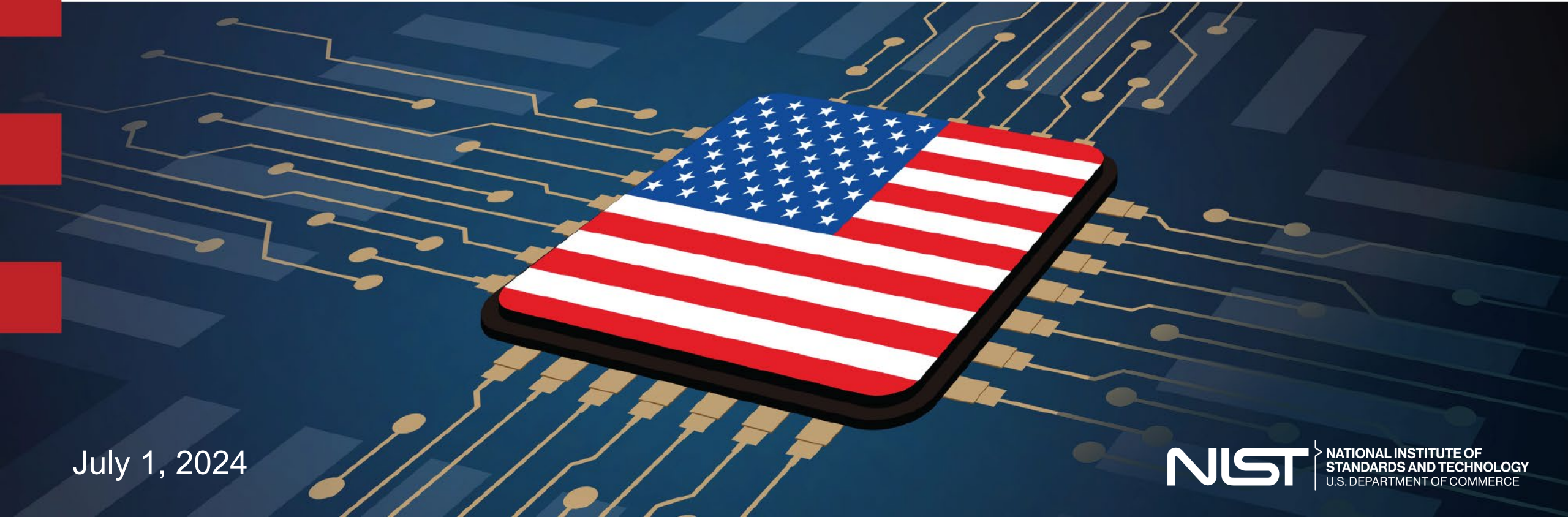


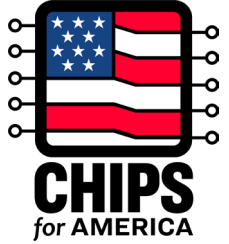
CHIPS Women in Construction Framework Overview



July 1, 2024



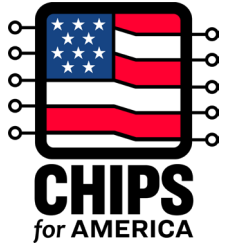
Welcome



HOUSEKEEPING ITEMS

- We look forward to your questions. Click the Q&A button, type your question, and click “Post Question” to submit.
- Visit [CHIPS.gov](https://www.chips.gov)
 - Access additional resources for applicants and stakeholders
 - Sign up for email updates
 - Register for future webinars

Today's Speakers



Margaux Fontaine
Senior Advisor for Policy
Outreach, Workforce Strategy
CHIPS Program Office
Department of Commerce



Marina Zhavoronkova
Senior Advisor, Workforce
Strategy and Head of
Construction Workforce
CHIPS Program Office
Department of Commerce

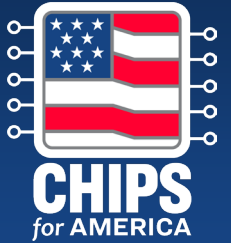


Latifa Lyles
Senior Advisor to the Secretary
for Women in Construction
Department of Commerce



