



Grid Resilience and Innovation Partnerships (GRIP) Program - Community Benefits Plan Requirements & Best Practices

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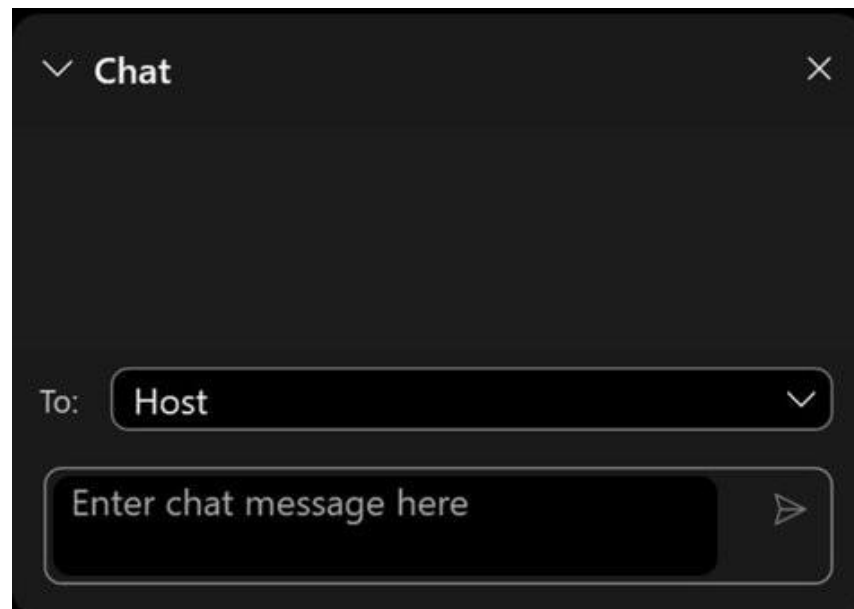
DE-FOA-0003195



Housekeeping

Questions?

If you have technical questions, input them in the chat box and send to host.

A screenshot of a chat window with a dark background. At the top left, there is a checkmark icon followed by the word "Chat". At the top right, there is a close icon (an 'X'). Below this, there is a "To:" label followed by a dropdown menu showing "Host". Below the dropdown is a text input field with the placeholder text "Enter chat message here" and a send button (a right-pointing arrow) on the right side.

Webinar Notice

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- ▶ Any content within this presentation that appears discrepant from the FOA language is superseded by the FOA language.
- ▶ All applicants are strongly encouraged to carefully read the FOA guidelines and adhere to them.
- ▶ The purpose of the webinar is to provide an overview of the Community Benefits Plan (CBP) requirements. It is critical that applicants write their applications based on the detailed information in the FOA.



Colin Meehan



Program Manager, GRIP,
Grid Deployment Office,
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Agenda

- ▶ Introduction
 - GRIP Program Overview
- ▶ Community Benefits
 - Priority Goals
 - Community Benefits Roadmap
 - Documenting Community Benefits
 - Elements of a Strong Community Benefits Plan (CBP)
- ▶ CBP Template
 - Requirements
 - Best Practices
- ▶ Insights from GRIP's First Funding Round
- ▶ Resources



GRIP Program Overview

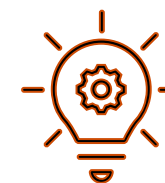
GRIP PROGRAM GOALS



Transform U.S. Grid



Energy justice



Catalyze & leverage capital

APPLICATIONS DUE

Topic Area 1

Grid Resilience Grants (40101(c))

17-Apr-24

Topic Area 2

Smart Grid Grants (40107)

22-May-24

Topic Area 3

Grid Innovation Program (40103(b))

17-Apr-24



GRIP Program Updates

- ▶ Concept Papers due January 12, 2024.
- ▶ Encourage/Discourage determinations sent to applicants on February 29, 2024.
- ▶ 575 Concept Papers reviewed.
- ▶ 65% (373) Encouraged.

