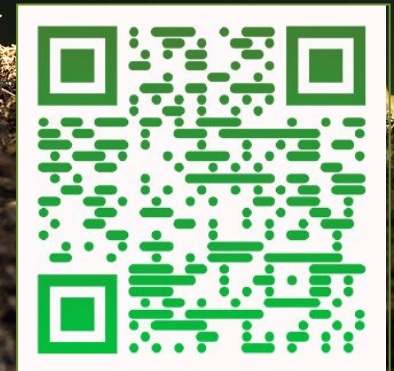


Department of Labor Climate Action and Sustainability **Earth Day 2024**

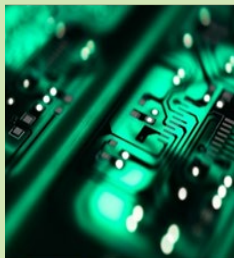


Open the QR Code to see the
Sustainability Page at DOL.gov:
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Office of the Assistant Secretary for
Administration and Management,
Business Operation Center



Forward Momentum in Climate Adaptation, Sustainability, and Energy



The Department of Labor (DOL) is 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.

As a team, we recognize that climate risk must be addressed, climate resilience is critical to mission success, and environmental stewardship is everyone's responsibility.

Guiding Climate Policy

There are four primary policy and legal drivers for climate adaptation and resilience. Executive Orders (EOs) 14008 and 14057 have significantly changed the status quo in climate action and sustainability expectations. The EOs have infused ambitious goals and accountability into federal operations.

- **EO 14008** (signed January 27, 2021)
“Tackling the Climate Crisis at Home and Abroad”
- **EO 14057** (signed December 8, 2021)
“Catalyzing Clean Energy Industries and Jobs Through Federal Sustainability”
- **Energy Independence and Security Act of 2007**
- **Energy Act of 2020**



Reporting and Accountability Measures

With Executive Orders 14008 & 14057, climate, sustainability, and fleet electrification reporting and accountability measures are evolving.

DOL has been responsive to the new requirements and works closely with the Council on Environmental Quality (CEQ) to support new expectations, which include these reporting requirements:

- Annual Climate Adaptation and Resilience Plan
- Annual Sustainability Report (reflective on performance to date)
- Annual Sustainability Strategic Plan (forward looking)
- Annual Fleet Electrification EV/EVSE Strategic Plan
- Quarterly Updates on EV/EVSE Goals in FAST
- Annual Energy Management Data Report



DOL Roles and Responsibilities

Roles within DOL for climate adaptation and sustainability efforts are a shared responsibility, with the Business Operations Center (BOC) coordinating administrative activities and assisting Agencies across the Department.

Agency Climate Action Assignments Across DOL:

Occupational Safety and Health Administration (OSHA)

- Protecting America's Workers in a Changing Climate
- Educating Business and Industry on Best Practices

Job Corp Centers (OJC/ETA)

- Improving Facilities Resilience
- Broadening Job Training Opportunities.

Procurement and Acquisition (OSPE)

- Ensuring Supply Chain Strategies
- Ensuring Procurement and Acquisition Environmental Best Practices

Environmental Justice (OASP)

- Ensuring Equitable Opportunities in a Changing Climate

Business Operations Center (BOC)

- Reporting and Accountability
- Operations and Initiatives at DOL Leased Facilities
- Frances Perkins Building
- Assisting Agencies with Climate and Resilience Efforts
- Coordinating Fleet Electrification Efforts



Climate Adaptation & Resilience Planning

In 2021, Federal Agencies were directed, by Executive Order, to develop Climate Adaptation and Resilience Plans (CAPs) and update them annually.

The DOL Plan focuses on ensuring federal mission capability before, during and after climate events, protecting the public from climate-related risks, mitigating climate-related threats to our facilities, and improving our overall stewardship to reduce negative environmental impact wherever possible.

DOL's CAP includes the following critical components:

Five Priority Adaptation Actions (PAAs)

- Ensuring Worker Safety (OSHA)
- Facilities Resilience and Mission Readiness (BOC)
- Competitive Employment and Training (ETA)
- Community Economic Resilience (ETA)
- Procurement and Acquisition Resilience (OSPE)

Identifying Climate Vulnerabilities to Our Mission

- Acute Climate-Related Risks
 - Natural Disasters (Hurricanes, Tornadoes, Storms, Fires)
 - Sudden Flooding
 - Heat Waves & Snowstorms,
- Long Term Climate-Related Risks
 - Sea Level Rise
 - Temperature shifts
 - Drought