Elyse Shaw
Policy Analyst
Women's Bureau
Department of Labor

Agenda

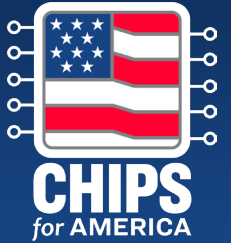


- CHIPS Workforce Vision
- Million Women in Construction Initiative
 - CHIPS Women in Construction Framework
 - Million Women in Construction Community Pledge
- DOL Equity Toolkit
- Frequently Asked Questions

Objectives

- Highlight the importance of increasing women's participation in the construction industry as a way to meet the goals of the CHIPS program
- Provide an overview of the CHIPS Women in Construction framework and related initiatives and share resources

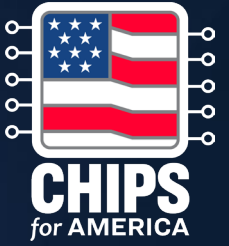
Agenda *(continued)*



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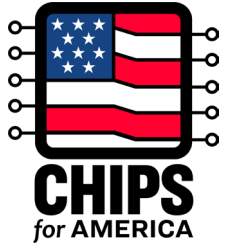
Objectives

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CHIPS Workforce Vision

CHIPS for America Vision



Economic Security

The CHIPS Act will strengthen supply chain security and increase economic resilience in critical sectors.



National Security

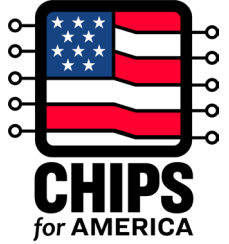
The CHIPS Act will ensure that the U.S. can manufacture advanced technologies, including secure chips for the U.S. military.



Future Innovation

The CHIPS Act will spur innovation, increase competitiveness, and ensure long-term U.S. leadership in the sector.

CHIPS for America Programs



\$39 billion for manufacturing

Components:

1. Attract large-scale investments in advanced technologies such as leading-edge logic and memory
2. Incentivize expansion of manufacturing capacity for mature and other types of semiconductors

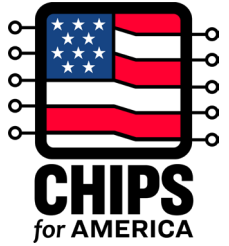
\$11 billion for R&D

- National Semiconductor Technology Center
- National Advanced Packaging Manufacturing Program
- Manufacturing USA institute(s)
- National Institute of Standards and Technology measurement science

Together with
CHIPS
initiatives from
other agencies,
including DOD,
State, NSF,
and Treasury



CHIPS Workforce Development Vision



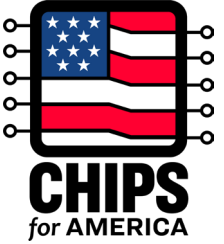
Delivering on our **national and economic security objectives** demands **major investments in the semiconductor workforce** that will support **good-paying jobs across the industry.**

America's diversity is a comparative advantage; we must make significant investments to create opportunities for **Americans from historically underserved communities.**

Effective workforce solutions **enable key stakeholders to work together.**



CHIPS Workforce Call to Action



Over the next decade...

Double the U.S. semiconductor workforce overall.

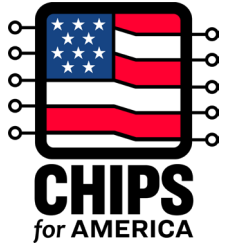
Triple the number of graduates in semiconductor-related fields, including engineering.

Train 100,000 new technicians through apprenticeships, career and technical education, and career pathway programs.

Expand recruitment for **more people from underserved communities** – including women and veterans – to launch semiconductor industry careers.

Hire and **train an additional million women in construction** to meet the demand across a range of industries, including CHIPS projects.

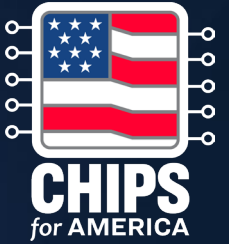
CHIPS for America – Construction Workforce



A skilled construction workforce is critical to the construction, expansion and modernization of semiconductor fabrication, supplier, and R&D facilities.

1. All published NOFOs require applicants to submit a construction workforce plan that addresses recruitment, training, and retention activities.
2. This includes activities that will expand the workforce by reaching economically disadvantaged individuals and women.

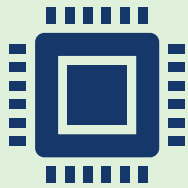
Today's webinar will cover how the CHIPS Women in Construction framework can support companies' construction workforce efforts.