Join the next webinar for more information on the Concept Paper results and important information on the Full Application phase:

**Next GRIP webinar:
Tuesday, March 12 at 3:30 p.m. ET**

Register:

<https://doe.webex.com/weblink/register/ra5824dcfd55a545813f140b54474b8af>



Elizabeth O'Connell

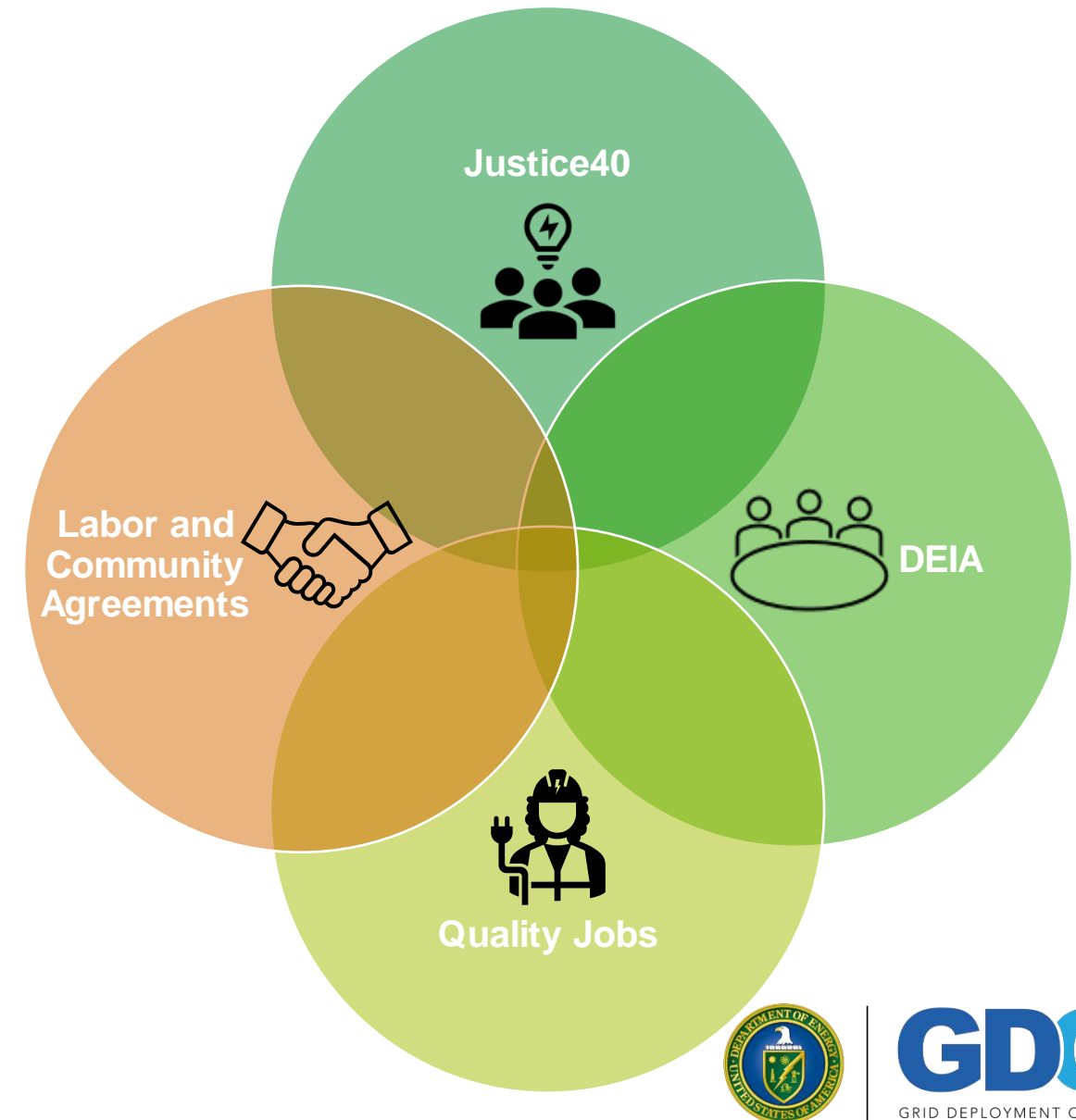


Policy Advisor, GRIP Program,
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Community Benefits - Four Priority Goals

