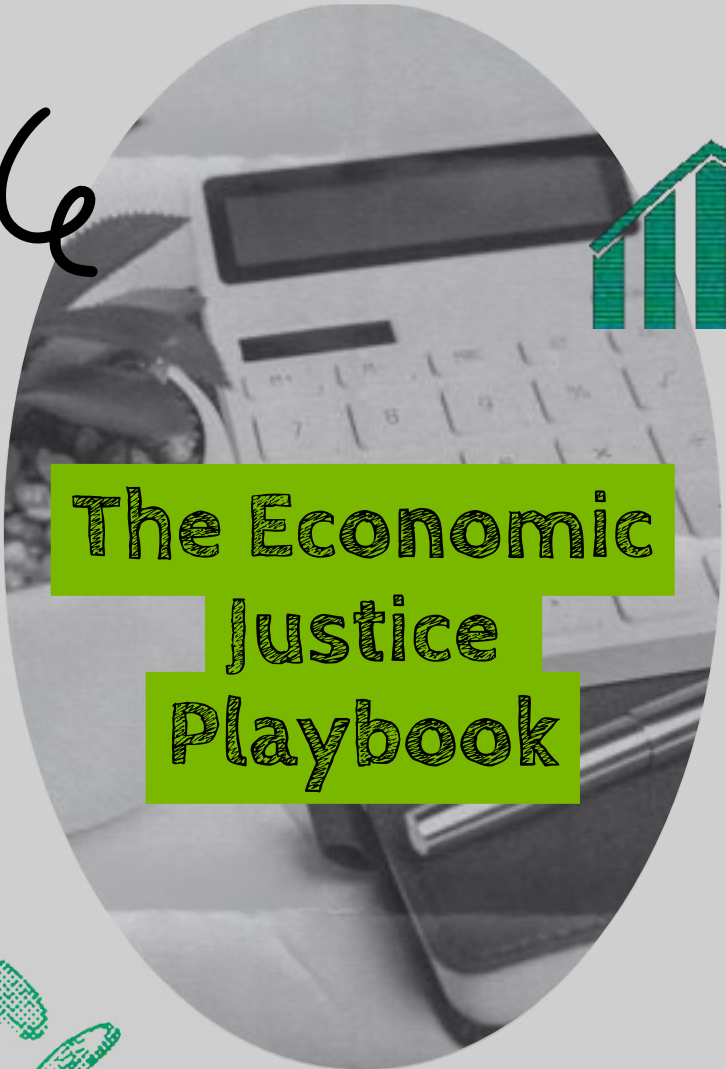
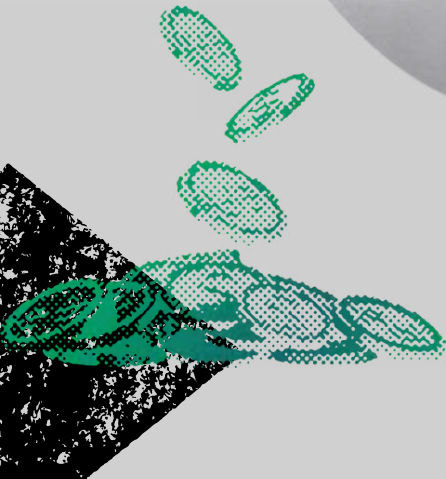
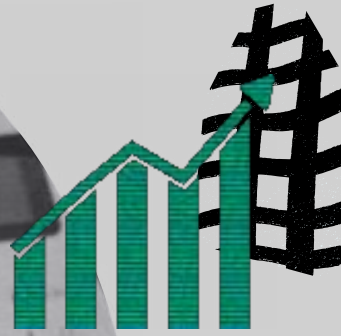


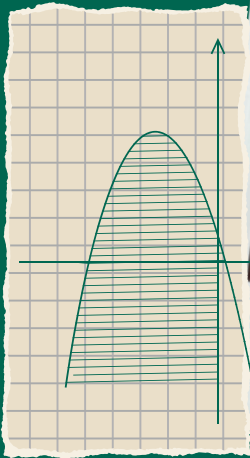
The People's JUSTICE40+  
Community Benefit Playbook



**The Economic  
Justice  
Playbook**



## THE ECONOMIC JUSTICE PLAYBOOK



**The Playbook:** The Economic Justice Playbook is a community guide to deepening community knowledge of economic injustices, identifying potential community strategies to address these injustices, and leveraging the the Infrastructure Investment and Jobs Act (IIJA) and the Inflation Reduction Act (IRA) to meet community needs. It is one section of a comprehensive Playbook that provides an overview of the Justice40 Initiative, answers a range of questions about the different federal spending bills, and provides a step-by-step guide to building a Community Benefit Plan. The complete Justice40+ Community Benefit Playbook can be found [here](#).

**The Goal:** This Playbook, and each of the sector playbooks, are designed to help communities:

1. deepen community knowledge of federal investment opportunities;
2. build a multi-stakeholder community coalition to access federal investment opportunities; and
3. develop a Community Benefit Plan that centers community priorities and identifies community-driven strategies for investing in community needs.