Construction Workforce Challenges

Construction workforce needs

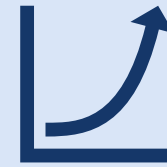
Given the increased demand for skilled construction workers, tapping into new talent pools is critical to ensure we can meet the goals of the CHIPS Act.



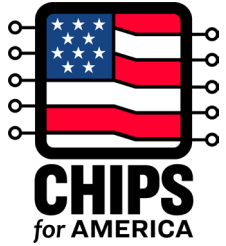
CHIPS-supported projects alone are expected to create up to **100,000 construction jobs**. As demand for construction labor increases, stakeholders have raised concerns about meeting these needs.



Private semiconductor investments, the Bipartisan Infrastructure Law, and the Inflation Reduction Act – just to name a few – are expected to create even more demand for construction jobs.

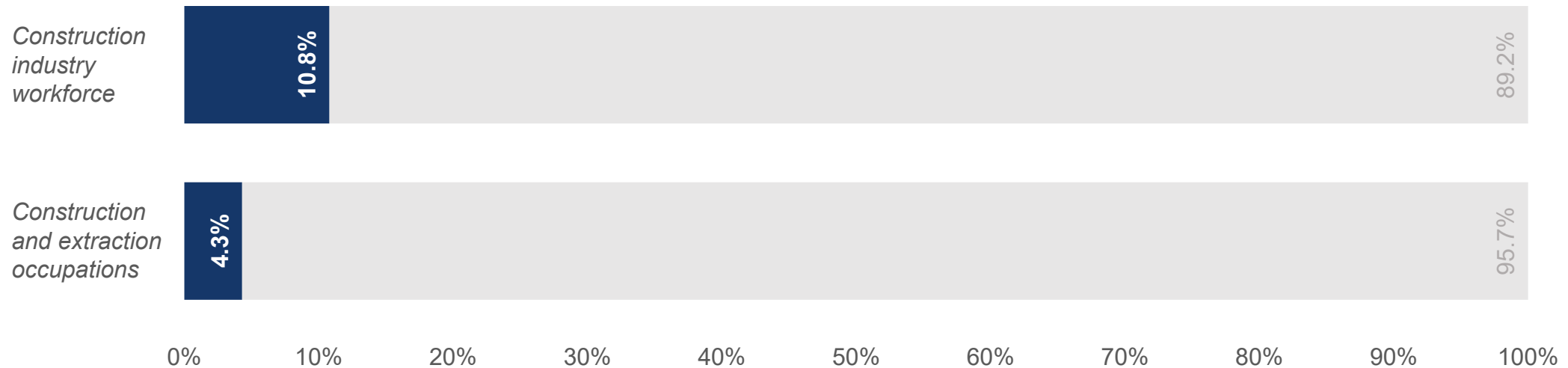


According to BLS data, there are currently an estimated **441,000 job openings** in the construction industry.



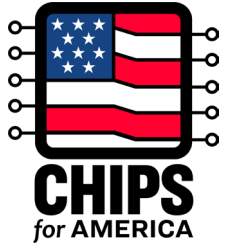
Women in construction

- The number of women entering the construction industry has increased over the past several years, largely due to the significant efforts of tradeswomen’s organizations, construction trade unions, and dedicated construction partners.
- However, the numbers remain low. Even though women account for more than half of the U.S. population, they make up 11 percent of the industry overall, and only 4 percent of workers in skilled trades.
- At a time when the industry is in need of workers, we are not leveraging a significant portion of the population to meet workforce needs.



Source: BLS

Addressing barriers facing women in construction



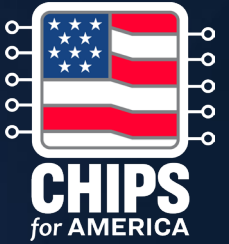
Becoming a skilled trades worker requires both technical training and access to a network, as construction often recruits by word-of-mouth.



Insufficient access to mentoring, promotion, supportive services such as childcare that works for construction hours, and workplace culture are also cited as barriers to women's entry and retention in the industry.



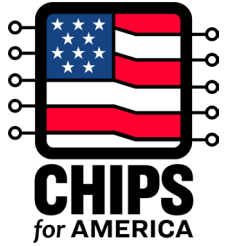
Broadening access to training pathways, expanding supportive services, improving job site culture, and working with community partners to improve outreach are likely to help increase women's participation – and expand access to the field overall.



