THE UNITED STATES DEPARTMENT OF LABOR

2024-2027 Climate Adaptation Plan

The Department of Labor remains committed to deliberate and strategic climate change resilience and adaptive action to protect our planet.

SECRETARY OF LABOR
WASHINGTON, D.C. 20210

June 17, 2024

Dear Colleagues,

The Department of Labor (Department) continues to affirm our support for Executive Orders (E.O.) 14008, "Tackling the Climate Crisis at Home and Abroad"; E.O. 14030, "Climate-Related Financial Risk" and E.O.14057, "Catalyzing Clean Energy Industries and Jobs Through Federal Sustainability."

The Department's primary mission is to ensure the safety and well-being of our nation's workforce. To that end, we are steadfastly committed to climate adaptation and environmental stewardship that leads by example, promotes environmental justice, and safeguards a healthy planet for all.

The Department shares in the responsibility to promote meaningful adaptive capacity for climate resilience and sustainable best practices. To achieve these ambitions, we remain committed to five essential adaptive priorities:

- Ensuring Worker Safety
- Strengthening Facility and Campus Resilience
- Adaptive Workforce Training
- Community Economic Resilience
- Procurement and Acquisition Resilience

Together, we can and will make a difference to ensure that the current and next generation of workers enjoy a safe, healthy, and prosperous future.

Sincerely,

JULIE A. SU
Acting Secretary of Labor

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Section 1: Agency Profile

Agency Profile	
Mission	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.
Adaptation Plan Scope	▪ Office of the Secretary (OSEC), ▪ Office of the Assistant Secretary for Administration and Management (OASAM), ▪ Office of the Assistant Secretary for Policy (OASP), ▪ Office of the Chief Financial Officer (OCFO), ▪ Office of the Senior Procurement Executive (OSPE), ▪ Employment and Training Administration (ETA), ▪ Occupational Safety and Health Administration (OSHA), ▪ Mine Safety and Health Administration (MSHA).
Agency Climate Adaptation Official	Carolyn Angus-Hornbuckle, Chief Sustainability Officer (CSO) and Assistant Secretary for Administration and Management
Agency Risk Officer	Neil Starzynski, Risk Lead, OCFO
Point of Public Contact for Environmental Justice	Katelyn Walker-Mooney, Acting Assistant Secretary for Policy EnvironmentalJustice@DOL.gov
Owned Buildings	2,034 Buildings of 22,004,711 Square Feet *(Federal Real Property Profile (FRPP) Report (FY 2023))*
Leased Buildings	212 Buildings of 2,587,960 Rentable Square Feet 1 Delegated Building of 1,373,328 Square Feet DOL Headquarters, Frances Perkins Building, Washington, DC *(Federal Real Property Profile (FRPP) Report (FY 2023))*
Employees	Federal FTE:[1] 15,880 (FY23) Contractor support: 3,250 (FY23)
Federal Lands and Waters	Leased: 1,503.50 acres (Job Corps); Owned: 4,289.59 acres (Job Corps, MSHA)
Budget[2]	FY22 Enacted (Discretionary): $13.189 billion FY23 Enacted (Discretionary): $13.841 billion FY24 Enacted (Discretionary): $13.430 billion FY25 President's Budget (Discretionary): $14.172 billion

[1] FTE includes staff funded from discretionary, mandatory, supplemental, and reimbursable fund sources.
[2] Additional information can be found at: https://www.dol.gov/general/budget

Key Areas of Climate Adaptation Effort	Actively engaged across several key fronts, DOL is committed to address Climate Adaptation and Resilience, including these key efforts: • ETA continues to bolster climate resilience and energy efficiency at Job Corps and Civilian Conservation Centers across the nation. • OSPE remains committed to expanding sustainable procurement and tackling supply chain challenges.

The Department of Labor (DOL or Department) continues to affirm our support for Executive (EO) Orders 14008, 14057, and 14096, "Tackling the Climate Crisis at Home and Abroad," "Catalyzing Clean Energy Industries and Jobs Through Federal Sustainability," and "Revitalizing Our Nation's Commitment to Environmental Justice for All" as we leverage adaptive capacity within the opportunities of our funding and manpower resources. Leadership throughout the Department emphasize climate resilience and keen environmental stewardship across all mission responsibilities.

Active and intentional collaboration with state, local, territorial, and tribal partnerships strengthen our resilience and build capacity for improvement at local community levels. DOL considers our environmental stewardship and adaptive capacity to climate change to be foundational to mission success as the Department's Policy for Climate Change and Adaptation declares:

> "The Department of Labor is committed to deliberate and strategic climate change mitigation and adaptive action to protect our planet and its people. Consistent with our existing missions, we will collaboratively model best practices to ensure that our nation's workforce has a sustainable and bright future as we empower workers, employers, and industries to foster environmental justice, establish measurable and sustainable mitigation progress, and improve climate resilience."

All organizations within the Department lead by example in developing adaptive capacity as we resiliently support our nation's workforce. DOL's Climate Adaptation Plan Committee, initiated in October 2021, is composed of a broad interdisciplinary team with diverse skills and expertise from across the Department's agencies.

Through the Climate Adaptation Plan, the Department remains fully committed to advance environmental justice as part of its mission, consistent with EO 14008 and with EO 14096 on *Revitalizing Our Nation's Commitment to Environmental Justice for All*. As a member of the White House Environmental Justice Interagency Council, the Department received recommendations on Climate Planning, Preparedness, Response, Recovery, and Impacts from the White House Environmental Justice Advisory Council (WHEJAC). The report includes many recommendations that are relevant to the work of the Department. The Department is reviewing the recommendations and is taking steps to address the WHEJAC's recommendations.

Section 2: Risk Assessment

DOL has focused the scope and influence of climate exposure and risk on its real property portfolio of owned, direct-leased and delegated buildings that consists of 121 Job Corps Centers (JCC) (24 of which are operated by the U.S. Department of Agriculture, Forest Service (USDA-FS), known as Civilian Conservation Centers), two Mine Safety and Health Administration (MSHA) facilities, and DOL's headquarters, the Frances Perkins Building (FPB). JCCs are vocational training facilities that provide training, housing, dining, and recreation for eligible youth ages 16 to 24 and are maintained by the Employment and Training Administration (ETA). Approximately 95 percent of the buildings owned by DOL are located on JCC campuses. MSHA locations support mine safety operations across the nation from two campuses in West Virginia.

DOL used a variety of tools to map and quantify climate risk exposure across our owned, operated, and direct-leased facilities. These tools include ArcGIS, open-source mapping tools, services available to public and federal agencies from the National Oceanic and Atmospheric Administration (NOAA), the Federal Real Property Profile Database, as well as proprietary tools used to internally track our facilities, energy audits, and emergency management coordination efforts.