## THE PROBLEM

In the United States, income and wealth inequality continues to rise and is now substantially higher than almost any other developed nation<sup>1</sup>. As of September 2023, the top ten percent of households in the U.S. held 66.6% of total household wealth compared to the bottom 50% of households who claimed only 2.6%<sup>2</sup>. The racial wealth gap is just as startling. While the median wealth for white families is \$171,000, it's only \$17,600 for Black families<sup>3</sup>. And when we look at the percentage of households with zero or negative net worth (the sum total of your assets, such as investments and home ownership, minus your liabilities, like student loan debt and credit card balances<sup>4</sup>), 19% of Black households have zero or negative net worth, whereas it's 9% for their white counterparts<sup>5</sup>.

With the middle class shrinking<sup>6</sup> and low-income workers struggling to get a \$15 minimum wage<sup>7</sup>, the disparity among income and wealth inequality will only continue to grow. Below are some additional economic challenges your community or business may be facing:

**Disproportionate Unemployment Rate:** Since 1972, the unemployment rate among Black workers has persistently been higher than white workers<sup>8</sup>. Despite the gains Black workers have made in high school and college completion over the last four and a half decades (a lack of education and skills is often cited for the disparity), a persistent 2 to 1 disparity in unemployment rates still exists between Black and white workers<sup>9</sup>. Further, significant racial unemployment disparities continue to exist at each level of education, among the various age ranges, and between men and women in comparison to their white counterparts<sup>10</sup>.

**Labor Market Discrimination:** In addition to the racial unemployment gap, racial inequality in the labor market is evident in the significant pay disparities amongst Black and white workers. In 2019, the median Black worker earned 24.4% less than the median white worker—an 8% increase from 1979<sup>11</sup>. While there has been some progress in the last few years due to Black-led and low wage worker-led initiatives, the median Black worker still makes 21% less than the median white worker<sup>12</sup>. Hiring practices in the labor market can also result in a discriminatory impact due to employers hiring internally or through networks—two pathways to employment that may exclude Black workers<sup>13</sup>.

**Diminishing Worker Power:** An imbalance of power in the labor market has shown to disproportionately disadvantage Black workers—this is evident through employment and pay disparities<sup>14</sup>; however, this can also be seen in the decline of unionization. Black workers have historically been more likely to unionize to benefit from more equality in the workforce—by the end of the 1970's, Black workers had the highest unionization rate of any racial or ethnic group<sup>15</sup>; but by 2019, the number of unions had declined to 6.2%<sup>16</sup>. A lack of unionization can have an impact on pay considering the average union worker makes 25 cents more than non-union workers<sup>17</sup>.



## THE PROBLEM (CONT.)

**Lack of Procurement Standard Requirements and/or Enforcement for Small or Disadvantaged businesses:** While some levels of government maintain annual goals for small businesses or businesses owned by marginalized communities, these goals can be aspirational and lack enforcement if the goals are not met<sup>18</sup>. Further, agencies sometimes have the capacity to lower these goals at their discretion<sup>19</sup>.

**Lack of Sector Based Training Programs:** Sector based training programs provide training for existing jobs in high demand sectors that pay a livable wage for workers without four year college degrees. These programs include strong relationships between industry employers and training providers, training programs that target low income communities, and wrap-around services (such as supportive social services, job placement, and retention supports) to meet industry labor demands and provide upward mobility for workers. Research has shown sector based training programs can increase a worker's earnings and sustain those increased earnings over time; however, these programs can be out of reach for thousands of potential participants due to limited capacity. Sector based training programs are often too small to reach the low income communities and industry employers that could benefit from these programs.<sup>20</sup>

**Lack of Investment in Individual and Community Asset-Building Programs:** Community asset-building examples include cooperatives—an organization that is owned and controlled by the people to meet their common economic, social, and/or cultural needs and aspirations through a jointly owned and democratically controlled business enterprise.

**Under-Resourced Small, Minority, Women, Disadvantaged, Disabled, or Veteran Owned Businesses:** The public procurement process presents significant barriers to entry for small and minority owned businesses due to the high costs—money, time, and resources—to navigate the procurement process<sup>21</sup>. While the Small Business Administration and the General Services Administration offers assistance to small businesses, minority owned firms, veteran owned businesses, and women owned enterprises, the vast majority of federal contracts still go to large businesses due to their greater scale and expertise.<sup>22</sup>

**Large Multi-Billion-Dollar Infrastructure Projects and Public/Private Partnership Projects Are Out of Reach For Small Businesses:** This can be due to the complicated and cumbersome government procurement processes required to bid for these contracts.<sup>23</sup> The limited amount of time, capacity, and resources small businesses have to dedicate to this process, along with difficulty complying with procurement requirements, can also be a barrier.<sup>24</sup>

## SOLUTIONS

**The most straightforward way to realize economic benefits through federal spending and Justice40 investments is to advocate for community benefit agreements and community workforce agreements on all federally funded and subsidized projects. All projects should require:**

**Union Labor or Prevailing Wage** requirements that guarantee a livable wage for contractors and subcontractors.

**Local Hire Requirements and Targeted Hiring Provisions** that met the needs of disadvantaged workers in the community.

**Local Procurement Standards for Small, Disadvantaged, Minority, Women, Veteran, and Disabled Business Owners.** Public procurement standards should streamline procurement processes, alleviate barriers to participation, and provide technical assistance opportunities to ensure small, disadvantaged, minority, women, veteran, and disabled owned businesses can compete for government contracts. Procurement policies should also include strict waiver standards for any small, disadvantaged, women, minority, veteran, or disabled owned business enterprise procurement goals or targets. In order to be eligible to waive any procurement standards, contractors should be required to do more than just assert they made a “good faith effort.” The waiver standards should clearly articulate what each contractor must do to demonstrate a good faith effort.