1. **Community and Labor Engagement-** Meaningful engagement with community and labor partners leading to formal agreements with accountability to affected stakeholders
2. **Investing in Quality Jobs-** Create quality jobs to attract and retain skilled workers and ensure workers have a voice on the job over decisions that affect them
3. **Diversity, Equity, Inclusion, and Accessibility-** Equitable access to wealth-building opportunities (teaming, access to quality jobs, business and contracting opportunities, etc.)
4. **Justice 40-** Meet or exceed the objectives of the Justice40 initiative that 40% of the overall benefits of certain federal investments flow to disadvantaged communities



Community Benefits

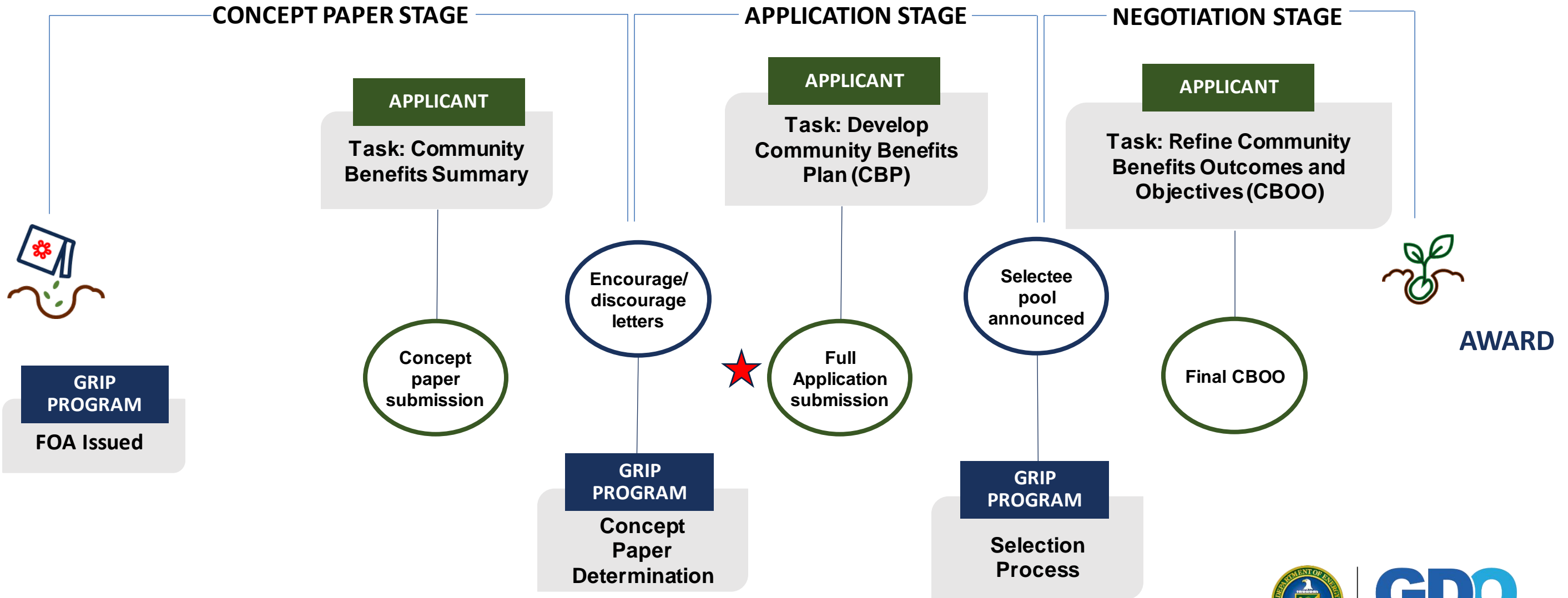
A **CBP** is a **requirement** of all BIL FOAs.
The CBP for GRIP Programs is valued at **20%** of the overall score of the application.