Improving Federal Employee Climate Literacy Environmental Justice



Priority Adaptation Actions

DOL's Climate Adaptation Plan (CAP) Committee, formed in 2021, supports Agency-wide collaboration on DOL's climate adaptation and resilience efforts. Five Priority Adaptation Actions (PAAs) focus the work:

PAA 1: ENSURING WORKER SAFETY (OSHA)

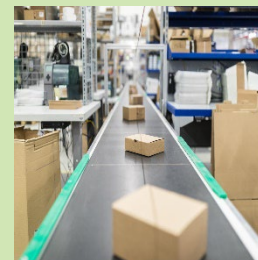
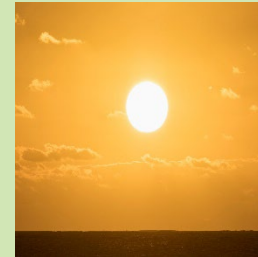
The Occupational Safety and Health Administration (OSHA) continues a multi-pronged approach to ensure worker safety and prevent injury, illness, and death while working in extreme weather conditions (e.g., exposure to hazardous heat) or while exposed to health and safety risks during response and recovery to extreme weather events.

PAA 2: FACILITIES RESILIENCE AND MISSION READINESS (BOC)

DOL is prioritizing efforts to assess potential physical vulnerabilities and mission readiness risks at our owned and leased facilities.

PAA 3: COMPETITIVE EMPLOYMENT AND TRAINING (ETA)

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.



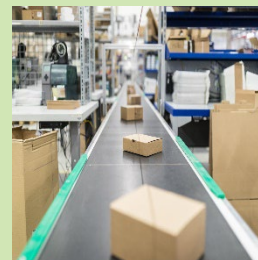
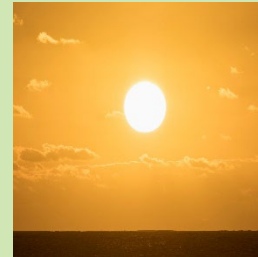
Priority Adaptation Actions

PAA 4: COMMUNITY ECONOMIC RESILIENCE (ETA)

The Employment and Training Administration (ETA) actively engages 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 also leverages competitive grants to prepare workers for clean energy sector jobs.

PAA 5: PROCUREMENT AND ACQUISITION RESILIENCE (OSPE)

The Office of the Senior Procurement Executive (OSPE) engages significant effort to analyze existing supply chains for vulnerabilities to ensure flexibility and critical capacity during climate emergencies. OSPE uses this analysis to develop cohesive and robust strategies to mitigate supply chain risks. Additionally, OSPE ensures requisite provisions and clauses, associated with sustainability and environmentally responsible delivery of goods and services, are included in all appropriate solicitations and contract awards.



Climate Literacy

What is “Climate Literacy” and why is it so important?

Climate literacy is an understanding of the earth’s ecosystem and how human activity affects immediate and long-term environmental changes. Every individual and team decision affects our climate and sustainability posture for better or worse.

Strengthening federal employee climate literacy serves several key purposes:

- Awareness prompts action. When we understand the impact our work decisions have on the environment, we are more likely to choose solutions that appropriately balance mission needs with best practices in environmental stewardship.
- Well-informed federal teams are prepared to prioritize, coordinate, and integrate resilience and adaptation efforts into Agency-wide strategic planning.
- Leadership and management have significant influence on the tone and pace of change for an organization. Informed leadership consensus also promotes opportunities for interagency synergy at all levels.

Every Department of Labor employee contributes to our climate adaptation and resilience posture.



Environmental Justice

Understanding Environmental Justice:

The United States Environmental Protection Agency (EPA) defines environmental justice as, “the fair treatment and meaningful involvement of all people regardless of race, color, national origin, or income, with respect to the development, implementation, and enforcement of environmental laws, regulations, and policies.”

The EPA states that this goal will be achieved when everyone enjoys:

- The same degree of protection from environmental and health hazards, and
- Equal access to the decision-making process to have a healthy environment in which to live, learn, and work.

Environmental Justice in climate adaptation focuses on ensuring that minority populations and low-income communities are not disproportionately affected by adverse human health or environmental impacts as we address climate change.

For the Department of Labor, this includes ensuring that as we shift to clean energy, communities that have historically provided the nation with fossil fuel energy have the resources and opportunities to adapt to a clean energy workforce and retool to successfully thrive.



Your Role in Climate Adaptation & Resilience

Identify Sustainable Best Practices in Your Role

- Every DOL Teammate Can Help with Our Goals.
- Small Actions Add UP!
- Reduce-Reuse-Recycle
- Engage Sustainable Procurement
 - Consider lifecycle ramifications of purchases.
 - Seek 'green' alternatives that work well.
- Efficient Use of Energy and Natural Resources
 - Energy Conservation
 - Optimizing Transportation
 - Best way to save energy is not to use it!