**Investment in Education and Skills Training** for community members in all growth sectors of the clean economy and the construction sector.

**Investment in Supplier Development Programs** to increase the competitiveness of diverse firms. Programs should include training, access to capital, bonding, and insurance.

**Investment in Wealth and Asset Building** for small, disadvantaged, minority, women, veteran, and disabled owned businesses.





## WHERE TO START

Advocate for workforce, business, and educational opportunities for community members and businesses on all infrastructure and clean energy investment projects. Workforce and contractor development is a core objective of the Infrastructure Investment and Jobs Act (IIJA), as well as an opportunity within the Inflation Reduction Act (IRA). There are also a number of related executive orders that encourage both job quality and job access, such as [Executive Order 14057: Catalyzing Clean Energy Industries and Jobs Through Federal Sustainability](#). Federal guidance for IIJA and IRA formula and competitive grant programs will likely stipulate these workforce and contractor development goals and require reports on the outcomes.

That said, “encouragement” does not guarantee equitable outcomes in IIJA and IRA’s economic opportunities. It will take a multi-stakeholder coalition to get:

1. project-level funding (a percentage of all projects) set aside to support community programs to prepare disadvantaged workers and businesses for the opportunities and
2. community workforce agreements and/or community benefit agreements that ensure community participation in pre-apprenticeship and apprenticeship programs, on-the-job training and workforce opportunities, and contracting.

**STEP ONE:** Assess your community economic needs and priorities as well as which community members could most benefit from the economic investments. This could include low income and/or disadvantaged workers, such as returning citizens, people experiencing homelessness, or people receiving government assistance.

You should also consider your community’s climate, clean energy, and/or water priorities. Economic opportunities are often tied to other federal investments, such as clean energy, water infrastructure, and air pollution reduction projects. Use this opportunity to create a more holistic Community Benefit Plan that addresses any community energy, water, or climate concerns, in addition to your economic inclusion goals.

**STEP TWO:** Establish the key provisions that you would like to see in a Community Workforce Agreement (CWA) or a Community Benefit Agreement (CBA) on all infrastructure and clean energy projects to ensure community benefits from the projects. While CWAs are often called CBAs, or used interchangeably, they are not the same. They do, however, share some commonalities:

- The projects referenced within the CWA or CBA have already been planned and funded.
- CWAs and CBAs are primarily used as a contract negotiation tool for builders or developers to get a government contract—governments typically require them to offer a package of “community benefits.”





## WHERE TO START (CONT.)

The community benefits provided within CWAs are usually limited to jobs (and maybe business opportunities) and the CWA development process rarely involves community engagement or participation. In contrast, with a CBA, the community is usually involved in the development of the agreement through procedural equity-inclusive, accessible, and authentic community engagement and representation in the decision making process. Further, this allows for the inclusion of a broader array of community benefits that align with community priorities and needs. CBAs typically include housing, environment, and transportation investments.

Listed on the following page are major provisions to include in a CWA. [The Anatomy of an Effective Community Workforce Agreement](#) provides more details on what provisions should be included in a good CWA, sample language for those provisions, how a CWA differs from a Project Labor Agreement, and how the community can play a role in negotiating and implementing a CWA.

### MAJOR PROVISIONS TO INCLUDE IN A CWA

Specific Percentage of Project Work Hours for Targeted Hiring Populations:

- Include local residents or residents local to the impact area.
- Identify disadvantaged workers (including low income, returning citizens, individuals experiencing homelessness, and government benefits recipients).
- Incorporate trainees from specific pre-apprenticeship organizations.

Specific Apprenticeship Goals:

- Identify a percentage of total apprentices relative to a project's whole workforce.
- Define a percentage of apprentices from each target population.
- Include direct entry options from approved pre-apprenticeship programs.
- Incorporate experiential learning or work and learn opportunities, such as internships and on-the-job training.
- Ensure a range of worker benefits, including workers compensation.

Carve-outs for Minority, Women, and Disadvantaged Business Enterprises (MWDBE):

- Implement emerging business enterprises requirements.
- Allow for employee exceptions to Project Labor Agreement requirements.
- Ensure contractors are evaluated based on a "values based" procurement process that delivers improved outcomes, cost savings, and service improvements beyond the traditional "price-based system."
- Identify a pre-approval system for contractors who understand and have agreed to work under the CWA.

CWA Compliance Monitoring:

- Include online data reports.
- Utilize a project monitor (consultant, community-based organization, public agency, or project construction member).
- Include a Stakeholder Advisory Committee (e.g., Portland Social Justice Committee or Seattle Sound Transit).
- Incorporate proactive monitoring or a job monitoring committee.



## WHERE TO START (CONT.)

### Sanctions for CWA Non-Compliance:

- Outline penalties or fines.
- Utilize draw-down payments.
- Withhold a percentage of the retainer or implement progress payments.
- Incorporate loss of contract provisions.
- Include loss of future contracts.

### Incentives for CWA Compliance:

- Provide monetary bonuses.
- Award bonus bid points on future projects.

### Funding Mechanisms for Support Services:

- Utilize a percentage of work hours or contract value.
- Create a separate fund administration committee.