If the project is selected:

- DOE will incorporate the **CBP** into the award (Community Benefits Plan Objectives & Outcomes - CBOO) and the recipient will be **required** to **implement** the **CBP**.
- During the life of the award, DOE will **evaluate** the recipient's progress, including as part of the "**Go/No-Go**" review process.



FOA Roadmap for Community Benefits



Documenting Community Benefits

APPLICATION STAGE

Deliverable: Community Benefits Plan (CBP)

- Included in application package using template provided in FOA.
- Valued at **20%** of the overall score of the application.
- If application is selected, will be reviewed and strengthened during award negotiation process.
- Includes a summary Milestone Table (CBOO) that will be used to document commitments to specific outcomes if project is selected.

NEGOTIATION STAGE

Deliverable: Community Benefits Outcomes & Objectives (CBOO)

- CBOO Summary Milestone Table included in CBP template in FOA.
- Fine tune milestones during award negotiation stage.

PERFORMANCE STAGE

Deliverable: Community Benefits Reporting (CBR)

- Standard reporting template used across BIL & IRA programs.
- Details metrics associated with community benefits commitments.



Elements of an Effective CBP



Specific to your project and the communities your application impacts.



Documents the **initiatives and specific actions** that will stem directly from the project.



Demonstrates **existing or planned partnerships** with community entities.

e.g., union/labor agreements, community benefits agreements, letters of support.



Shows meaningful **engagement with labor and community stakeholders** on CBP goals.

Elements of an Effective CBP



Explains how the plan **facilitates community input, social buy-in, and accountability.**



Summarizes **specific objectives**, broken into **specific commitments and tasks.**



Includes SMART* **milestones** wherever possible; at least one SMART milestone per budget period.

*Specific, Measurable, Achievable, Relevant, and Timely
See Sections I.C and IV.D.xiv of the FOA for full CBP requirements.

Elements of an Effective CBP: Community and Labor Engagement

- ▶ Describes the specific stakeholders and organizations already engaged by the project and in the development of the CBP.
 - e.g., local governments, tribal governments, labor unions, and community-based organizations that support or work with disadvantaged communities (DACs).
- ▶ Includes information on support (verbal, written, financial, etc.) received from stakeholder organizations, including tribes, and project commitments to those organizations.
- ▶ Includes formal commitments to workforce and community agreements.
 - e.g., Community Benefits Agreements, Community Workforce Agreements, Good Neighbor Agreements, Project Labor Agreements, Collective-Bargaining Agreements, etc.
 - A priority of the U.S. Department of Energy is ensuring transmission and distribution operators that **both serve Tribes and receive DOE funds** are meaningfully engaging Tribes through Community Benefits Agreements and other mechanisms.

See Sections I.C.a and IV.D.xiv.1 of the FOA for more information on community and labor engagement.



Elements of an Effective CBP: Investing in Quality Jobs

- ▶ Describes plans to negotiate Project Labor Agreements for large construction activity associated with the project or includes Workforce Continuity Plans.
- ▶ Notes any labor groups supporting the project and any commitments made to, or agreements with, labor groups.
- ▶ Describes commitments to utilize registered apprentices.
- ▶ Demonstrates a commitment to “Good Jobs”*
- ▶ Explains commitments regarding, for example:
 - Paying workers above average/prevaling wages and competitive benefits.
 - Investing in paid training and tuition reimbursement for additional training.
 - Establishing health and safety committees.

See Sections I.C.b and IV.D.xiv.2 of the FOA for more information on quality jobs.



Elements of an Effective CBP: Diversity, Equity, Inclusion, and Accessibility

- ▶ Describes specific plans to incorporate diversity, equity, inclusion, and accessibility (DEIA) objectives into the project.
 - Examples:
 - Partnerships with Minority Business Enterprises, Minority Owned Businesses, Minority Serving Institutions, Tribes, Woman Owned Businesses, and Veteran Owned Businesses.
 - Pre-apprenticeship or apprenticeship readiness programs.
 - Inclusive recruitment strategies.
 - Financial assistance for workers to access, e.g., childcare and transportation.
- ▶ DEIA commitments should be made at the project-specific level wherever possible. CBPs should not be limited to company-wide programs without project relevance.