DOL used the Federal Climate Mapping for Resilience and Adaptation Application (Federal Mapping App), which was developed for federal agencies by the White House Council on Environmental Quality (CEQ) and NOAA, to conduct a high-level screening of climate hazard exposure for federal facilities and personnel.

DOL assessed the exposure of its buildings and employees to five climate hazards: extreme heat, extreme precipitation, sea level rise, flooding, and wildfire risk.

Climate Scenarios Considered in Agency Risk Assessment

Scenario Descriptor		**Summary Description from 5th National Climate Assessment**
RCP 8.5	Very High Scenario	Among the scenarios described in NCA5, RCP 8.5 reflects the highest range of carbon dioxide (CO_2) emissions and no mitigation. Total annual global CO_2 emissions in 2100 are quadruple emissions in 2000. Population growth in 2100 doubles from 2000. This scenario includes fossil fuel development.
RCP 4.5	Intermediate Scenario	This scenario reflects reductions in CO_2 emissions from current levels. Total annual CO_2 emissions in 2100 are 46% less than the year 2000. Mitigation efforts include expanded renewable energy compared to 2000.

Additional details about the data used in this assessment are provided in Appendix A.

Climate Data Used in Agency Risk Assessment

Hazard	Description	Scenario	Geographic Coverage
Extreme Heat	Measured as whether an asset is projected to be exposed to an increased number of days with temperatures exceeding the 99th percentile of daily maximum temperatures (calculated annually), calculated with reference to 1976-2005. Data are from high-resolution, downscaled climate model projections based on the Localized Constructed Analogs (LOCA) dataset prepared for the 4th National Climate Assessment.	RCP 4.5	CONUS
		RCP 8.5	CONUS
Extreme Precipitation	Measured as whether an asset is projected to be exposed to an increased number of days with precipitation amounts exceeding the 99th percentile of daily maximum precipitation amounts (calculated annually), with reference to 1976-2005. Data are from high-resolution, downscaled climate model projections based on the LOCA dataset prepared for the 4th National Climate Assessment.	RCP 4.5	CONUS
		RCP 8.5	CONUS and AK
Sea Level Rise	Measured as whether an asset is within the inundation extents from NOAA Coastal Digital Elevation Models and the 2022 Interagency Sea Level Rise Technical Report. Intermediate and Intermediate-High sea level rise scenarios used as proxies for RCP 4.5 and 8.5, respectively.	RCP 4.5	CONUS and PR
		RCP 8.5	CONUS and PR
Wildfire Risk	Measured as whether an asset is in a location is rated as high, very high, or extreme risk based on the U.S. Forest Service Wildfire Risk to Potential Structures (a data product of Wildfire Risk to Communities), which estimates the likelihood of structures being lost to wildfire based on the probability of a fire occurring in a location and likely fire intensity. Data reflects wildfires and other major disturbances as of 2014.	Historical	All 50 States
Flooding	Measured as whether an asset is located within a 100-year floodplain (1% annual chance of flooding) or 500-year floodplain (0.2% annual chance of flooding), as mapped by the Federal Emergency Management Agency National Flood Hazard Layer.	Historical	All 50 States and PR

Exposure to extreme heat, extreme precipitation, and sea level rise were evaluated at mid- (2050) and late-century (2080) under two emissions scenarios, Representative Concentration Pathway (RCP) 4.5 and RCP 8.5. Exposure to flooding and wildfire risk were only evaluated for the present day due to data constraints.

2A. Climate Hazard Exposures and Impacts Affecting Federal Buildings

Indicators of Exposure of Buildings to Climate Hazards	RCP 4.5 2050	RCP 4.5 2080	RCP 8.5 2050	RCP 8.5 2080
Extreme Heat: Percent of buildings projected to be exposed to more days with temperatures exceeding the 99th percentile of daily maximum temperatures (calculated annually) from 1976-2005	100%	100%	100%	100%
Extreme Precipitation: Percent of buildings projected to be exposed to more days with precipitation amounts exceeding the 99th percentile of daily maximum precipitation amount (calculated annually) from 1976-2005	100%	100%	100%	100%
Sea Level Rise: Percent of buildings projected to be inundated by sea level rise	0%	0%	0%	0%
	High Risk	**Very High Risk**		**Extreme Risk**
Wildfire: Percent of buildings at highest risk to wildfire	14%	5%		2%
		500- year floodplain		
Flooding: Percent of buildings located within floodplains		6%		

Job Corps Centers with the greatest risks of extreme temperature rise are in the southern United States and in the Appalachian Mountain area. The Miami JCC, in Miami Gardens, Florida and the Pinellas JCC in St. Petersburg, Florida, are expected to have substantially more days with extreme temperatures (typically temperatures above 90 degrees) under the RCP 4.5 Mid Century scenario. These two facilities were constructed since 2000, were built to operate in high temperatures, and should function adequately into the future.

JCCs modeled with a less than substantial but still significant increase in risk for extreme temperature days are Flatwoods JCC in Coeburn, Virginia; Oconaluftee JCC in Cherokee, North Carolina; Carville JCC in Carville, Louisiana; and Montgomery JCC in Montgomery, Alabama. The Montgomery JCC and Carville JCC are in the south-central part of the United States and were also designed with high temperatures in mind. These facilities should be able to function well with additional higher temperature days. The Flatwoods JCC and Oconaluftee JCC are in the Appalachian Mountains and may be less resilient to the exposure of higher temperature extremes.

Using RCP4.5 Mid Century projections, JCCs with the most significant risk of extreme precipitation are in the Northern part of the United States. JCCs with the highest expected increase in extreme precipitation events are Northlands JCC in Vergennes, Vermont; Penobscot JCC in Bangor, Maine; Loring JCC in Limestone, Maine; Iroquois JCC in Medina, New York; Pittsburgh JCC in Pittsburgh, Pennsylvania; and Old Dominion JCC in Amherst, Virginia. None of these properties have been identified to have flood hazards through the Job Corps' facility survey process. Localized flooding or snow hazards may be more prevalent at these locations in the future due to climate change.

Only the Treasure Island JCC is shown to be threatened in the RCP8.5 2080 scenario for sea

level rise. Treasure Island JCC is located on a manmade island in the San Francisco Bay. The island is undergoing development which has resulted in 5' or more of fill being added to the ground level. The Treasure Island JCC has not been raised and therefore sits in a depression which may increase its vulnerability to sea level rise.

JCCs that are located on or near a 100-year or 500-year floodplain include the Miami JCC in Florida; the Hawaii JCC in Waimanalo, Hawaii; the Schenck JCC in Pisgah Forest, North Carolina; the New Orleans JCC in Louisiana; the Flint Hills JCC in Manhattan, Kansas; the Phoenix JCC in Arizona; and the Treasure Island JCC in San Francisco, California. The Schenck JCC has been prone to flooding through overflow of a tributary of the Davidson River that runs through the campus. The Hawaii JCC has experienced localized flooding in the past. The New Orleans JCC flooded from the levy failure during Hurricane Katrina.

