



## Community Benefits Plans Overview

The U.S. is at a pivotal moment in its clean energy transition and our actions will have far-reaching, long-lasting effects. By prioritizing tangible community benefits, the Office of Clean Energy Demonstrations (OCED) helps ensure the next chapter in America's energy story is marked by **greater justice, equity, security, and resilience**. As part of this priority, OCED requires all funding opportunity announcement (FOA) applicants to create and, if awarded funding, implement a Community Benefits Plan (CBP) to promote broadly shared prosperity in the clean energy transition, reduce project risk, and build public support and trust for first-of-a-kind clean energy technologies.

### Four CBP Requirements

CBPs are based on a set of four core interdependent policy priorities: **engaging communities and labor; investing in America's workforce; advancing diversity, equity, inclusion, and accessibility; and implementing the Justice40 Initiative**. Together, these four policy priorities set a comprehensive foundation for funding awardees to meaningfully support justice, equity, security, and resilience through their projects.

#### Community & Labor Engagement

To ensure people impacted by energy development have a role in decisions that affect their lives



#### Investing in the American Workforce

To build the skilled, long-term workforce needed to power the energy transition, and ensure quality jobs are accessible to all Americans



#### Diversity, Equity, Inclusion, & Accessibility

To support equitable access to wealth-building opportunities for all, especially those facing systemic barriers to quality employment and training



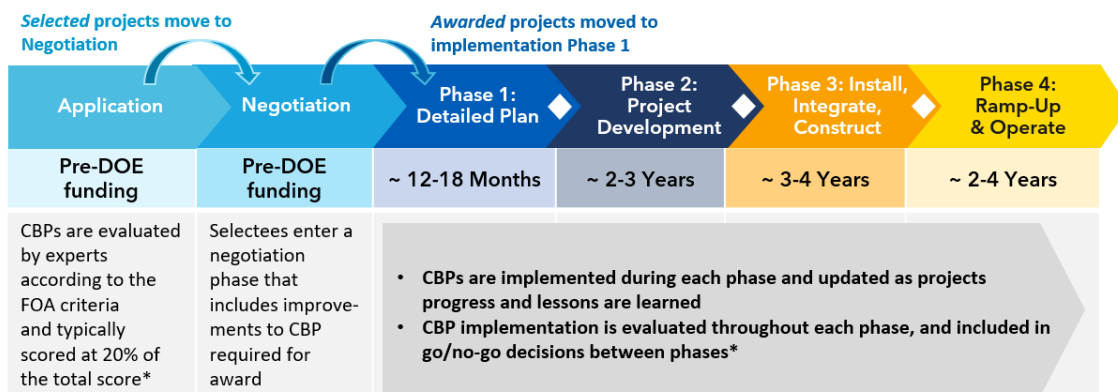
#### Justice40 Initiative

To maximize project benefits, minimize harms, and ensure at least 40% of overall benefits of certain Federal investments accrue to disadvantaged communities

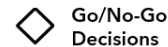


## Evaluation, Implementation, & Monitoring

Just like technical components of the funding opportunity application and award, the quality of CBPs will impact a project's selection and ongoing evaluation throughout its lifecycle. OCED's phased project management approach allows the office to assess a project's viability for continuation at major project milestones. The graphic below outlines CBP implementation requirements at each project phase. The status and quality of implementation at the go/no-go decision points will impact an awardee's progression to the following phase.



\*CBPs are considered alongside assessments of engineering, procurement, and construction; business development and management; permitting and safety; and technical data and analysis.



## What makes a good CBP?

Each OCED FOA has CBP guidance that provides recommendations on how to create a strong CBP. To download an example of CBP guidance, head to [www.energy.gov/oced/CBPguidance](http://www.energy.gov/oced/CBPguidance).

### In general, strong CBPs will:

- Demonstrate moving beyond a vision or assessment into actionable goals, outcomes, and implementation steps supported by adequate money, people, and time resources
- Include mechanisms for accountability to and transparency with impacted communities
- Propose clear metrics to measure success
- Match proposed actions to the needs and priorities of impacted communities
- Robustly address all four topic areas
- Reduce negative impacts and harm, especially to already overburdened communities
- Create quality jobs, equitable access, and support workforce development

## Resources & Questions

Check out [www.energy.gov/aboutCBP](http://www.energy.gov/aboutCBP) for more resources.