Elements of an Effective CBP: Justice40

- ▶ Describes plan for Justice40 benefits and identifying and mitigating any anticipated negative impacts on DACs.
 - Examples:
 - Increased resilience.
 - Increased quality job creation and job training.
 - Decreased environmental exposure and burdens.
- ▶ Demonstrates whether the project impacts a DAC, as identified using the [Climate and Economic Justice Screening Tool](#).
- ▶ Assesses both direct and indirect benefits and provides a description of how those benefits were determined.
- ▶ Any project-specific benefits should be demonstrated and quantified in the context of DACs and specific beneficiaries; benefits should not be limited to broad, system-wide impacts.



CBP Template – Requirements

DE-FOA-0003195 modification 000003 (February 27, 2024)

- ▶ **Use of the provided CBP template is required.** A CBP is requirement of all BIL FOAs.
 - Find the CBP template under “Documents” on Exchange for DE-FOA-0003195 or “Related Documents” on Grants.gov for DE-FOA-0003195.
- ▶ Purpose of the template is to summarize the **specific** objectives the Applicant is committing to in its CBP.
- ▶ Wherever possible, the objectives in the CBP should be in quantifiable terms with SMART milestones, including at least one SMART milestone per budget period and one SMART end of project goal. You do not need to tick every box in the template, **only what is applicable to your project.**



CBP Template

B. Community and Labor Engagement

1. Community and Labor Stakeholders Engaged to Date

A

Instructions: This section should describe the specific stakeholders and organizations already engaged by the project. Examples include local governments, tribal governments, labor unions, and community-based organizations that support or work with disadvantaged communities described in section A3 above.

If the project has received support from any of these stakeholder organizations, describe the nature of the support (e.g., verbal, written, financial, etc.) and commitments that the project has made to the organization that provided the support. For funded projects, funding recipients will be required to report on these activities.

[Example]

Name of Organization or Community of Interest Already Engaged:

B

- ▶ The instructional textboxes (A) within each section can be removed when submitting the application.
- ▶ The information below the instructional textboxes (B) is intended to **provide examples of commitments** that may be relevant to each section, proposed project, or program. Not all information provided may apply.
- ▶ All information included in the CBP must be consistent with other parts of the application.



CBP Template: Community Benefits Objectives and Outcomes

Category and Commitment	Existing or Planned	Budget Period 1 milestone	Budget period 2 milestone	Budget period 3 milestone	Budget period 4 milestone
Community and Labor Engagement					
Good neighbor/community benefits agreement	<input type="checkbox"/> Yes <input type="checkbox"/> Not at this time	<i>Parties and scope identified</i>	<i>Agreement signed</i>		
Collective bargaining agreement (operating jobs)	<input type="checkbox"/> Yes <input type="checkbox"/> Not at this time	<i>Parties and scope identified</i>	<i>Agreement signed</i>		
Project Labor Agreement (construction jobs)	<input type="checkbox"/> Yes <input type="checkbox"/> Not at this time	<i>Initial meeting</i>	<i>MOU signed</i>	<i>Agreement signed</i>	
[Other community and labor engagement commitments, e.g. # and type of engagements, etc.] (applicant should take note if there is a requirement for Workforce Continuity Plan)					
Community feedback and data incorporated into the project	<input type="checkbox"/> Yes				
	<input type="checkbox"/> Not at this time (If "Not at this time", please provide an explanation in this cell).				
Investing in Quality Jobs	Total Number of Permanent Operations Jobs: [#] Number of Construction phase jobs: [#]				

Community Benefits Outcomes and Objectives (CBOO) Summary Table

- ▶ Consolidates CBP information, goals, milestones, and achievements into an easily reviewable table.
- ▶ Will assist project staff with progress review and reporting, if selected.
- ▶ The applicant should add or delete rows and columns so the table summarizes commitments and timelines from your project CBP.
- ▶ Examples provided in the template are not intended to be prescriptive or applicable to every project.