Million Women in Construction Initiative

Million Women in Construction Initiative

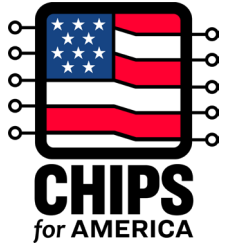
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- In October 2022, Secretary Raimondo announced the Million Women in Construction initiative that aims to build a new inclusive American workforce by bringing more women into the construction industry and **doubling the number of women in construction over the next decade.**

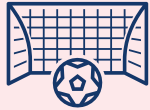


CHIPS Women in Construction Framework



The CHIPS Women in Construction Framework is a set of five best practices that semiconductor manufacturing companies voluntarily adopt to increase participation in the construction workforce.

1



Set goals and monitor progress

towards increasing the participation of women on CHIPS-funded construction projects.

2



Build community partnerships

with community organizations with a track record of increasing women and economically disadvantaged individuals' exposure to and recruitment into the construction industry.

3



Develop training pathways

such as training investments, apprentice utilization goals, or apprentice readiness program partnerships that serve women and economically disadvantaged individuals.

4



Provide access to supportive services

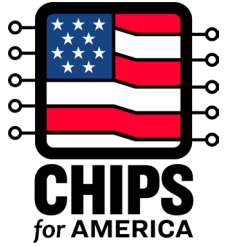
such as child care or transportation that will increase retention of women and economically disadvantaged individuals in the workforce.

5



Maintain healthy, safe and respectful workplaces

and prevent and address harassment, discrimination, retaliation, and violence through workplace training, policy and practice.



Roles and responsibilities

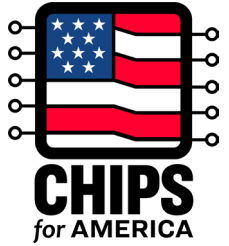
Adopting the Framework is not a requirement for receiving CHIPS funding, and CPO welcomes all companies who enter into a preliminary memorandum of terms with the Department to voluntarily adopt the Framework and implement its best practices.

Semiconductor manufacturing companies that have signed non-binding Preliminary Memoranda of Terms may voluntarily pledge to participate in the initiative.

Companies will work with contractors and other partners to refine their activities under each of the best practices under the framework.

Companies and their partners will keep track of these activities to ensure that recruitment and retention efforts support on-time and successful project completion.

Roadmap to launch



1. Kickoff

- A. CPO and Company meet to discuss Framework

2. Socialize

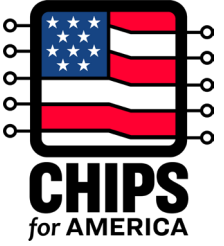
- A. Company socializes Framework internally and with critical partners
- B. Company identifies POC for Framework implementation
- C. Ongoing discussion with CPO regarding implementation

3. Commitment

- A. Company commits to Framework; public announcement

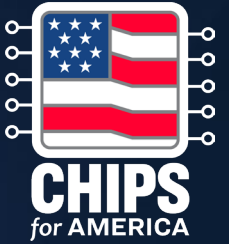
4. Implementation

- A. Company engages in "Construction Community Conversations" with regional contractor, labor and community partners
- B. Company refines activities under each category
- C. Publication of final commitments

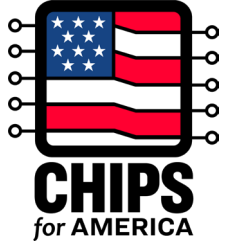


Progress to date

- The following companies have voluntarily adopted the CHIPS Women in Construction Framework to date:
 - ✓ Global Foundries
 - ✓ Intel Corporation
 - ✓ Micron Technology
 - ✓ Polar Semiconductor
- CPO and/or companies that have adopted the framework have hosted or convened stakeholder engagement sessions in Boise, ID; Albany, NY; Syracuse, NY; and Columbus, OH.