### Facts You Need to Know about CWAs and CBAs

**FACT #1:** Don't get confused: there is a difference between public benefits and community benefits. The idea of public benefits is not new to local and state governments. It is required to justify the use of taxpayer dollars to pay for public infrastructure projects and to provide subsidies for private developments, such as suburban malls, convention centers, sports arenas, and aquariums. Local governments justify these investments by claiming the tax revenues from these developments support important public services, including police and fire services. Community benefits, on the other hand, are intended to directly target the housing, environmental, infrastructure, job, and wealth disparities and priority needs of low-income, communities of color, and communities directly impacted by the proposed development. Government officials might not understand the difference, but *you* don't need to be confused.

**FACT #2:** CWAs and CBAs do not guarantee or require community involvement. CWAs and CBAs have increasingly become common instruments in project negotiations between local governments, developers, and labor unions. They stipulate the terms and conditions of community benefits from a project without—believe it or not—involving the community. That is not good.

**FACT #3:** You must insert yourself into the Infrastructure Investment and Jobs Act and Inflation Reduction Act implementation process to ensure that jobs and business outcomes benefit your community. Establishing a CWA or a CBA is the instrument for change. Enough said.

**Step 3:** Utilize the tools available to identify, connect, and operationalize the data around economic inclusion.

[Prosperity Now Scorecard](#)—This tool provides data on household financial health and racial economic equity by state and provides policy recommendations on how to build financial health and economic prosperity. You can also use this tool to create customizable outcomes reports to include in your Community Benefit Plan when advocating for more equitable economic policies.

[Closing Racial and Gender Gaps in the Labor Market](#)—The Federal Reserve has developed a simulation of how state economies could improve if they closed the racial and gender labor gaps. Use this simulation to advocate for inclusive and equitable policies to bridge the labor gaps in your state.



## WHERE TO START (CONT.)

[Climate and Economic Justice Screening Tool](#)—The Council on Environmental Quality created the Climate and Economic Justice Screening Tool (CEJST) to help federal agencies define and identify disadvantaged communities for the purpose of complying with the Justice40 Initiative.

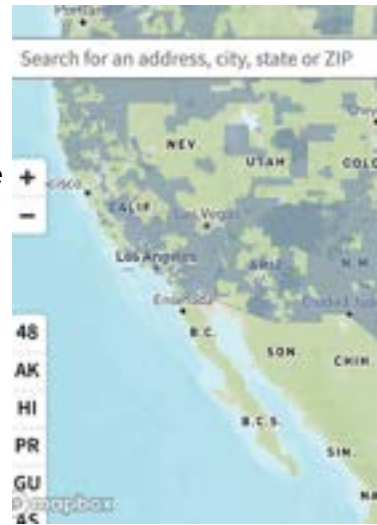
Using CEJST, federal agencies will consider a community disadvantaged if:

- the community is at or above the threshold for one or more of the eight categories of burden AND the community is at or above the threshold for an associated socioeconomic burden (income level); OR
- the community falls within the boundaries of a Federally recognized Tribe (including Alaska Native Villages).

The eight categories of burden include: climate change, energy, health, housing, legacy pollution, transportation, water and wastewater, and workforce development.

Communities will meet the threshold for the category of workforce development burden if they are in a census tract (identified using the 2010 U.S. Census) that:

- is at or above the 90th percentile for **linguistic isolation** OR **low median income** OR **poverty** OR **unemployment**
- AND more than 10% of people ages 25 years or older whose high school education is less than a **high school diploma**.



[Linguistic Isolation](#): Share of households where no one over age 14 speaks English very well.

[Low Median Income](#): Calculated as a share of the area's median income.

[Poverty](#): Share of people living at or below 100% of the Federal poverty level.

[Unemployment](#): Number of unemployed people as a share of the labor force.

[High School Diploma](#): Share of people aged 25 years or older who didn't graduate from high school.

You can use CEJST to see if your community will be targeted for Justice40 investments.

# GENERAL FEDERAL FUNDING GUIDANCE



6.10

Many of the programs established within the Infrastructure Investment and Jobs Act (IIJA) and the Inflation Reduction Act (IRA) will fall within the Justice40 Initiative. The Justice40 Initiative created a goal for federal agencies to ensure that at least 40% of the overall benefits of certain federal investments benefit disadvantaged communities.

To clarify which federal investments must benefit disadvantaged communities, the Administration defined a Justice40 Program as one that makes federal investments in one or more of the following categories: climate change, clean energy and energy efficiency, clean transit, affordable and sustainable housing, workforce development, remediation and reduction of legacy pollution, and critical clean water infrastructure. Because many of the economic inclusion opportunities within IIJA and IRA are present in programs that make federal investments in several of these categories, federal agencies will need to ensure disadvantaged communities are benefiting from IIJA and IRA implementation.

## Programs that Target Low Income and Disadvantaged Communities

- **[The On-The-Job Training Program](#)** requires state transportation agencies to establish apprenticeship and training programs that are designed to elevate women, minorities, and disadvantaged individuals into journey level positions. Engage your [state transportation agency](#) to see how this program can benefit your community members.
- **[The Tribal Broadband Connectivity Program](#)** is used to deploy broadband on Tribal lands to allow for telehealth, distance learning, broadband affordability, and digital inclusion. Engage your Tribal leaders to identify ways this program can benefit your community.
- **[The State Digital Equity Competitive Grant Program](#)** is designed to promote digital inclusion and equity so that all communities have the skills, technology, and capacity to engage in the digital economy. This program will target meaningful adoption and use of broadband services to low income households, the aging population, individuals who are incarcerated, veterans, individuals with disabilities, individuals with language barriers, rural communities and communities of color. More information on how to access this program will be released soon.