See Section IV.D.xiv of the FOA for more on the CBP template; see also Appendix D, Section E for more information on the CBOO. The CBP template is available under "Documents" in Exchange.



CBP Template – Best Practices

- ▶ Use only the elements in the template that are specific to your project.
 - ▶ **Be specific with SMART milestones. CBP and CBOO milestone table should be consistent and easily cross-referenced.**
- ▶ Ensure that your proposed SMART milestones are achievable within your project scope, timeline, and budget.
 - ▶ Ensure that any environmental impacts are documented and appropriately mitigated.
- ▶ The CBP must reflect efforts undertaken within the project proposal, and not over-rely on past efforts.



CBP & CBOO – Negotiation Stage

Community Benefits Plan

- Review CBP commitments.
- Solidify and strengthen commitments.
 - e.g., project-specific SMART goals; letters of commitment.
- Complete budget justifications.

Community Benefits Outcomes & Objectives (CBOO)

- Originated in the Executive Summary and Milestone Table from the CBP template.
 - At least one SMART milestone per year.
- CBOO will be made publicly available.
- Demonstrates CBP commitments.



Insights from First Funding Round

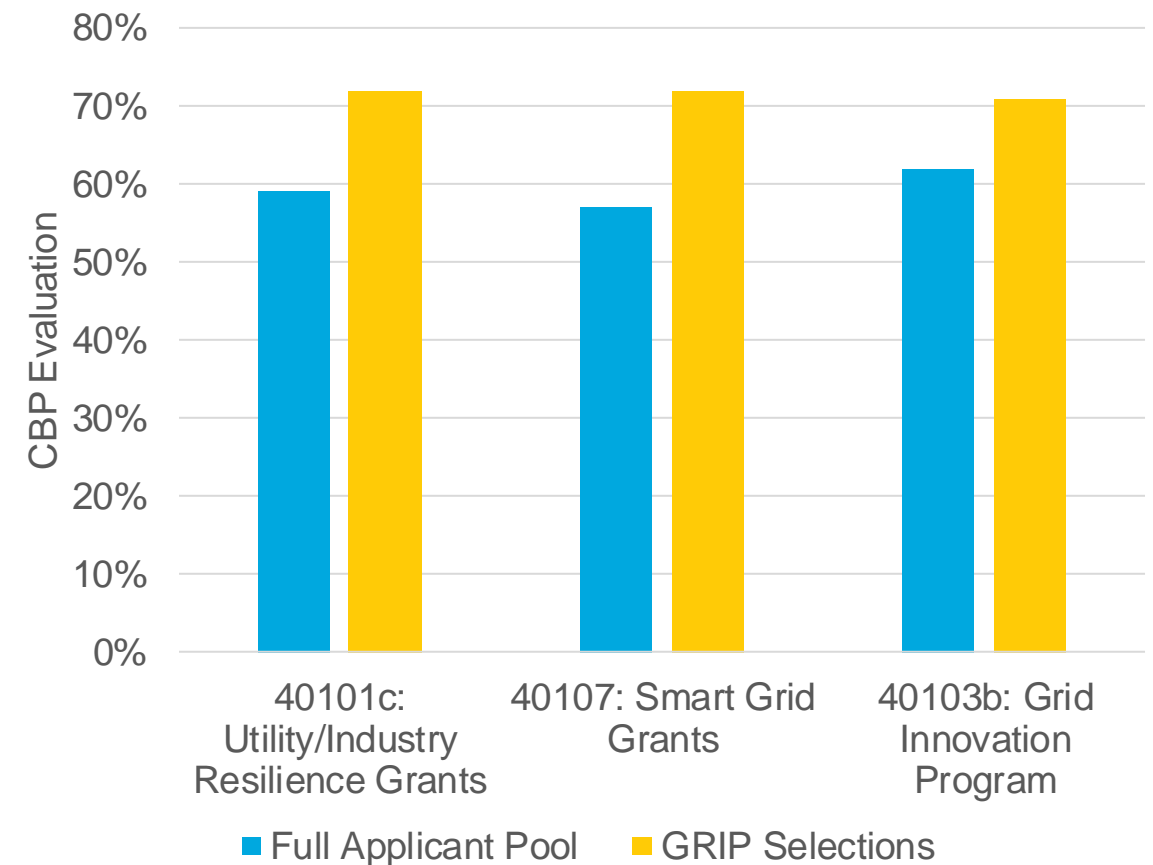
In the first GRIP funding round, across each of GRIP's funding programs, successful projects included CBPs that shared and maximized the project's benefits across disadvantaged communities