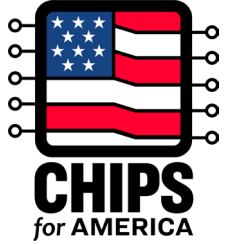
Million Women in Construction Community Pledge



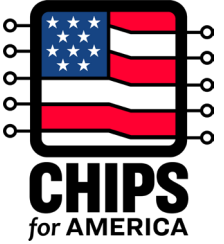
Community Pledge

- Construction companies, unions, and training organizations pledge to focus on or scale up equitable hiring and workforce development efforts to diversify the construction industry.
 - Mortenson, Suffolk, Gilbane, McKissack & McKissack, Shawmut, Bechtel, Turner, Power Design, Baker Construction, Miron, Boldt and others.
- Quote From John Fish: “...As an organization that has long been committed to rebuilding the ratio of women in the construction industry, we are proud to play a leadership role in inspiring other organizations to commit to this effort and help position our American workforce for future growth and success.”

Community Pledge

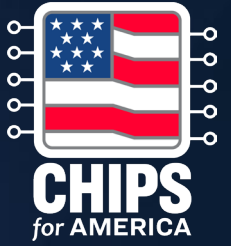


Community Pledge



By signing the pledge, industry leaders are demonstrating an ongoing and public commitment:

- to increase women's access to training, jobs and leadership opportunities, and
- to improve women's experience in the construction industry.



Equity Toolkit

Equity Toolkit

This module provides guidance on strategies and best practices for recruiting and retaining women in construction, manufacturing, and clean energy jobs.



**Tools For Building An Equitable
Infrastructure Workforce**

GENDER EQUITY STRATEGIES AS A MODEL

September 2023
Elyse Shaw



Overview

The toolkit includes examples of policies & programs from across the United States.

Making the Intentional Choice to Build a Diverse Workforce

Targeted Recruitment and Addressing Barriers to Equity

Retaining a Diverse Workforce



Make the Intentional Choice to Build a Diverse Workforce



Build inclusive local/regional partnerships.



Intentionally center diversity, equity, inclusion, and accessibility (DEIA).



Make data-driven decisions.



Creating an intentional regional equity and diversity plan.



Creating the demand for a diverse workforce.

Targeted Recruitment and Addressing Barriers to Entry

Using inclusive language and images.

Target locations frequented by women.

Engage and empower women to help recruit other women.

Build strong partnerships with women-focused pre-apprenticeship programs and tradeswomen organizations.

Provide comprehensive wraparound supportive services.

Maintain flexibility in the recruiting process.



Supportive Services

Childcare

Transportation

Housing

Mentorship

Mental health
counseling

Legal
assistance

Financial
counseling

Drug
treatment

Provision of
work tools or
work clothes

Emergency
cash
assistance

Domestic
Violence
Supports

Retaining a Diverse Workforce

Committing to regular and consistent monitoring and reporting on progress.

Provide equitable training and work opportunities.

Implement policies and programs to change workplace culture, prevent and address gender-based violence and harassment, and address health and safety concerns.

Continued investment in wraparound supportive services and benefits.





Tradeswomen Building Infrastructure Grant

Illinois Dept. of Labor & Chicago Women in Trades

Goal: Accelerate state/local efforts to increase women in construction jobs

Provides guidance & TA to industry partners to develop and implement recruitment & retention strategies

6 locations: Illinois; Kansas City, MO; West Virginia; Pennsylvania; San Antonio, TX; and Central Ohio

Using the Toolkit



Improving current projects & Programs



Creating new Projects & Programs



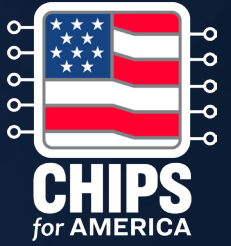
Training for stakeholders, contractors or employers



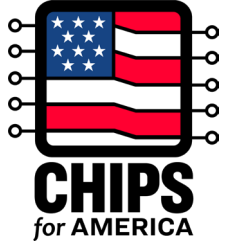
Share in your distribution lists, newsletters and emails



Invite Women's Bureau to present the toolkit or provide training for stakeholders, contractors or employers



