September 2022

THE UNITED STATES DEPARTMENT OF LABOR

Climate Adaptation Plan

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

SECRETARY OF LABOR
WASHINGTON, D.C. 20210

June 27, 2022

Dear Colleagues,

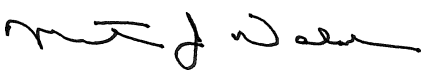
The Department of Labor (Department) continues to affirm our support for and engagement with Executive Orders 14008 and 14057, "Tackling the Climate Crisis at Home and Abroad" and "Catalyzing Clean Energy Industries and Jobs Through Federal Sustainability."

The Department's climate adaptation and clean energy emphasis in 2022 included the following highlights:

- The Occupational Safety and Health Administration (OSHA) expanded engagement, training initiatives, and enforcement mechanisms that will protect workers during and after extreme climate events.
- The Employment and Training Administration (ETA) leveraged competitive grants and continues to accelerate competitive workforce training programs to prepare workers in energy communities for growing jobs, including clean energy sector jobs.
- ETA also made strategic investments in Workforce Opportunity for Rural Communities (WORC) grants that embody the Department's environmental justice, job quality, and equity priorities.
- The Department significantly expanded community, business, and industry partnerships to ensure an inclusive approach to climate adaptation as we work to improve our facilities, transportation, and mission resilience.
- Department-wide improvements in internal best practices that model sound environmental stewardship and lead by example.

Looking to the future, the Department will continue to be a leader in climate adaptation so that all workers and their families can share equitably in our nation's bright and sustainable future.

Sincerely,



MARTIN J. WALSH

Department of Labor
2022 Climate Adaptation Progress Report

UPDATES ON PRIORITY ACTIONS

DEPARTMENT OF LABOR'S PRIORITY ADAPTATION ACTIONS

ACTION: **ENSURING WORKER SAFETY**
Current Status: **In Progress** Estimated Date of Completion: **Ongoing**

The Occupational Safety and Health Administration (OSHA) continues a multi-pronged approach to ensure worker safety and prevent injury, illness, and death while working in extreme weather conditions (e.g., exposure to hazardous heat) or while exposed to health and safety risks during response and recovery to extreme weather events. New engagement, education, and training initiatives, such as the National Advisory Committee on Occupational Safety and Health (NACOSH) Work Group on Heat Injury and Illness Prevention, aim to engage stakeholders, while the Heat Illness Prevention Campaign, Guidance and Technical Support for Disaster Preparedness and Response, and Compliance Assistance Activities continue to educate employers on mitigating hazards associated with heat and extreme weather events.

ACTION: **FACILITY RESILIENCE AND MISSION READINESS**
Current Status: **In Progress** Estimated Date of Completion: **September 2035**

The Department of Labor (DOL or Department) is prioritizing efforts to assess potential physical vulnerabilities and mission readiness risks at our owned and leased facilities. In early 2022, DOL kicked-ed off the Energy Savings Performance Contract (ESPC) project at the Department's National Headquarters in Washington D.C. ESPCs are financed energy related capital improvement projects that pay for themselves over time from the energy and operations and maintenance (O&M) savings realized from the improvements. The Office of Job Corps (OJC) is also evaluating opportunities that may be available to leverage the potential of ESPCs to modernize facilities and increase climate resilience at Job Corps Centers across the nation.

ACTION: **COMPETITIVE EMPLOYMENT AND TRAINING**
Current Status: **In Progress** Estimated Date of Completion: **Ongoing**

The Employment and Training Administration (ETA) is assessing Job Corps' career technical training offerings to identify which courses qualify as "green" as well as exploring new opportunities to promote educational training programs in renewable and clean energy. ETA is also reviewing information available on O*NET (a national database of occupational characteristics and worker requirements) around green skills and occupations to identify potential additions and improvements.

ETA's program offices are working to identify metrics, using available data, to measure success under the climate adaptation plan.

ACTION: **COMMUNITY ECONOMIC RESILIENCE**
Current Status: **In Progress** Estimated Date of Completion: **September 2022**

ETA continues to actively engage with the Interagency Working Group on Coal and Power Plant Communities and Economic Revitalization (IWG) to identify opportunities to assist coal and power plant communities with economic revitalization. ETA leadership has delivered remarks and facilitated breakout sessions in state and local community engagement events organized by the IWG, as well as provided details about relevant ETA grants, which the IWG has included in a federal funding clearinghouse on their website.