# GENERAL FEDERAL FUNDING GUIDANCE (CONT.)



6.11

- [From Learning to Leading: Cultivating the Next Generation of Diverse Food and Agricultural Professionals Program](#) enables minority serving institutions to build and sustain the next generation of food, agriculture, natural resources, and human sciences workforce by providing student scholarship support, meaningful paid internships, fellowships, and job matching. If your community has students attending minority serving institutions, make them aware of these financial and training opportunities and encourage them to follow-up with their institutions to see how they can benefit from this program.
- [The Environmental and Climate Justice Community Change Grants Program](#) is designed to fund community-led projects in disadvantaged communities to address air pollution, increase community climate resilience, and build community capacity to engage in government processes that create environmental and climate policy. Community-based nonprofit organizations can use this funding to create workforce development programs in occupations that reduce greenhouse gas and other air pollutants. Work with your local community-based organizations to see what workforce development opportunities are available to your community.

## Programs that Require Government and Community Partnership to Meet Community Needs

- [Energy Auditor Training Grant Program](#)
- [Career Skills Training](#)
- [Building Training and Assessment Centers Grant Program](#)
- [Consolidated Rail Infrastructure and Safety Improvement Grants](#)
- [READY Appalachia](#)
- [Climate Pollution Reduction Implementation Grants](#)
- [State Based Home Efficiency Contractor Training Grants](#)

You can find more information about these programs and potential community strategies for accessing these programs in the Economic Justice Federal Funding Table.

In addition to IJJA and IRA programs and funding opportunities, economic inclusion opportunities can also be found within the federal grant programs at the Department of Energy (DOE). Some of DOE's grant programs include a [community benefit plan](#) as part of the grant application. These community benefit plans are developed by grant applicants and DO NOT require community participation in the development process. These plans simply outline how their project proposal will benefit impacted communities. Within these community benefit plans, applicants will have to include how the project will create quality jobs. Communities can use these community benefit plans to ensure they are realizing the economic benefits associated with DOE grant opportunities.



# The People's JUSTICE40+ Community Benefit Playbook



6.12

## ECONOMIC JUSTICE FEDERAL FUNDING TABLE

The Economic Justice Federal Funding Table below identifies economic justice goals and related federal programs that can help support those goals. You'll also find more information about each program, some potential strategies for accessing each program, and different entities you should consider engaging and/or collaborating with to ensure the funding opportunity benefits your community. While the list of potential collaborators is not an exhaustive list, it provides a starting point for building a coalition around achieving your desired community benefits.



# The People's JUSTICE40+ Community Benefit Playbook



6.13

## ECONOMIC JUSTICE FEDERAL FUNDING TABLE

ECONOMIC INCLUSION GOALS	FEDERAL SPENDING BILL	FORMULA GRANTS	COMPETITIVE GRANTS	OTHER FUNDING OPPORTUNITIES	STRATEGY FOR ENGAGEMENT	POTENTIAL COMMUNITY BENEFIT STAKEHOLDERS (IN ADDITION TO COMMUNITY MEMBERS) TO CONSIDER
Education and Workforce and Contractor Training and Development Opportunities	Infrastructure Investment and Jobs Act (IIJA)		<a href="#">\$40M: Energy Auditor Training Grant Program</a>		This program is available to states to train individuals to conduct energy audits or surveys of commercial and residential buildings. Engage your state energy officials to see if this training program is available to your community members.	<a href="#">State Energy Offices and Organizations</a>
			<a href="#">\$10M: Career Skills Training</a>		This program provides funding to nonprofit-led partnerships that create training opportunities for students to obtain industry certifications for energy efficiency building technology installations through classroom and on the job training training. Engage local workforce organizations to determine if this program is available to your community.	Workforce Organizations, Labor Organizations, and <a href="#">Teaming Partners List</a> (List of Organizations seeking to form a partnership to apply for program funding).
			<a href="#">\$10M: Building Training and Assessment Centers Grants Program</a>		This program provides funding to institutions of higher education and Tribal colleges or universities to educate and train students and building professionals to deploy modern building technologies. Engage these entities to see if training programs are available to your community.	Institutions of Higher Education and Tribal Colleges or Universities.
			<a href="#">\$225M: Resilient and Efficient Code Implementation</a>		States and their community partners are eligible to use this funding to support training and materials for builders, contractors and subcontractors, and other design and construction professionals to meet updated building energy codes. Engage your state energy officials to see if there are training programs available to your community members.	<a href="#">State Energy Offices and Organizations</a> , Nonprofit Organizations and Community-Based Organizations that perform energy audits or assist with home energy efficiency retrofits, and Building Codes and Standards Developers.