Job Corps has several USDA-FS operated JCCs that are remotely located in National Forests and are subject to wildfire risk. The Timber Lake JCC outside Estacada, Oregon had severe wildfire damage in 2020 and was identified as having extreme risk of wildfire. The other two JCCs identified to have an extreme risk of wildfires are Trapper Creek JCC in Darby, Montana and Talking Leaves JCC in Tahlequah, Oklahoma. Other JCCs with high wildfire risk include Boxelder JCC in Nemo, South Dakota; Flatwoods JCC in Coeburn, Virginia; Curlew JCC in Curlew, Washington; Fort Simcoe JCC in Yakima, Washington; and Centennial JCC in Nampa, Idaho.

Talking Leaves JCC is operated by the Cherokee Nation of Oklahoma and Fort Simcoe JCC is on the Yakama Indian Reservation. Both JCCs have many staff and students from their communities exposed to high wildfire hazards.

Job Corps has 26 listed facilities on the National Register of Historic Places (NRHP) and 46 facilities known to be eligible for listing on owned or leased properties. These properties can expect more frequent extreme temperatures and precipitation. Other than the Gulfport JCC, none of these NRHP listed properties are identified to be under flood, wildfire risk, or sea level rise.

While the FPB, in Washington DC, is owned by the General Services Administration (GSA), it is a "delegated" building where the DOL has primary maintenance and operational responsibility. The FPB lies just outside 100- and 500-year flood plain concerns but has the unique feature of a federal highway operating in a tunnel below the building which requires special resilience consideration because of the potential for flooding around or below, but not inside the facility.

2B. Climate Hazard Exposures and Impacts Affecting Federal Employees

Indicators of Exposure of Employees to Climate Hazards	RCP 4.5 2050	RCP 4.5 2080	RCP 8.5 2050	RCP 8.5 2080
Extreme Heat: Percent of employees duty-stationed in counties projected to be exposed to more days with temperatures exceeding the 99th percentile of daily maximum temperatures (calculated annually), from 1976-2005	100%	100%	100%	100%

Extreme Precipitation: Percent of employees duty-stationed in counties projected to be exposed to more days with precipitation amounts exceeding the 99th percentile of daily maximum precipitation amount (calculated annually), from 1976-2005	100%	100%	100%	100%
Sea Level Rise: Percent of employees duty-stationed in counties projected to be inundated by sea level rise	2%	6%	3%	8%
	High Risk	**Very High Risk**		**Extreme Risk**
Wildfire: Percent of employees duty-stationed in counties at highest risk to wildfire	6%	2%		2%

JCCs provide job skills training programs to approximately 60,000 students annually. Most JCC students live in residential facilities at their campuses. These facilities are maintained by ETA and student safety and security are of paramount importance. While operating within tight budget constraints, ETA is committed to promoting energy efficiency and climate resilience within available resources while ensuring the well-being and continuity of opportunity for Job Corps students.

2C. Climate Hazard Exposures and Impacts Affecting Mission, Operations and Services

The Occupational Safety and Health Administration (OSHA) is organized into National, Regional, Area and Field Offices to accomplish its mission to assure safe and healthful working conditions for men and women by setting and enforcing standards, providing training, outreach, education, and assistance. There is one National Office located in Washington, D.C., 10 Regional Offices, and 85 Area/Field Offices located throughout the rest of the country. To accomplish OSHA's mission, OSHA employees meet with customers and the regulated community, conduct inspections, engage in rulemaking activities, and provide technical and compliance assistance services. In addition, there are numerous administrative functions that take place to support the overall agency mission.

Using the National Climate Assessment Interactive Atlas mapping tool and the Federal Emergency Management Agency (FEMA) National Risk Index for Wildfires, OSHA's Directorate of Technical Support and Emergency Management conducted a preliminary assessment on climate hazard impacts and exposure to mission, operations, and services. With facilities, employees, and resources across the nation including in Alaska, Hawaii, and Puerto Rico, OSHA identified extreme heat, flooding, rising sea levels, and wildfire risks that may impact Agency mission, operations, and services. Extreme heat, flooding, rising sea levels, and wildfires (including smoke hazards) may affect OSHA's ability to effectively conduct work outdoors, including potential impacts on traveling to worksites, exposure to hazards, access to needed equipment and supplies due to supply chain issues, and possible damaged infrastructure at physical worksites.

As the Department's focal point for emergency preparedness and response, and continuity planning and execution, the Emergency Management Center (EMC) incorporates a climate lens into current operations and future planning. The EMC and DOL agencies collaborate on plans and processes to enhance resilience and preserve the ability to execute essential functions when man-made and natural disasters occur. The dispersion of leadership and distribution of functions are central to these efforts, which are consistent with the Federal Mission Resilience Strategy released in 2020. Effective monitoring of conditions, teleworking, and robust communication enable continuity and rapid re-establishment of functions following impact events.

DOL also has the capacity, in accordance with federal continuity requirements, for Department leadership to relocate to one or more alternate facilities when faced with disruptions to normal operations, including those caused by hazardous weather or climate. Crucial to alerting DOL personnel and facilities to climate and other threats is DOL's current contract with private sector resources that provide alerts and information about events and threats to DOL facilities, operations, and personnel. The EMC establishes criteria that the services use to issue warnings and alerts to any number of facilities and personnel impacted or in a threat area. Given that climate hazards will increase in severity, frequency, and breadth in the years to come, the EMC is exploring opportunities to better predict the impact of these hazards to DOL facilities in the long term. It is also important to note that the EMC and DOL agencies are cognizant of increased incident rates and the lengthening viability windows these hazards pose in the future (e.g., hurricane season starting earlier and lasting longer) and are tailoring preparedness and planning activities accordingly.