ETA is leveraging competitive grants to prepare workers in energy communities for growing jobs, including clean energy sector jobs. In FY 2022, ETA developed the Funding Opportunity Announcement (FOA) for the Workforce Opportunity for Rural Communities (WORC) Round 4 Grants and published the FOA on April 27, 2022.

ACTION: **PROCUREMENT AND ACQUISITION RESILIENCE**
Current Status: **In Progress** Estimated Date of Completion: **September 2022**

In FY 2022, the Office of the Senior Procurement Executive (OSPE) continues efforts to analyze existing supply chains for vulnerabilities to ensure flexibility and critical capacity during climate emergencies. OSPE will use this analysis to develop cohesive and robust strategies to mitigate supply chain risks. Additionally, OSPE is evaluating technical solutions to ensure requisite provisions and clauses associated with sustainability and environmentally responsible delivery of goods and services are included in appropriate solicitations and awards.

Examples of Progress Related to Priority Adaptation Actions:

- In April 2022, OSHA released its National Emphasis Program on Heat, and now the agency, for the first time, has a national enforcement mechanism to proactively launch targeted heat inspections in over 70 industries to protect workers before workers suffer preventable injuries, illnesses, or fatalities. OSHA also continues leveraging its rulemaking capabilities, issuing an Advance Notice of Proposed Rulemaking (ANPRM) in October 2021 on Heat Injury and Illness Prevention in Outdoor and Indoor Work Settings. In May 2022, OSHA held a virtual public stakeholder meeting, where over 3,000 registrants signed up to hear from OSHA staff on the agency's activities to protect workers from heat-related hazards and nearly 50 people provided public comment.

- In October 2021, the Office of Assistant Secretary for Administration and Management (OASAM) and OSPE initiated an ESPC for DOL Headquarters using the Department of Energy (DOE) Indefinite Delivery/Indefinite Quantity (ID/IQ) contract vehicle. After a robust source selection effort, DOL kicked-off the project on March 14, 2022. The project's energy conservation

measures (ECMs) will include climate resilience improvements.

- In the Spring of 2022, DOL announced the $34.2 million WORC funding opportunity grants to support career training and services in the Appalachian Region and the Lower Mississippi Delta. Administered by ETA in coordination with the Appalachian Regional Commission (ARC) and the Delta Regional Authority (DRA), the WORC grants help rural communities create and promote new, sustainable job opportunities in competitive industries, particularly in regions that have suffered significant job losses in the energy extraction industry. The grants embody the Department's environmental justice, job quality, and equity priorities to assist new job seekers, dislocated workers, and incumbent workers develop new skills and prepare people returning to the workforce.

Updates on Other Initial Plan Topics:

Climate Risk Reduction:
DOL utilizes best practices to assess operating risk, including assessments for climate-related hazards. These best practices include adhering to the American Society of Heating, Refrigeration and Air Conditioning Engineers (ASHRAE) standards, ensuring our engineering support teams are well qualified in climate adaptation and resilience, and maximizing our due diligence in real estate, modernization, sustainability, and repair efforts for data-informed decision making.

DOL maintains a centralized real property inventory system called the Engineering Support Contractor Information System (ESCIS). This database maintains a level of detail that exceeds the Federal Real Property Profile (FRPP) requirements. In FY 2022, DOL initiated a Data Quality Improvement Plan to enhance the accuracy and quality of real property data (including facility condition assessments) used for decision making and accurate reporting. This information is a critical component to climate adaptation planning and will position DOL to better integrate and use information on climate-related hazards as we evaluate fiscal risk exposure at owned and leased facilities across the country.

Climate Vulnerability Assessments:
DOL has not completed climate vulnerability assessments. With 121 active Job Corps and Conservation Corps Centers in the United States and Puerto Rico, we anticipate site-based assessments will be complete by FY 2026.

Climate Literacy:
DOL began to develop climate literacy training for employees in 2022. The intent is to develop new employee training and a Learning Link course for career employees to foster a culture of awareness and responsibility across all roles at the Department. DOL is also exploring training collaboration with other like-sized agencies in the federal sector.