Other common elements across successful CBPs:

- ▶ Substantive discussion of all four CBP elements (Community & Labor Engagement, Investing in Quality Jobs, DEIA, & Justice40)
 - Commitment to the inclusion of at least one SMART* milestone per budget period.
 - Inclusion of opportunities to elicit and respond to community feedback at multiple stages of project deployment.
 - Demonstrated intent to negotiate additional commitments if needed.

***S**pecific, **M**easurable, **A**chievable, **R**elevant, and **T**imely

Selected projects were responsive to all four CBP elements:



Examples of an Effective CBP

First Funding Round: Louisiana Hubs for Energy Resilient Operations (HERO) Project

- ▶ **Selectee:** Louisiana Department of Natural Resources
- ▶ **Project Description:** Strategic energy resilience initiative will deploy a comprehensive, data-driven integrated community energy planning process as well as a modernized network of Community Resilience Hubs powered by distributed energy resources microgrids.
- ▶ **Community Benefits:**
 - **Investments focused on benefiting a subset of disadvantaged communities (DACs)** in the state that are most vulnerable to and least able to respond to and recover from extended outages based on income levels, flooding risk, and building loss risk.
 - **Reduce the impact of long-duration outages in DACs** by strategically investing in grid-interactive resilience projects.
 - **875 new graduates** of workforce training, pre-apprentice, and apprenticeship programs by 2030.
 - **Project labor agreements** with local labor unions and provide [Community Benefits Agreements](#) in requests for proposals (RFPs) to guide local hiring and engagement.



Examples of an Effective CBP

First Funding Round:

Confederated Tribes of Warm Springs and Portland General Electric (PGE) Regional 500 kV Transmission Innovation Partnership

- ▶ **Selectee:** Confederated Tribes of Warm Springs Reservation of Oregon
- ▶ **Project Description:** Establish a transmission connection between PGE's load centers with the vast—but currently isolated—reservoir of renewable generation resources east of the Cascades, including those on the Warm Springs Reservation.
- ▶ **Community Benefits:**
 - Leverages PGE's experience in workforce development and training to bridge existing skill and education gaps among members of the tribes and targeted disadvantaged communities (DACs).
 - Members of International Brotherhood of Electric Workers (IBEW) Local 125 will execute work off-reservation and all line work throughout the project under Collective Bargaining Agreements.
 - Collaboration with IBEW on pre-apprenticeship opportunities.
 - Creates an energy mentorship program to provide high school students an opportunity to get hands-on experience and exposure to energy careers.
 - Partners with Oregon Tradeswomen to support those interested in the trades.
 - Preference for hiring Tribal members.