Section 3: Implementation Plan

3A. Addressing Climate Hazard Impacts and Exposure

1. Climate Hazard Exposures and Impacts Affecting Federal Buildings

Prioritized Actions to Address Climate Hazard Exposures and Impacts Affecting Federal Buildings		
Climate Hazard Impact on and/or Exposure to Buildings	**Priority Action**	**Timeline for implementation (2024-2027)**
ETA: The Gulfport JCC in Gulfport Mississippi was damaged by Hurricane Katrina and is vulnerable to future hurricane impacts. Gulfport JCC is undergoing a reconstruction project. DOL entered into a Memorandum of Agreement (MOA) with Advisory Council on Historic Preservation and the City of Gulfport as an invited signatory with stipulations for historic preservation.	The new construction incorporates an interpretive signage and a museum. The design for the new construction includes measures to address the climate challenges in the Gulfport region. Structural systems, building roofs and windows are all designed to sustain hurricane level winds. The site features minimize impervious surfaces and optimize stormwater drainage. All these contribute to the protection of new and old buildings against the harsh elements of the local climate.	Underway with completion scheduled in 2024.
ETA: The Arecibo JCC in Puerto Rico was damaged by Hurricane Maria. The property had periodic flooding on its lowest section.	A construction project will move Center functions out of the floodplain. The construction includes 11 new buildings and 2 repurposed buildings.	Underway with completion scheduled in 2025.
ETA: New Building and Retrofit Design.	Designs of new buildings for Job Corps will be based on the most up-to-date National Building Code which may be amended by the Local Building Code that factors in local climate conditions. For example, in areas prone to hurricanes, the Local Building Code will include an increase in the design to wind speed. The increase in wind speed for design will lead to buildings better able to withstand more frequent damaging conditions should hurricanes occur more often and with greater intensity in the future.	Ongoing

ETA: Wildfire Hazard Resilience and Mitigation	Design or retrofit of buildings at Job Corps Centers will weigh the increase in resilience with the cost of resilient construction. For example, for JCCs with wildfire hazard, construction of building exteriors with greater resistance to wildfire damage will be a factor in the construction design decision process. Metal, clay, or tile roofs; metal screens over vents to prevent embers from entering a building; and use of non-combustible materials on the exterior, such as brick, stucco, and metal, will be part of future designs, cost permitting.	Ongoing
ETA: Sea Level and Floodplain Hazard Resilience and Mitigation	The three existing Job Corps Centers in the 100-year floodplain—Miami JCC, Schenck JCC, and Hawaii JCC—require separate consideration to prevent future flooding. Since the Miami JCC and Hawaii JCC are existing facilities with a cost to relocate or reconfigure and no history of serious flooding, they will be maintained until such time as new or upgraded facilities are needed. The Schenck JCC has a history of flooding and limited usable land to be developed outside of the floodplain so flooding will be a major consideration in any construction or renovation planning for the campus. Only one Job Corps Center, the Treasure Island JCC, was identified to as having a risk from sea level rise under the most extreme (RCP8.5 2080 Late-Century) scenario. The Treasure Island JCC may be more prone to flooding due to the fill placed on other parts of Treasure Island that have made the JCC campus a low point on the island. Potential for flooding will be a primary consideration for planning for the site.	Ongoing Ongoing

2. Addressing Climate Hazard Exposures and Impacts Affecting Federal Employees

Prioritized Actions to Address Climate Hazard Exposures and Impacts Affecting Federal Employees		
Climate Hazard Impact on and/or Exposure to Employees	Priority Actions	Timeline for Implementation (2024 – 2027)
DOL National and Regional: Extreme heat, flooding, wildfires could damage physical buildings and may result in impacts to in-person work activities.	DOL is committed to compliance and support of federal, state, and local best practices to ensure safe, healthy, and risk mitigated work environments for all federal employees and contractors supporting our mission efforts. Utilizing workplace flexibilities, as appropriate, to adjust for safe operations to meet to mission requirements.	Ongoing 2024

All Agencies within DOL engage in goal setting activities, including developing climate related measures and milestones, and are held accountable to achieving these priorities through data-driven quarterly reviews. For example, OSHA has outlined specific activities and priorities to address climate hazards, exposure, and resilience. OSHA, in FY 2024, set milestones to further address hazards and mitigate worker risks through priority activities that can also support other federal component responses to climate hazards to federal employees and mission efforts.

Climate hazard impacts for Job Corp Center campuses across the nation are addressed as a unified priority. Direct hazards, such as wildfires or hurricanes, that can be forecast for impact will result in evacuation of Job Corps Center staff and students. For acute climate related hazards such as flooding or high winds, Centers will shelter in place in the safest and most stable structures.

OSHA has several programs and resources that address federal employee exposure to climate hazards including the Safety and Health Management System (SHMS), OSHA's Emergency Preparedness and Response webpage, and OSHA's Continuity of Operations Plan (COOP). OSHA prioritizes worker safety and health issues caused by extreme weather.

OSHA has specific webpages, maintained by the Directorate of Technical Support and Emergency Management, dedicated to extreme heat, flooding, and wildfires with guidance on how to mitigate impacts and exposure to these hazards. These pages and resources are available to everyone, including OSHA and other federal employees.

OSHA's Heat Illness Prevention Campaign, active for over a decade, continues to address longstanding occupational heat hazards for all workers.

The COOP is an all-hazards plan that ensures the accountability of employees and the continuation of Department missions and essential functions for any emergency impacting mission, personnel, and facilities. The plan addresses continuity of operations during and following disasters, including climate-related events, and it includes considerations and procedures to mitigate employee exposures to climate hazards. The Department's COOP is flexible to be used in whole or in parts as needed depending on an incident or event. If appropriate, workplace flexibilities may be authorized.

3B. Climate-Resilient Operations

1. Accounting for Climate Risk in Planning and Decision Making

The Department has established methods of including climate hazard risk exposure assessments into both acute and long-term planning and decision-making processes. DOL utilizes National Environmental Policy Act (NEPA) policies and procedures to inform decisions related to climate hazard risks and environmental stewardship. Environmental

impact assessments that comply with NEPA regulations are prepared before major agency projects including construction of new buildings. NEPA documents include a section on climate change that addresses significant changes in average climatic conditions (such as mean temperature, precipitation, or wind) or variability (such as seasonality and storm frequency) lasting for an extended period (decades or longer). Floodplains, sea level impacts and wildfires are also discussed in NEPA documents, and DOL utilizes this information to make informed decisions regarding climate change impacts.

Additionally, the EMC monitors all DOL facilities from a risk perspective. The EMC does this through contracts with private sector entities that provide alerts and information about events and threats to DOL facilities, operations, and personnel. The EMC establishes criteria (such as proximity to different types of threats [e.g. wildfires, HAZMAT situations, severe weather]), that the services use to issue warnings and alerts to all facilities and personnel impacted or in the threat area. The EMC also uses this information to advise DOL leadership and organizations. Given that climate hazards will increase in severity, frequency, and breadth in the years to come, the EMC is exploring opportunities to better predict the impact of these hazards to DOL missions, personnel, and facilities in the long term.

The EMC also uses federal geospatial data, weather data, and private sector monitoring services to determine future possible threats to DOL facilities, operations, and personnel, and consider adjustments to risk management strategies as needed. The EMC and individual DOL organizations use the data to inform development and adjustments of Department and organization continuity plans.

DOL's Enterprise Risk Management (ERM) team uses the EMC information along with other factors to inform broader planning and decision-making processes. ERM is an agency-wide approach to addressing the full spectrum of DOL's significant risks by considering the combined array of risks and opportunities, including climate risk, as an interrelated portfolio, rather than addressing risks only within silos. ERM provides an enterprise-wide and strategically aligned portfolio view of organizational challenges and opportunities that improve insight to effectively prioritizing and managing risks to mission delivery. ERM processes provide significant insight that is then used to drive DOL's planning processes.