# The People's JUSTICE40+ Community Benefit Playbook



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## ECONOMIC JUSTICE FEDERAL FUNDING TABLE

ECONOMIC INCLUSION GOALS	FEDERAL SPENDING BILL	FORMULA GRANTS	COMPETITIVE GRANTS	OTHER FUNDING OPPORTUNITIES	STRATEGY FOR ENGAGEMENT	POTENTIAL COMMUNITY BENEFIT STAKEHOLDERS (IN ADDITION TO COMMUNITY MEMBERS) TO CONSIDER
Education and Workforce and Contractor Training and Development Opportunities	IIJA		<p><a href="#">\$50M: On-the-Job Training Program</a></p>		<p>Under this program states are required to establish apprenticeship and training programs that target women, minorities, and disadvantaged individuals for advancement to journey-level positions in the highway construction field. Engage your state transportation agency to learn more about your state On-the-Job Training Program and how this program can support workforce needs within your community.</p>	<p><a href="#">State Transportation Agency</a>, Nonprofit and Community-Based Organizations that focus on workforce development, and Labor Unions.</p>
			<p><b>\$5B:</b> <a href="#">Consolidated Rail Infrastructure and Safety Improvement Grants</a></p>		<p>This program provides funding to states, Amtrak and other rail carriers, Tribes, and nonprofit railway labor organizations to fund projects that improve the safety, efficiency, and reliability of intercity passenger and freight rail. Eligible uses of this funding includes workforce development and training projects. Engage these entities to see how your community can benefit from the workforce development and training programs being implemented in your community.</p>	<p><a href="#">State Transportation Agency</a>, Nonprofit Railway Labor Organizations, Amtrak or Other Railway Carriers, Tribal Leaders, and State Department of Labor.</p>
				<p><b>\$61.9M:</b> <a href="#">Public Transportation Technical Assistance and Workforce Development</a></p>	<p>This program provides funding in the form of cooperative agreements to nonprofit organizations, metropolitan planning organizations, state and local government, and public transportation providers to support workforce development and technical assistance to help enhance safe, efficient, equitable, and climate friendly public transportation. Engage these entities to identify potential workforce training opportunities available to your community.</p>	<p>Nonprofit Organizations and Community-Based Organizations that focus on workforce development opportunities, <a href="#">State Transportation Agency</a>, Local Government Transit Officials, <a href="#">Metropolitan Planning Organizations</a>, Public Transportation Providers, and Local Labor Organizations.</p>



# The People's JUSTICE40+ Community Benefit Playbook



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## ECONOMIC JUSTICE FEDERAL FUNDING TABLE

ECONOMIC INCLUSION GOALS	FEDERAL SPENDING BILL	FORMULA GRANTS	COMPETITIVE GRANTS	OTHER FUNDING OPPORTUNITIES	STRATEGY FOR ENGAGEMENT	POTENTIAL COMMUNITY BENEFIT STAKEHOLDERS (IN ADDITION TO COMMUNITY MEMBERS) TO CONSIDER
Education and Workforce and Contractor Training and Development Opportunities	IIJA			<p><b>\$40M: <a href="#">Solar Improvement Research &amp; Development</a></b></p>	<p>This program provides funding in the form of cooperative agreements to various education and research entities to conduct research, development, demonstration, and commercialization activities to improve solar energy technology. This includes conducting education and workforce development activities. Engage your local education and research institutes or solar organizations to identify whether this opportunity is available to your community.</p>	<p>Institutions of Higher Education, National Laboratories, Federal and State Research Agencies, Tribal Energy Development Organizations, Tribal Leadership and Organizations, Native Hawai'an Community-Based Organizations, Nonprofit Research Organizations, Solar Industry, Research Agencies associated with a Territory, and Nonprofit Organizations and Community-Based Organizations that focus on community and residential solar development.</p>
			<p><b>\$3B: <a href="#">Tribal Broadband Connectivity Program</a></b></p>		<p>This program is available to Tribal governments, organizations, colleges and universities, the Department of Hawai'an Home Lands, and the Alaska Native Corporation to support broadband infrastructure deployment, affordable broadband programs, distance learning, telehealth, digital inclusion efforts, and broadband adoption activities. Eligible activities for this funding include workforce development opportunities. Engage your Tribal leaders to identify how this program can benefit your community.</p>	<p>Tribal Leaders, Tribal Organizations, Tribal Colleges and Universities, the Department of Hawai'an Home Lands, the Alaska Native Corporations, and Community-Based Organizations and Nonprofit Organizations the focus on building digital equity.</p>
			<p><b>\$1.25B: <a href="#">State Digital Equity Competitive Grant</a></b></p>		<p>This funding is available to local education agencies, state and Tribal governments, Alaska Native entities and Native Hawai'an organizations, nonprofit organizations, community anchor institutions, and workforce development programs to implement digital equity projects that ensure all individuals and communities have the skills, technology, and capacity to benefit from the digital economy. More information on this program will be coming soon. Stay engaged with entities who are eligible for this funding to identify how this program can benefit your community.</p>	<p>Local Education Agency, State Officials, Tribal Leaders, Alaska Native Entities, Native Hawai'an Organizations, Nonprofit Organizations, Workforce Development Programs, and Community Anchor Institutions.</p>

# The People's JUSTICE40+ Community Benefit Playbook



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## ECONOMIC JUSTICE FEDERAL FUNDING TABLE