Federal Directive to “Lead by Example.”

- Be a Good Example for Energy and Sustainability Stewardship
- Incorporate Best Practices in Climate Resilience
- Include Environmental Justice impact as part of decision-making processes.

At Work, at Home, and at Play... “Be the Change!”

YOU Have the Power to Make a Difference!



Sustainability Report and Strategic Plan

Sustainability Report

- Maximizing Modernization Opportunities that will Reduce Carbon Emissions
- Promoting Best Practices in Sustainable Procurement and Acquisition
- Coordinating Fleet Sustainability
- Incorporating Environmental Justice
- Accelerating Progress through Partnerships
- Utilizing the Agency Management Plan (AMP) to Drive Success

Sustainability Strategic Plan

- Forward looking goals that support:
 - CFE Strategic Planning
 - Buildings Decarbonization Strategic Planning
 - EV/EVSE Strategic Planning
- Commitment to stewardship progress



Reducing Emissions - Green House Gases

GREEN HOUSE GAS (GHG) EMISSION REDUCTIONS

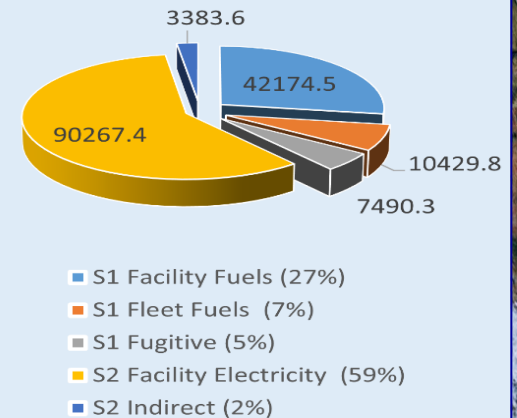
GHG emissions are an increasing threat to climate stability across the planet because of the subtle, but potentially cumulative, warming effect the emissions have on the Earth's atmosphere.

DOL has made steady progress in reducing GHG emissions over the last decade. This “head-start” will help us reach the 2032 goals of EO 14057. However, the 2045 goals (to get to a full “net-zero” posture) will be considerably more challenging.

Primary Ways to Reduce GHG Emissions:

- Reducing Electricity and Facility Energy Consumption
- Fleet Electrification
- Adopting “Greener” Business Practices (Sustainability)

DOL GHG Emissions
Measured in Metric Tons (MT CO₂e)



Reducing Emissions - Facility Electrification

FACILITY ELECTRIFICATION

The ambitions of electrification (converting all facility energy use to electricity) are bold and complicated. Carbon Pollution-Free Electricity (CFE) is not yet the norm in the United States (USA). Only

- 40% of electricity, in the USA, is generated from renewable energy (primarily hydro and nuclear, with some wind and solar).
- 60% continues to be generated by fossil fuels (primarily coal and natural gas).

Getting to “Carbon Pollution-Free” Electricity

- Renewable Energy Credits (RECs) can ‘buy down’ numbers to help with compliance. However, RECs do not invest those dollars back in our facilities.
- Agencies may need to make substantive changes to facility operations.
- Change often requires replacing expensive equipment and building infrastructure adjustments.
- Conversions are most cost-effective at the end of existing equipment lifecycles and changing fuel sources doesn’t always reduce emissions.



Reducing Emissions - Fleet Electrification

FLEET ELECTRIFICATION

Transitioning the DOL's 3,434 vehicle fleet to electric vehicles (EV) will require significant investment and planning. By direction of EO 14057, all light duty vehicle procurements must be electric by 2027.

EV/EVSE Strategic Plan

- In FY2022, every federal agency was tasked to prepare an EV/EVSE Strategic Plan. Beginning in FY2023, EV/EVSE Strategic Planning is reported as part of the required annual Sustainability Strategic Plan.
- Beginning in 2nd Quarter FY2023, agencies began reporting quarterly progress on fleet electrification via the Federal Automotive Statistical Tool (FAST).

Electric Vehicle Support Equipment (EVSE)

- Over the next five years, DOL will be installing approximately 618 dual-ported charging stations across our owned and leased facilities to support fleet electrification.
- Approximately 50% of the EVSE stations will be installed on Job Corps Center campuses, 35% at MSHA locations, and 15% at GSA leased facilities where DOL vehicles are located.



Be Wise and Learn More!

Open the QR Code to see more at the
Sustainability Page at DOL.gov:

<https://www.dol.gov/open/sustainability>