Agencies propose different indicators, measures, and milestones for the fiscal year to address climate risks, while also providing narratives that explain how current fiscal year actions will impact long-term changes that help DOL meet broad climate goals.

The Department's purchasing arm, the Office of the Senior Procurement Executive (OSPE), recognizes the critical role the federal procurement process plays in assessing, planning, and mitigating climate risk. OSPE works closely with program offices on solicitation, award, and administration of DOL's procurement actions. Requirements development is largely the responsibility of program offices as the requiring activity. Each requirement and associated procurement action is unique. Consequently, the

planning and decision-making process for each is unique.

2. Incorporating Climate Risk Assessment into Budget Planning

ERM focuses on identifying and prioritizing long-term planning and budget decisions that will improve the Department's overall mission resilience and adaptative capacity. This includes incorporating considerations of climate risks in planning and budget decisions by conducting risk-based monitoring and evaluation of climate risk management activities with a focus on outcome measurement. DOL uses the results of monitoring, evaluations, and improve long term response.

ETA addresses Job Corps adaptive capacity decisions primarily on a programmatic and facility needs basis. Most JCC facilities are older than 50 years and need major renovations or replacement to continue to support mission operations. Maintenance backlogs persist for roofing, electrical, and heating, ventilation, and air conditioning (HVAC) while life/safety continues to be our top priority. Current funding levels present a significant challenge to pursue all priorities (life/safety issues, maintenance backlogs, modernization, and climate resilience ambitions). As additional resources become available, climate resilience improvements will be more fully incorporated into life/safety, maintenance, and modernization efforts. Centers with climate change vulnerabilities will be a higher priority for resilience improvements.

ETA is also pursuing energy savings performance contracting (ESPC) opportunities to concurrently improve resilience, tackle maintenance backlogs, and reduce energy costs.

3. Incorporating Climate Risk into Policy and Programs

Agency Resilience Policies

Five DOL agencies have key ongoing program and mission policy responsibilities that contribute to and improve our climate adaptive capacity and resilience:

***OSPE**:* DOL has identified the potential for higher supply chain risk when limiting competition. Restricting competition, where properly justified and approved in accordance with Federal Acquisition Regulation, is sometimes required to meet mission requirements. For those actions where DOL must limit competition (whether it is through the issuance of a Justification for Other than Full and Open Competition, Limited Sources Justification, or an Exception to Fair Opportunity), it may be useful to include climate risk in its assessment of a proposed action. To that end, OSPE's Office of Strategy and Administration intends to review existing policies surrounding these types of purchases to determine whether the

inclusion of climate risk is appropriate and effective as part of Departmental policy for assessing the proposed acquisition strategy when limiting competition. OSPE intends to conduct this review prior to FY 2027.

- In 2021, OSPE began review of its acquisition ecosystem to positively influence the Department's climate adaptive capacity and environmental stewardship goals.

- In 2023, OSPE implemented specific guidance on the inclusion of environmental and climate resilience best practices in applicable contracts and orders for goods and services across the Department and continues to pursue these goals in 2024.

- In the future, and where applicable and feasible, and with procurement risk assessed, OSPE will update acquisition policy guidance to include new climate risk and sustainability procurement strategies within DOL's program requirements.

OSHA: OSHA has been working continuously to improve national worker safety for all to promote best practices in local, state, and federal education and compliance efforts.

OASAM: The Business Operations Center (BOC) supports collaborative climate adaptation and resilience across the Department. To support resilience management from 2024 forward, BOC will pursue opportunities to improve the Federal Real Property Database to include actionable climate resilience potential and activity.

OASP: Directly addressing the policy needs of the Department, OASP provides guidance on environmental justice, the Secretary's intent to spur economic opportunities for disadvantaged communities and incorporating climate adaptation and resilience consideration into mission activities. To support economic opportunity for all, OASP will continue to provide leadership guidance on environmental justice and opportunities to engage with vulnerable workers and disadvantaged communities affected by the Department's policies and actions.

ETA: With maintenance and modernization policy and execution responsibilities for the 121 Job Corps Centers across the nation, ETA continues to review and implement construction and design procedures that improve inclusion of climate risk in assessments and modernization planning as funding allows.

To support resilience, ETA will consider including water storage tanks and electric generators as standard equipment for Job Corps Centers.

- Some Centers lack a municipal water source or are connected to a municipal water source that can't provide sufficient water to a Job Corps Center for fire protection and domestic water needs.

- Water storage tanks are present on many Job Corps Centers and enable Centers to provide domestic water supply for several days and with rationing several weeks. The tanks would also support fire sprinklers and hydrants. The generators would be best focused on food storage and a space large enough to house all students during an emergency such as the gymnasium.

To support climate resilience goals, ETA has four priority adaptation efforts underway in 2024:

- Buildings on the Turner JCC campus in Augusta, Georgia have been damaged by tornadoes and high winds in separate events and ETA is currently evaluating long term wind-mitigation construction strategies to significantly reduce risk in the future.

- Job Corps has several Centers with high or greater hazard from wildfires. To protect these Centers, ETA will retrofit with fire-resistant building materials and limit the amount of flammable vegetation around buildings has become a priority adaptation need.

  Centers with high wildfire vulnerability and non-fire-resistant construction will be formally identified as deficient. Further mitigation of pre-existing vulnerabilities will be accomplished as resources permit.

- New construction on Centers vulnerable to wildfires will be prioritized to be evaluated for economic feasibility of fire -resistant construction in addition to general facility resilience.

- Air conditioning will be added to centers as a priority system to support program needs as resources permit.

Due to climate change and greater incidence of extreme heat, air conditioning needs will increase in the future. Centers in locations with mild to cold climates may need to be upgraded with air conditioning. Existing air conditioning systems may fail to meet future requirements due to increase in extreme temperatures.

Nature Based Solutions

ETA: The best protection against flooding is to respect local stormwater pathways and move out of flood zones where feasible. The Schenck JCC in Pisgah Forest, North Carolina remains vulnerable to flooding and has little buildable space outside the floodplain. At Arecibo JCC in Garrochales, Puerto Rico, the Center is being rebuilt with facilities moved to elevations above the floodplain.