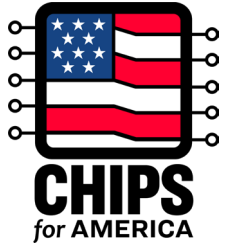
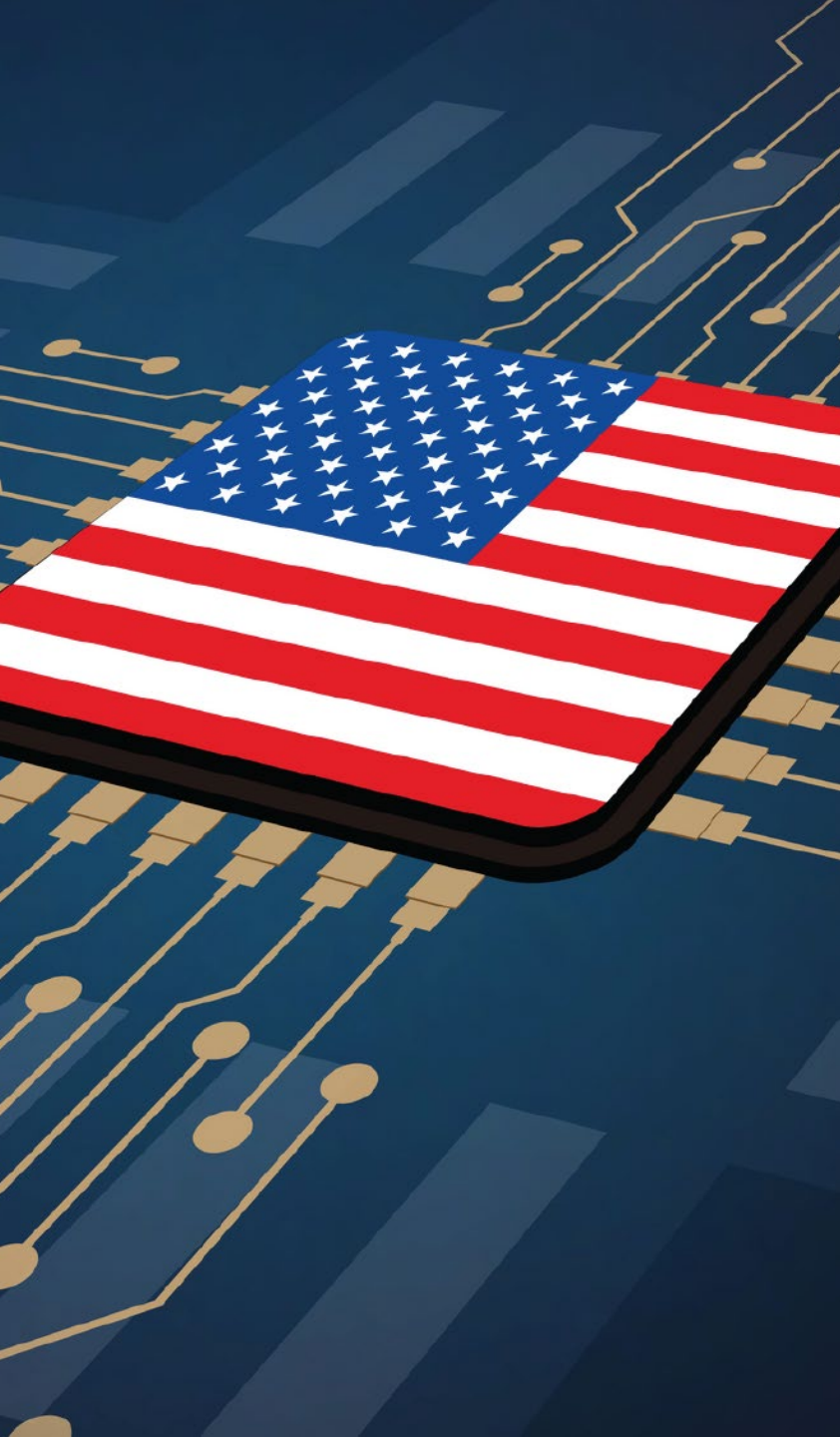
Frequently Asked Questions



I'm a CHIPS applicant. How do I learn more about participating in the Framework?



I'm a contractor, labor union, or community partner. How do I get involved?



Additional CHIPS Resources

VISIT [CHIPS.GOV](https://chips.gov) FOR RESOURCES, INCLUDING:

- [Workforce Progress Report](#)
- [Workforce Development Guide](#)
- [National Semiconductor Technology Center Vision & Strategy](#)
- [Past webinars recordings and slides](#)

JOIN [CHIPS MAILING LIST](#)

JOIN [TEAMING PARTNER LIST](#)

CONTACT CHIPS

- askchips@chips.gov – general inquiries
- apply@chips.gov – application-related inquiries