ECONOMIC INCLUSION GOALS	FEDERAL SPENDING BILL	FORMULA GRANTS	COMPETITIVE GRANTS	OTHER FUNDING OPPORTUNITIES	STRATEGY FOR ENGAGEMENT	POTENTIAL COMMUNITY BENEFIT STAKEHOLDERS (IN ADDITION TO COMMUNITY MEMBERS) TO CONSIDER
Education and Workforce and Contractor Training and Development Opportunities	IIJA		\$800M: <a href="#">Appalachian Regional Commission Funds</a>		<p>These grants and cooperative agreements are available to state and local governments and nonprofit organizations in Appalachian States (Alabama, Georgia, Kentucky, Maryland, Mississippi, New York, North Carolina, Ohio, Pennsylvania, South Carolina, Tennessee, Virginia, and West Virginia) to support the Appalachian Regional Commission's goals, including building their workforce ecosystem. If your community sits in one of these states, engage your state and local officials to see what workforce development opportunities are available to your community.</p>	<p>State and Local Government Officials in the Appalachian Regional Commission States (Alabama, Georgia, Kentucky, Maryland, Mississippi, New York, North Carolina, Ohio, Pennsylvania, South Carolina, Tennessee, Virginia, and West Virginia), Local Workforce Development Boards, and Nonprofit Organizations that focus on workforce development.</p>
			\$50M: <a href="#">Disadvantaged Business Enterprises</a>		<p>This funding helps state transportation agencies ensure nondiscrimination in Department of Transportation-assisted contracts in the transportation industry. Engage your state transportation agency to identify opportunities for minority and women owned businesses in your community.</p>	<p><a href="#">State Transportation Agency</a>, Transportation Justice Organizations, Minority and Women Owned Business Organizations, <a href="#">Metropolitan Planning Organization</a>, and Local Transit Authorities.</p>
			\$10M: <a href="#">READY Appalachia</a>		<p>These grants and cooperative agreements are available to nonprofit organizations, community foundations, local governments, and local development districts in the Appalachian states (Alabama, Georgia, Kentucky, Maryland, Mississippi, New York, North Carolina, Ohio, Pennsylvania, South Carolina, Tennessee, Virginia, and West Virginia) to build community capacity by providing flexible funding, hands on training, and cohort based learning that helps recipients leverage federal funding and build community projects that address community issues. Funding provided through this program must support the Appalachian Regional Commission's goals, which includes building the Appalachian workforce ecosystem. Engage your local community based organizations and nonprofit organizations to assess whether your community could benefit from this capacity building program.</p>	<p>Local Government Officials, Nonprofit Organizations, Community Foundations, and Local Development Districts in the Appalachian States (Alabama, Georgia, Kentucky, Maryland, Mississippi, New York, North Carolina, Ohio, Pennsylvania, South Carolina, Tennessee, Virginia, and West Virginia).</p>

# The People's JUSTICE40+ Community Benefit Playbook



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## ECONOMIC JUSTICE FEDERAL FUNDING TABLE

ECONOMIC INCLUSION GOALS	FEDERAL SPENDING BILL	FORMULA GRANTS	COMPETITIVE GRANTS	OTHER FUNDING OPPORTUNITIES	STRATEGY FOR ENGAGEMENT	POTENTIAL COMMUNITY BENEFIT STAKEHOLDERS (IN ADDITION TO COMMUNITY MEMBERS) TO CONSIDER
Education and Workforce and Contractor Training and Development Opportunities	Inflation Reduction Act (IRA)			<p><b>\$200M:</b>  <a href="#">State-Based Home Efficiency Contractor Training Grants</a></p>	<p>This funding is available to states to train, test, and certify residential energy efficiency and electrification contractors. Engage your state energy officials to see if this training is available to your community members.</p>	<p><a href="#">State Energy Offices and Organizations</a></p>
			<p><b>\$2.8B:</b>  <a href="#">Environmental and Climate Justice Community Change Grants</a></p>		<p>This funding opportunity is available to community-based nonprofit organizations, and local government entities, institutions of higher education, and Federally recognized Tribes in collaboration with community-based nonprofit organizations, to fund workforce development programs for occupations that reduce greenhouse gas emissions and other air pollutants. Engage these entities to see if there are workforce development programs available to your community members.</p>	<p>Community-Based Organizations, Local Workforce Development Boards, Labor Unions, Local Government Officials, and Institutions of Higher Education.</p>
			<p><b>\$1B:</b> <a href="#">Clean Heavy Duty Vehicles</a></p>		<p>This funding and rebates are available to States, municipalities, Tribes, and nonprofit school transportation associations to replace existing heavy duty vehicles with clean, zero emission vehicles and support zero emission vehicles infrastructure, workforce development and training, and planning and technical activities. Engage these entities to ensure your community is benefiting from workforce development opportunities provided through this transition to zero emission delivery, garbage, and utility trucks, and school buses.</p>	<p><a href="#">State Transportation Agency</a>, Local Government Officials, Tribal Leaders, School Transportation Associations, Parent and Student Groups, Teachers Associations, and Community-Based Organizations and Nonprofit Organizations that prioritize Environmental Justice and Climate Justice.</p>

# The People's JUSTICE40+ Community Benefit Playbook



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## ECONOMIC JUSTICE FEDERAL FUNDING TABLE