Environmental Justice

The Department's Environmental Justice team supports efforts to connect communities to new and existing Federal resources, tools, and assistance to secure environmental justice and spur economic opportunities for disadvantaged communities that have been historically marginalized and overburdened, including places that have suffered because of economic shifts and suffered the most from persistent pollution, including low-income rural and urban communities, communities of color, and Native communities. At DOL we refer to the individuals in such communities as disadvantaged workers. The Department provides a range of services that seeks to assist and improve the overall job quality for disadvantaged workers, through job search, training, income maintenance, worker empowerment, safety and health protections, and other worker protections

ETA has added the following programs to the Justice40 Initiative, which aims to deliver 40 percent of the overall benefits of certain federal investments in climate, clean energy, training and workforce development, and other areas, to disadvantaged communities that are marginalized by underinvestment and overburdened by pollution:

- Reentry Employment Opportunities program
- YouthBuild program
- Job Corps
- Workforce Opportunity for Rural Communities program

Job Corps is set up to help underserved and under resourced community members, specifically youth and young adults, earn their high school equivalency, learn a trade, and connect to in-demand jobs on quality career pathways. As such, it is a positive asset to local communities. As net positives for environmental justice, more Job Corps Centers with full enrollment will enable more students from disadvantaged communities to start their careers. Some students even start their careers in climate-related jobs with skills acquired through the Job Corps program.

Tribal Nations

On April 14, 2021, the Department conducted a Tribal Consultation meeting and received comments from a broad spectrum of interested parties representing Indian Tribes, Alaska Native Corporations, and tribal advocacy groups regarding its proposed Tribal Consultation Policy. On December 27, 2023, DOL's Office of Congressional and Intergovernmental Affairs published its revised final Tribal Consultation Policy (88 FR 89467).

During the NEPA process, Tribal Nations are identified that may have an interest in Job Corps' construction projects, a communication of project scope is sent to the potentially impacted Tribal Nations, and the DOL's Tribal Consultation Policy and NEPA processes support tribal engagement across climate adaptation and resilience efforts.

Co-Benefits of Adaptation

Job Corps Centers are expanding career training offerings in renewable and clean energy. Job Corps training includes several trades which benefit climate adaptation, including solar panel installation. Job Corps has a fire-fighting trade which focuses on wildfires and is located at several Centers in areas that are threatened by wildfires. Other training programs, particularly those in the skilled trades such as carpentry, electrical, and heavy equipment operator, have added sustainability components. Students completing these training offerings enter the workforce with a stronger commitment to sound environmental stewardship and the skills to join the climate adaptation workforce of the future.

4. Climate-Smart Supply Chains and Procurement

The overwhelming majority of procurement actions made by the Department are for commercial goods or services. DOL relies on the diverse supplier base afforded by the commercial marketplace to blunt any potential sourcing disruptions resulting from climate risk. In furtherance of this goal, DOL will continue to shift as many purchases as practicable to strategic sourcing contractual vehicles such as those identified by the Office of Management and Budget (OMB) as Best-in-Class (BIC) vehicles.

By maximizing DOL's Spend Under Management and use of BIC vehicles, DOL seeks to leverage existing vendor management strategies that account for supply chain risks and may include climate risk considerations. DOL has determined that continued use of sources of supply available on the commercial marketplace is an effective way to manage supply chain risk resulting from adverse climate action and provides more supply chain resiliency than non-commercial sources of supply.

Most at-risk supply chains or services due to potential disruption by acute extreme weather events or long-term climatic change		
At risk supplies/services	**Outline Actions to Address Hazard(s)**	**Identify Progress Towards Addressing Hazard(s)**
Service contracts need to be bolstered to ensure maximum flexibilities for climate-related resilience by contractors and subcontractors.	In 2024, OSPE will begin a systematic review of service contracts language to ensure maximum flexibilities and adaptive capacity for climate resilience are included for consideration in prime.	Since 2020, OSPE has worked to ensure that appropriate environmental and climate related language and clauses are included in new contracts and as much as practicable in renewing contracts. OSPE will bolster this effort to be proactive in adaptive capacity for climate resilience.
Commodity procurements through GSA and other agency partnerships can be improved to reduce long-term climate vulnerability.	OSPE will work closely with GSA and other federal agencies to ensure supply chain flexibilities are included in purchasing vehicles.	OSPE is an active participant in the federal procurement council and will leverage those relationships to ensure collaboration and adaptive capacity.

Service contracts compose 85% of acquisition and procurement dollar-value activity at DOL. A significant portion of these contracts support operational and educational staffing at 121 JCCs across the nation. These service contracts are essential to the Job Corps mission to provide educational opportunities to more than 60,000 students annually. Beginning in 2024, OSPE will actively engage in a systematic review of service contract language to maximize flexibilities as much as practicable for climate-related resilience and will collaborate with vendors to promote the vendors' use of supply chain risk mitigation strategies when entering into subcontracts in support of DOL awards.

Commodities purchased directly by DOL are primarily acquired through GSA's Federal Supply Schedule (FSS) contracts and other Government-wide Acquisition Contracts (GWAC). OSPE will continue to work closely with GSA and other agencies administering these GWACs, ensuring they are aware that supply chain flexibilities are of importance to DOL. DOL will work with these agencies, if necessary, to detail any specific needs within our federal partnership efforts.

5. Climate Informed Funding to External Parties

OSHA's Susan Harwood Training Grant Program provides occupational safety and health training to at-risk and vulnerable workers through grants to non-profit

organizations. Eligible non-profit organizations include qualifying labor unions, community-based, faith-based, grassroots organizations, employer associations, Native American tribes, tribal organizations, Alaska Native entities, Native Hawaiian organizations, and native-controlled organizations that are not an agency of a state, local, or territorial government, as well as public institutions of higher learning.

To target climate resilience, these non-profits can apply to develop and provide worker training on temperature extremes. The training addresses hazards and controls for workers' exposure to extreme heat or cold in the construction, general, and maritime industries. The target training audience includes high-hazard industries, industries with high fatality rates, small businesses, and disadvantaged communities, including young, temporary, minority, low literacy, limited-English proficient or LEP, low-income, and other underserved or under resourced populations.

ETA has added the following programs to the Justice40 Initiative, which aims to deliver 40 percent of the overall benefits of certain federal investments in climate, clean energy, training and workforce development, and other areas flow to disadvantaged communities that are marginalized by underinvestment and overburdened by pollution:

- Reentry Employment Opportunities program
- YouthBuild program
- Job Corps
- Workforce Opportunity for Rural Communities program

3C. Climate Training and Capacity Building for a Climate Informed Workforce

Training and Capacity Building	
Agency Climate Training Efforts	*Percent of the agency's Federal staff that have taken a 60+ minute introductory climate training course (e.g., Climate 101).* Currently, DOL's Climate Literacy training is voluntary training and is not tracked.
	Percent of the agency's senior leadership (e.g., Sec, Dep Sec, SES, Directors, Branch Chiefs, etc.) that have completed climate adaptation training. Currently, DOL's Climate Literacy training is voluntary training and is not tracked.
	Percent of budget officials that have received climate adaptation related training. Currently, DOL's Climate Literacy training is voluntary training and is not tracked.
	Percent acquisition officials that have received climate adaptation related training.