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Q&A

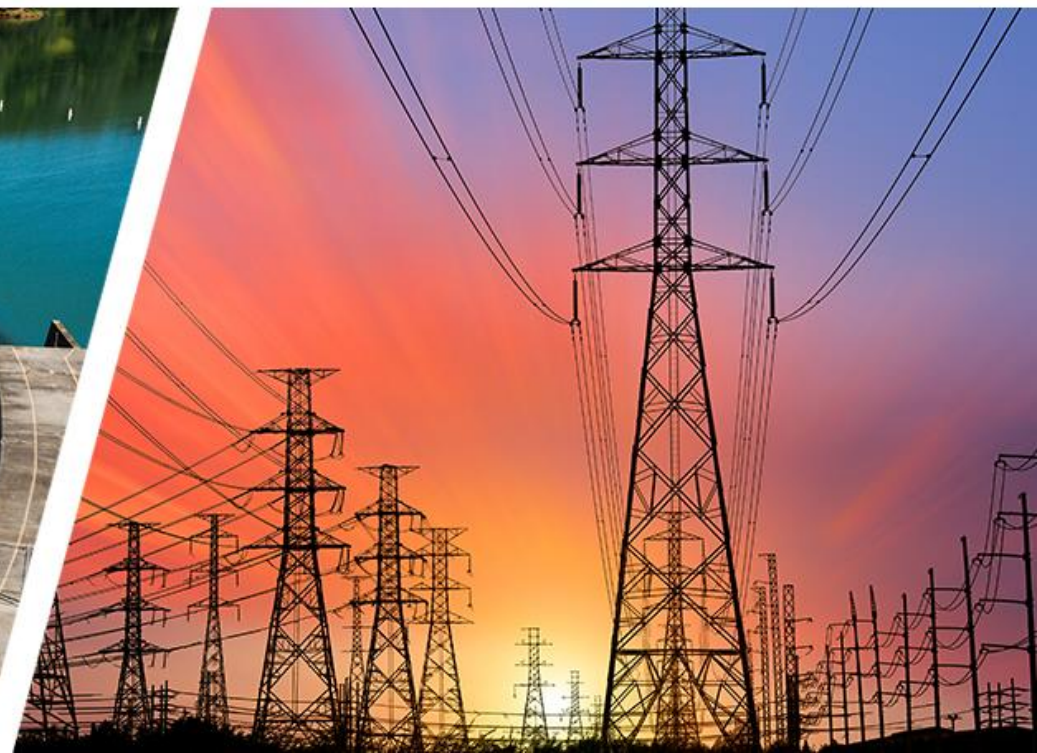


www.energy.gov/gdo/grid-resilience-and-innovation-partnerships-grip-program



GRIP@hq.doe.gov
FOA3195@netl.doe.gov

Thank you



Resources - FOA CBP References

- ▶ CBP Overview
 - Section I.C pages 25-28
- ▶ CBP: Job Quality and Equity Content for Technical Volume - Project Overview Section
 - Section IV.D.ii, pages 45-46
- ▶ Community Partnership Documentation
 - Section IV.D.v, page 51
- ▶ CBP Full Application content and form requirements, including budget justification
 - Section IV.D.xiv-xv, pages 55-61
- ▶ CBP Technical Review Criteria (Criterion 4)
 - Section V.A.ii, pages 83-84
- ▶ CBP Template (required)
 - Available under “Documents” in Exchange for DE-FOA-0003195
 - Available under “Related Documents” in Grants.gov for DE-FOA-0003195

Find the FOA details on
Exchange:

<https://infrastructure-exchange.energy.gov>

DE-FOA-0003195

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Resources – Information of Interest

GRIP Program Website	https://www.energy.gov/gdo/grid-resilience-and-innovation-partnerships-grip-program
Infrastructure Exchange (see DE-FOA-0003195)	https://infrastructure-exchange.energy.gov/
Climate and Economic Justice Screening Tool	https://screeningtool.geoplatform.gov/en/#3/33.47/-97.5
DOE CBP Overview	https://www.energy.gov/infrastructure/about-community-benefits-plans
Justice40	https://www.energy.gov/justice/justice40-initiative
Community Benefit Agreements Toolkit	https://www.energy.gov/justice/community-benefit-agreement-cba-toolkit
Project Labor Agreements Resource Guide	https://www.dol.gov/general/good-jobs/project-labor-agreement-resource-guide
Technical Assistance for CBPs	https://laborcenter.berkeley.edu/technical-assistance-doe-community-benefit-plans/

- **FOA- or application-related questions must be directed to**
FOA3195@netl.doe.gov.