Tribal Engagement:
While DOL did not specifically include consideration of Tribal Treaty Rights or Indigenous Traditional

Ecological Knowledge (ITEK) in our 2021 Climate Action Plan (CAP), the Secretary of Labor is signatory to the Federal Agency Collaboration on Tribal Treaty Rights and Reserved Rights Memorandum of Understanding (MOU) and is committed to implementing the CAP and the MOU by including the Department's Tribal Liaison in discussions related to the CAP.

The Tribal Liaison is an active participant in regularly scheduled ITEK workgroup meetings led by the White House Office of Science and Technology Policy (OSTP) and the White House Council on Environmental Quality (CEQ) and will provide input and subject matter expertise on how to integrate Tribal Treaty and Reserved Rights MOU in upcoming CAPs.

Environmental Justice:
As a strategic investment in environmental justice, DOL administers a variety of grants and programs intended to tackle the challenges of shifting workforce requirements as we address climate change. Two examples of this effort include:

- WORC grants assist communities in diversifying their local economies by providing training in new skill sets amongst the resident workforce that improves equitable access to jobs in marginalized communities.

- YouthBuild is a community-based pre-apprenticeship program that provides job training and educational opportunities for at-risk youth ages 16-24. Youth learn vocational skills in construction and other in-demand industries, including clean energy sector training.

Partnerships:
Since October 2021, DOL has worked to expand existing partnerships and establish new partnerships involving climate adaptation in several ways:

- OSHA launched a Heat Injury and Illness Prevention Work Group of NACOSH to provide recommendations to NACOSH on the agency's heat injury and illness prevention guidance and rulemaking activities. NACOSH is a non-discretionary advisory committee of indefinite duration established by the Occupational Safety and Health (OSH) Act to advise, consult with, and make recommendations to the Secretary of Labor and the Secretary of Health and Human Services (HHS) on matters relating to the administration of the OSH Act.

- OSHA has also expanded interagency partnerships on climate adaptation, including joining the Interagency Working Group on Extreme Heat and increased involvement in an existing partnership with the National Integrated Heat Health Information System.

- OASAM and OSPE partnered with DOE and the Federal Energy Management Program (FEMP) to streamline the Department's ESPC process for the Frances Perkins Building (DOL Headquarters in Washington, DC). This relationship provides valuable insight and guidance from DOE to support the best possible ESPC opportunity, using DOE's experience and expertise in maximizing

the potential of financed energy project efforts.

- ETA worked closely with the IWG and other organizations, to spur innovation, promote new opportunities, and improve economic revitalization and resilience in communities affected by environmental remediation.

New Topics from Executive Order 14057

Policy Review:
DOL uses existing and new planning and policy review processes to ensure climate-resilient investment and to remove maladaptive policies and programs. The annual Agency Management Plan process and the long-term Strategic Planning process are examples of existing methods. The formation of the DOL Climate Adaptation Plan Committee (in October 2021) and the OSHA National Office Internal Climate Working Group (in 2022) are examples of new efforts specific to climate adaptation initiatives.

Challenges have included realignment and management of the essential resources needed for the additional level of effort required to implement the new investment and policy initiatives.

Climate Scenario Analysis:
DOL uses climate projections in our decision-making as we consider facility modernizations and energy conservation measures at our Headquarters Facility in Washington DC and across our portfolio of Job Corps and Conservation Corps Centers. Climate projections are also used for real estate decisions, though real estate purchases are rare for DOL. Data is typically obtained from:

- *"American Society of Heating, Refrigeration and Air Conditioning Engineers"* (ASHRAE) Climate Data. ASHRAE information is primarily used to design mechanical systems for Heating, Ventilation, and Air Conditioning (HVAC) Systems at our Job Corps properties.

- *"The Federal Flood Risk Management Standard" (2021).* This essential information is used to address floodplain design requirements. DOL typically uses the Freeboard Value Approach (FVA).

- *"The Fourth National Climate Assessment" (2018)*. The Assessment is used for strategic planning.

Conclusion:

FY 2022 has been a foundational year to plan for the work ahead and shift into action on the Department's essential climate adaptation priorities. The Secretary of Labor and the entire DOL team remain committed to proactive and visible leadership in modeling environmental and climate adaptation best practices that will ensure a safer world for today's workers and a healthier planet for future generations.