ECONOMIC INCLUSION GOALS	FEDERAL SPENDING BILL	FORMULA GRANTS	COMPETITIVE GRANTS	OTHER FUNDING OPPORTUNITIES	STRATEGY FOR ENGAGEMENT	POTENTIAL COMMUNITY BENEFIT STAKEHOLDERS (IN ADDITION TO COMMUNITY MEMBERS) TO CONSIDER
Education and Workforce and Contractor Training and Development Opportunities	IRA		<p><a href="#">\$250M: From Learning to Leading: Cultivating the Next Generation of Diverse Food and Agriculture Professionals (NextGen).</a></p>		<p>This funding opportunity is available to 1890 Institutions, 1994 Institutions, Alaska Native-serving Institutions (undergraduate student population is at least 20% Alaskan Native), and Native Hawai'ian-serving Institutions (undergraduate student population is at least 10% Native Hawai'ian) to provide students with scholarship support, meaningful paid internships, fellowships, and job opportunity matching. If members of your community are attending these institutions, educate them on these potential scholarship and training opportunities.</p>	<p><a href="#">1890 Institutions, 1994 Institutions,</a> Alaska Native-serving Institutions, and Native Hawai'ian-serving Institutions</p>
		<p><a href="#">\$250M: Climate Pollution Reduction Planning Grants</a></p>	<p><a href="#">\$4.6B: Climate Pollution Reduction Implementation Grants</a></p>		<p>States, municipalities, Tribes, and territories are eligible to use this funding to develop and implement climate action plans that also support equitable workforce development. Engage these entities and advocate for planning and implementation that provide holistic workforce development opportunities (such as those that address childcare, transportation, and housing needs in addition to training) that support your community workforce needs.</p>	<p><a href="#">Lead Organizations for Planning Grants,</a> State Air Pollution Control Agencies, Local Air Pollution Control Agencies, Municipal Offices, Tribes or Tribal Consortia, and Territory Offices.</p>

# The People's JUSTICE40+ Community Benefit Playbook



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## ECONOMIC JUSTICE FEDERAL FUNDING TABLE

ECONOMIC INCLUSION GOALS	FEDERAL SPENDING BILL	TAX CREDITS	STRATEGY FOR ENGAGEMENT	POTENTIAL COMMUNITY BENEFIT STAKEHOLDERS (IN ADDITION TO COMMUNITY MEMBERS) TO CONSIDER
Prevailing Wage	IRA	<p><a href="#">Production Tax Credit for Electricity from Renewables</a></p> <p><a href="#">Investment Tax Credit for Energy Property</a></p> <p><a href="#">Zero Emission Nuclear Power Production Tax Credit</a></p> <p><a href="#">Clean Electricity Production Tax Credit</a></p> <p><a href="#">Clean Electricity Investment Tax Credit</a></p> <p><a href="#">Advanced Energy Project Credit</a></p> <p><a href="#">Alternative Fuel Vehicle Refueling Property Credit</a></p> <p><a href="#">Credit for Carbon Oxide Sequestration</a></p> <p><a href="#">Clean Hydrogen Production Tax Credit</a></p> <p><a href="#">Energy Efficient Commercial Buildings Deduction</a></p> <p><a href="#">Energy Efficient Homes Credit</a></p> <p><a href="#">Clean Fuel Production Credit</a></p>	<p>Each of these opportunities provide increased tax credits to renewable energy facilities, nuclear facilities, zero emission energy facilities, industrial facilities, manufacturing facilities, qualified alternative fuel vehicle refueling properties, registered fuel producers, facilities with carbon capture capabilities, hydrogen producers, commercial building owners, and homebuilders for paying prevailing wage. If your community members are working on construction projects within these industries, they should be getting paid prevailing wage if their employer is collecting these tax credits.</p>	<p>These tax credits are not directly available to communities; however, it is still important for communities to be aware that they exist. Should you find yourself in a position of negotiating a community benefit agreement or a community workforce agreement with any of these eligible entities, you can leverage the tax credits to ensure the projects guarantee prevailing wage for local community members. It's also important to note that several of these tax credits incentivize <a href="#">false solutions</a>. Providing economic opportunity is a persuasion tactic often used by industry. Understanding long term environmental and health harms will be important information to know when evaluating opportunities to achieve community benefits.</p>





## WHO CAN HELP

Several national organizations and coalitions are working on Economic Justice and have resources to help you develop your energy agenda. Here are some trusted organizations with resources available:

- [Emerald Cities Collaborative](#)
- [National Black Worker Center](#)
- [Policy Link](#)
- [Black Worker Policy Coalition](#)
- [GreenBlue Alliance](#)

### Key Energy Players:

- **The Department of Labor:** The Department of Labor (DOL) is responsible for implementing and enforcing federal laws related to wages and hours, workplace safety and health, workers' compensation, employee benefits and protections, and unions. Use this [link](#) to get more information about union labor and prevailing wage requirements that could be incorporated into federal infrastructure and clean energy projects.

### RELEVANT RESOURCES

- [Anatomy of a Community Workforce Agreement](#)
- [Sample Community Benefit Agreement](#)
- [The Black Worker Bill of Rights](#)
- [Toward a Strong and Equitable Water Workforce](#)
- [Portland Clean Energy Community Benefits Fund](#)
- [Civic Works Center for Sustainable Careers](#)
- [Growing the Workforce Needed for Building Retrofits: A Guide for U.S. Cities](#)
- [Creating Good, Green Jobs in the Building Sector, Part I: Making the Case](#)





## ENDNOTES

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