	Currently, DOL's Climate Literacy training is voluntary training and is not tracked. However, OSPE has been deliberate to improve procurement policies and regulations related to climate and environmental issues and best practices to incorporate climate considerations in procurement and acquisition contracts, as appropriate.
	Additional efforts the agency is taking to develop a climate informed workforce. DOL will seek to improve Climate Literacy training participation and leverage existing resources to develop opportunities to expand climate adaptation, environmental stewardship, and resilience knowledge across the Department.
Agency Capacity	*Number of full time Federal staff (FTE) across the agency that have tasks relevant to climate adaptation in their job description.* At the beginning of FY 2024, DOL had seven (7) position descriptions that directly included tasks relevant to climate adaptation in their job descriptions.

In FY 2023, the Department developed in-house climate adaptation training that is now available online for employees and contractors. In 2024, DOL will internally promote the voluntary training opportunity and track employee engagements. In 2025, DOL intends to shift the internal training to "Learning Link" where it is more accessible and can be tracked for employee engagement.

Program and Project Managers associated with procurement, acquisition, and construction activities will also participate in mandatory "Climate Adaptation for PMs" training in 2024.

DOL remains committed to a collaborative 'whole-of-government' approach to climate adaptation training and supports uniformity across the federal government to align training requirements, resources, and opportunities while improving overall federal efficiency.

3D. Summary for Major Milestones

Section of the Implementation Plan	Description of Milestone	Climate Risk Addressed	Indicators for Success
(3A.1) ETA: Energy Savings Performance Contracts (ESPC) Initiative	2024 -Issue Notice of Opportunity (NOO) for Pilot ESPC	Extreme heat, extreme precipitation, wildfire risk.	2024 – Report on whether NOO has been issued.
(3A.1) ETA: Gulfport JCC Construction Project	2024 – Complete Construction Project	All Risks	2024 – Report on whether Notice of Project Completion has been issued.

3A.1) ETA: Arecibo JCC Construction Project	2025 – Complete Construction Project	All Risks	2025 – Report on whether Notice of Project Completion has been issued.
(3B.3) OSPE: Review policies surrounding limitations of competition and determine whether to include climate risk in such policies.	By 2026, Review Policies. By 2027, Issue guidance on any change in policy.	All Risks	2027- Report Status Update on limitations of competition policy relative to climate risk issued.
(3B.3) OSPE: Expand procurement and acquisition policy guidance to include nature-based resilience solutions.	By 2027, OSPE will issue an addendum to acquisition policy guidance to include nature-based resilience solutions.	All Risks	2027- Report whether Addendum to Policy was created.
(3C) OASAM: Climate Training for DOL Employees	Annually improve percentage of Climate Training engagement by 10%.	All Risks	Annually report on engagement in Climate training available on LaborNet.
(3B.3) OASAM: Submit list of suggestions to GSA to include actionable climate resilience potential and activity in the Federal Real Property Database.	2025 – Submit List	All Risks	2025 - Report on Status of Submittal.

Section 4: Demonstrating Progress

4A. Measuring Progress

Key Performance Indicator: Climate adaptation and resilience objectives and performance measures are incorporated in agency program planning and budgeting by 2027.		
Section of CAP	**Process Metric**	**Agency Response**
3A –Addressing Climate Hazard Impacts and Exposure	Step 1: Agency has an implementation plan for 2024 that connects climate hazard impacts and exposures to discrete actions that must be taken. (**Yes**)Step 2: Agency has a list of discrete actions that will be taken through 2027 as part of their implementation plan. (**Yes**)	Since 2021, as outlined in DOL's Climate Action Plan, DOL has connected climate hazard impacts and exposure to discrete actions that will help make a better and safer world for today's workers and for the next generation of workers and families who inherit our planet.
3B.1 – Accounting for Climate Risk in Decision-making	Agency has an established method of including results of climate hazard risk exposure assessments into planning and decision-making processes. **(Partially)**	The Department has established methods of including climate hazard risk exposure assessments into both acute and long-term planning and decision-making processes.
3B.2 – Incorporating Climate Risk Assessment into Budget Planning	Agency has an agency-wide process and/or tools that incorporate climate risk into planning and budget decisions. **(Yes)**	ERM focuses on identifying and prioritizing long-term planning and budget decisions that will improve the Department's overall mission resilience and adaptative capacity.
3B.5 – Climate Informed Funding to External Parties	Step 1: By July 2025, agency will identify grants that can include consideration and/or evaluation of climate risk. (**Yes)** Step 2: Agency modernizes all applicable funding announcements/grants to include a requirement for the grantee to consider climate hazard exposures. (**Partially**)	In 2021, the Department began identifying grant funding opportunities that include consideration and/or evaluation of climate risk. This effort continues in 2024 and is primarily directed through ETA's Workforce Opportunities for Rural Communities (WORC) grants providing support to disadvantaged communities to address the employment and training needs of the local and regional workforce, created in collaboration with community partners within the Appalachian, Lower Mississippi Delta, and Northern Border regions.
Key Performance Indicator: Data management systems and analytical tools are updated to incorporate relevant climate change information by 2027.		
Section of CAP	**Process Metric**	**Agency Response**
3A –Addressing Climate Hazard Impacts and Exposure	Agency has identified the information systems that need to incorporate climate change data and will incorporate climate change information into those	The Department is evaluating data management systems and analytical tools that need to incorporate climate change data and information.

	systems by 2027. (**Partially**)	
Key Performance Indicator: Agency CAPs address multiple climate hazard impacts and other stressors, and demonstrate nature-based solutions, equitable approaches, and mitigation co-benefits to adaptation and resilience objectives.		
Section of CAP	**Process Metric**	**Agency Response**
3B.3 – Incorporating Climate Risk into Policy and Programs	By July 2025, 100% of climate adaptation and resilience policies have been reviewed and revised to (as relevant) incorporate nature-based solutions, mitigation co-benefits, and equity principles. (**Partially**)	Since 2019, OSPE has continued to improve incorporation of climate adaptation and resilience policies in procurement and acquisition requirements. This work continues and will expand to include nature-based solutions and equity principles by 2025.
Key Performance Indicator: Federal assets and supply chains are evaluated for risk to climate hazards and other stressors through existing protocols and/or the development of new protocols; response protocols for extreme events are updated by 2027.		
Section of CAP	**Process Metric**	**Agency Response**
3B.4 – Climate-Smart Supply Chains and Procurement	Step 1: Agency has assessed climate exposure to its top 5 most mission-critical supply chains. (**Partially**) Step 2: By July 2026, agency has assessed services and established a plan for addressing/overcoming disruption from climate hazards. (**No**)	DOL has not identified any specific mission critical supply chains that are more vulnerable to climate risk than others, however, DOL continues to evaluate the potential for wholesale, systemic, and governmentwide risk associated with climate hazard as a potential concern.
	Agency has identified priorities, developed strategies, and established goals based on the assessment of climate hazard risks to critical supplies and services**. (Partially)**	DOL has, and will continue, to engage with the larger federal procurement community of practice to identify governmentwide supply chain risks and mitigation strategies that would be pertinent to the Department's commercial buying practices.
Key Performance Indicator: By 2027, agency staff are trained in climate adaptation and resilience and related agency protocols and procedures.		
Section of CAP	**Process Metric**	**Agency Response**

