project year]

| **Milestone** | **Description** | **Estimated Timing** | **Milestone Type** | **Verification Method** |
| --- | --- | --- | --- | --- |
| **DEIA.1** | Describe Milestone DEIA.1 | YYYY  | Interim  | Describe how DEIA.1 will be verified  |
| **DEIA.2** | Describe Milestone DEIA.2 | YYYY  | Interim | Describe how DEIA.1 will be verified  |
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| [Delete or insert rows as needed] |

1. **Justice40 Initiative**
	1. Tracking Benefits to Disadvantaged Communities

[Overview the benefits to disadvantaged communities that codes can deliver, supported by measurable milestones. Where applicable, outline how state-Tribal partnerships will ensure building code adoption, implementation and compliance within Tribal jurisdictions. Discuss how programs will create high-quality jobs for members of disadvantaged communities and increase workforce training opportunities for underrepresented populations and businesses. Specific examples of energy code-related activities in support of the Justice40 Initiative can be found in [this resource](https://www.naseo.org/data/sites/1/documents/publications/NASEO%20-%20Equity-Focused%20Codes%20Activity%20in%20IIJA%20Draft_finalcombined_April%202023.pdf).]
The State plans to measure progress supporting activities in residential and commercial buildings in communities identified by the Climate and Environmental Justice Screening Tool (CEJST)[[3]](#footnote-4), including through the following priority areas:

* + 1. A decrease in energy burden: Description, including metrics and how progress will be measured
		2. An increase in housing quality and durability: Description, including metrics and how progress will be measured
		3. An increase in energy resilience: Description, including metrics and how progress will be measured
		4. A decrease in environmental exposure and burdens: Description, including metrics and how progress will be measured
		5. An increase in access to low-cost capital: Description, including metrics and how progress will be measured
		6. An increase in job creation, the clean energy job pipeline, and job training for individuals: Description, including metrics and how progress will be measured
		7. Increases in clean energy enterprise creation and contracting (e.g., minority-owned, or disadvantaged business enterprises): Description, including metrics and how progress will be measured
		8. Increases in energy democracy: Description, including metrics and how progress will be measured
		9. Increased parity in clean energy technology access and adoption: Description, including metrics and how progress will be measured

The table below includes the SMART milestones for the State’s planned approach to incorporate the progress tracking benefits to disadvantaged communities for metrics identified in Section V above. [Include at least one milestone per project year]

| **Milestone** | **Description** | **Estimated Timing** | **Milestone Type** | **Verification Method** | **Census Tract(s) affected per** [**CJEST tool**](https://screeningtool.geoplatform.gov/en/#3/33.47/-97.5) |
| --- | --- | --- | --- | --- | --- |
| **J.1** | Describe Milestone J.1 | YYYY  | Interim  | Describe how J.1 will be verified  | 00XXXXXXXXX |
| **J.2** | Describe Milestone J.2 | YYYY  | Interim | Describe how J.1 will be verified  | 00XXXXXXXXX |
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| [Delete or insert rows as needed] |  |

1. <https://www.energy.gov/scep/articles/alrd-assistance-latest-and-zero-building-energy-code-adoption-sec-50131-states-and> [↑](#footnote-ref-2)
2. DOE’s General Guidance for Justice40 Implementation is available here: https://www.energy.gov/sites/default/files/2023-07/DOE%20Justice40%20General%20Guidance%2072523.pdf [↑](#footnote-ref-3)
3. https://toolkit.climate.gov/tool/climate-and-economic-justice-screening-tool [↑](#footnote-ref-4)