3C – Climate Training and Capacity Building for a Climate Informed Workforce	Step 1: By December 2024 100% of agency leadership have been briefed on current agency climate adaptation efforts and actions outlined in their 2024 CAP. (**Yes**) Step 2: Does the agency have a Climate 101 training for your workforce? (**Yes**) If yes, what percent of staff have completed the training? **Currently, DOL's Climate Literacy training is voluntary training and is not tracked.** Step 3: By July 2025, 100 % employees have completed climate 101 trainings. (**Partially**)	In September 2023, DOL developed a Climate Literacy voluntary training course for Department employees and contractors. The training is available on the Department's intranet. DOL's Climate Literacy training is currently voluntary, however DOL will seek to improve participation and tracking. DOL expects to roll out the Departmental training in FY 2024.

4B. Adaptation in Action

In 2021, DOL identified five activities as priority adaptation actions for inclusion in our Climate Adaptation Plan. Below is a summary of those activities and our progress to date:

1. **ENSURING WORKER SAFETY - LED BY OSHA:**
   OSHA continues to address longstanding occupational heat hazards through enforcement efforts. OSHA enforcement initiated a National Emphasis Program (NEP) for Outdoor and Indoor Heat-Related Hazards in April 2022 to address these longstanding and ongoing heat hazards. Since then, OSHA has performed 4,143 heat inspections. Of those inspections, OSHA found violations in 1,166 inspections, including 27 heat citations under OSHA's General Duty Clause (as of November 7, 2023). Citations address the deficiencies of the employer's heat illness program. If the employer chooses not to correct the deficiencies, they are subject to a significant increase in penalties from a repeat or willful citation.

   OSHA continues developing strategies to identify workplaces that expose workers to an imminent danger of heat illness. When there is an imminent danger, the employer must immediately remove workers from the danger and implement controls. OSHA enforcement is also seeking to find workplaces where vulnerable workers are exposed to hot conditions by working with the ETA to identify workplaces with H-2A visa programs.

2. **FACILITY & CAMPUS RESILIENCE - LED BY OASAM & SUPPORTED BY ETA & MSHA**
   For facilities, closing the gap between our climate resilience ambitions and financial and manpower resources remains our most significant challenge. To address this gap, ETA is moving forward with an ESPC initiative to expand adaptive capacity. The pilot ESPC procurement is in process and includes 9 Job Corps Centers operated by the USDA-FS in the Appalachian Region. This ESPC is planned to be the first of several to modernize campus infrastructure, decrease energy consumption, and improve climate resilience at Job Corps Centers across the country.

MSHA previously led the way with a similar ESPC effort in 2018 that modernized several key energy intensive systems across the Beckley campus and reduced energy consumption by 41%, saving the Department more than $238,000 per year in energy costs. ETA is hopeful for similar results at JCC campuses.

3. **WORKFORCE TRAINING ADAPTATION - LED BY ETA:**
   In the past decade, Job Corps training programs have expanded to offer twelve core career training tracks to support environmental stewardship occupations. These tracks prepare students for sustainable careers in fire management, forestry, renewable energy installation and maintenance, landscaping, and water management. ETA is also working to expand career training offerings to further support bright futures in renewable and clean energy.

4. **COMMUNITY ECONOMIC RESILIENCE - LED BY ETA:**
   ETA continues to leverage competitive grants to prepare displaced workers with new skills for growing job sectors, including clean energy industries. By working with the Interagency Working Group on Coal and Power Plant Communities and Economic Revitalization, the Department remains committed to local and tribal community engagement to support and expand economic opportunity in distressed areas.

5. **PROCUREMENT AND ACQUISITION RESILIENCE -LED BY OSPE:**
   DOL's procurement strategies continue to center around the commercial marketplace. Specifically, DOL believes the utilization of the commercial marketplace's diverse supplier base maximizes flexibilities and leverages unique and innovative approaches to risk mitigation generated by industry. DOL's focus on the use of Best-in-Class contractual vehicles and maximizing its Spend Under Management enable it to leverage government-wide vendor management vehicles, including risk mitigation.

DOL's 2024 Climate Adaptation Plan remains consistent with our ongoing climate action commitments initiated in 2021….

> "Through assessing climate vulnerabilities with our assets and equities, we will develop adaptive measures to support climate resilience. Our actions will emphasize responsible planning, leveraging adaptive strengths, and collaborating with business and industry to optimize mission resilience, embrace a robust environmental justice strategy, and lead by example. With thoughtful attention to science and social accountability, DOL will engage projects and strategies that shift us from a risk management posture to a prepared resilience capable of effectively serving our citizens today and tomorrow."

Climate adaptation and resilience implementation continues to be based on mission priorities established by our lead agencies, the evolving science on climate change, and the adaptive resource levels within the Department's reach as we support the strength and resilience of our nation's workforce.

APPENDIX A: Federal Mapping Application and Federal Real Property Profile Data

The Federal Mapping App and proprietary DOL data analysis tools utilize the following data:

Buildings

Buildings data comes from the publicly available Federal Real Property Profile (FRPP). The General Services Administration (GSA) maintains FRPP data and federal agencies are responsible for submitting detailed asset-level data to GSA on an annual basis. Although FRPP data is limited—for example, not all agencies submit complete asset-level data to GSA, building locations are denoted by a single point and do not represent the entirety of a structure or could represent multiple structures, and properties may be excluded on the basis of national security determinations— it is the best available public dataset for federal real property. Despite these limitations, this data is sufficient for screening-level exposure assessments to provide a sense of potential exposure of federal buildings to climate hazards.

Personnel

Personnel data comes from the Office of Personnel Management's (OPM) non-public dataset of all personnel employed by the federal government that was provided in 2023. The data contains a number of adjustments, including exclusion of military or intelligence agency personnel, aggregation of personnel data to the county level, and suppression of personnel data for duty stations of less than 5 personnel. Despite these adjustments, this data is still useful for screening-level exposure assessments to provide a sense of key areas of climate hazard exposure for agency personnel.

Climate Hazards

The climate data used in the risk assessment comes from the data in Climate Mapping for Resilience and Adaptation (CMRA) Assessment Tool. When agency climate adaptation plans were initiated in 2023, CMRA data included climate data prepared for NCA4. Additional details on this data can be found on the CMRA Assessment Tool Data Sources page. Due to limited data availability, exposure analyses using the Federal Mapping App are largely limited to the contiguous United States (CONUS). Additional information regarding Alaska, Hawaii, U.S. Territories, and marine environments has been included as available.