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CHIPS Women in Construction Framework - First Round of Planned Voluntary Company Actions

Companies pursue workforce investments, partnerships, and offerings under the CHIPS Women in Construction Framework

On May 2, 2024, the Department of Commerce announced Intel Corporation and Micron Technology as the first companies to voluntarily adopt the CHIPS Women in Construction Framework, a set of five best practices aimed at expanding the construction workforce by increasing the participation of women and economically disadvantaged individuals.

Since then, both companies have engaged stakeholders including building trades unions, community organizations, and the construction industry to develop and refine planned activities under the framework, such as by convening women in construction roundtables in their regions. Leaders from Intel and Micron also joined a White House Roundtable on June 18, 2024, to discuss best practices on increasing women's participation in construction.

Stemming from these engagements, the companies and their partners plan to take the following actions inspired by the best practices of the CHIPS Women in Construction Framework to advance their construction workforce goals. These proposed actions, which may be supported by proposed CHIPS workforce development funding, include investments in new recruitment and training pathways, partnerships with building trades unions and community organizations, and new child care offerings that expand benefits to workers on construction sites, including registered apprentices.

As other companies that have voluntarily adopted the Framework develop their planned actions, CHIPS for America plans to provide additional updates.

Intel

- **Intel partnered with Affiliated Construction Trades (ACT) Ohio and the Ohio State Building & Construction Trades Council to convene a Women in Construction roundtable in Columbus, OH**. This convening brought together construction contractors, local building trades unions, tradeswomen groups, community-based organizations, and other key stakeholders to discuss challenges and opportunities in the region. Intel is now planning further engagement in other project regions.
- **Intel and its construction partners – Gilbane, Skanska, Exyte, Bechtel, JE Dunn, Hoffman, and Fluor – will develop an approach supported by a set of investments, including proposed CHIPS**

funding, to build out the recruitment and training pipeline of women and economically disadvantaged individuals into the construction workforce on Intel projects. These workforce solutions, which may include investments in K-12 education, career and technical education, and pre-apprenticeship programming, will be developed through ongoing stakeholder engagement in regions with Intel projects to expand access to the construction industry. In the development and implementation of this initiative, Intel will ensure that solutions are able to deliver on a timeline that reflects Intel's specific labor needs for CHIPS-funded projects.

- **Intel and its construction general contractors will use data to inform ongoing planning and activities to expand access to the construction workforce.** Intel will work with its contractors to pursue data collection efforts, such as participation of registered apprentices on-site, demographic representation, number of workers completing regional construction pathway programs, and use of minority- and women-owned business enterprise suppliers.

- **Intel is working with its contractors to pilot a subsidy program for construction apprentices to offer a monthly childcare stipend that can be used for licensed or eligible informal care providers.** Intel is also working with its partners so that workers on its project sites, including construction workers, can access a 10% discount on childcare with select service providers.

- **In collaboration with local partners, Intel, Bechtel, and Gilbane are deploying an innovative workforce training center on site in Ohio to build the workforce of the future.** The outreach and recruitment for this training center will target opportunities for women in construction while homing in on programs that sustainably fill gaps in select trades and professions.

- **Intel and its contractors will partner with local, regional, and national organizations focused on expanding pathways to construction jobs.** Examples of local partnerships include Intel working with Oregon Tradeswomen, Constructing Hope, and Portland Youth Builders in their pre-apprenticeship programs. On a national level, Intel and its contractors will partner on engagement and recruitment activities with organizations such as the Society of Women Engineers and Groundbreaking Women in Construction.

- **Intel's contractors are contributing to apprentice programs across all four sites.** Intel's contractors support training through North America's Building Trades Unions (NABTU)'s apprenticeship readiness programs, which train pre-apprentices through NABTU's Multi Craft Core Curriculum (MC3).

- **Intel's contractors are committing to a variety of activities across their project sites to maintain healthy, safe, and respectful workplaces.** For example, Hoffman Construction's GUTS (Get Us There Safe) Program, set up on Intel construction sites, focuses on all aspects of job site safety, including mental health, and provides a safe space for workers to voice concerns and receive professional help when needed. Intel is also partnering with JE Dunn in setting up a resilience room for craft workers to use for respite throughout the workday.

Micron

- **Micron convened and participated in roundtables in both regions with planned semiconductor construction projects.** Micron hosted a Women in Construction convening in Boise, ID, and participated in a convening led by Empire State Development in Syracuse, NY, both of which included representatives from stakeholders including local building trades unions and community-based organizations.
- **In collaboration with national, state, and local partners, Micron will develop a strategic approach to increasing the participation of women in construction that prioritizes the most in-demand trades for semiconductor construction.** Micron will work with construction partners to set project-specific goals and tracking mechanisms related to apprentice utilization on site and representation of women in the semiconductor construction workforce.
- **Micron will invest in community partnerships that recruit and train a diverse construction workforce, including with proposed CHIPS funding.** In Idaho, Micron will invest in the Girls Build program, which helps introduce young women to opportunities in the construction industry. In New York, Micron will also partner with a similar organization, Tools and Tiaras. Micron and state and local agencies will also support the Idaho Construction Combine program that organizes events that expose jobseekers to the construction industry, with a particular focus on women.
- **For Micron's project in Idaho, its construction partner will be implementing a program to provide workers with the tools and support necessary to maintain a safe, inclusive, and productive work environment.** Micron will implement the same or similar programs in New York.
- **In both Idaho and New York, Micron will support programs that create pathways for high school students to enter into the construction industry.** Micron will continue to partner with and hire students – with an emphasis on expanding opportunities for women – from the Idaho LAUNCH program, a state-funded initiative that provides grants for education and training programs, as well as through Idaho's Student To Registered Apprenticeship Program (STRAP) program, a youth apprenticeship program funded by the U.S. Department of Labor.
- **Using proposed CHIPS funding for workforce development, Micron will partner with key stakeholders to develop a pilot program to defray the cost of child care** for registered apprentices in the most needed semiconductor-specific building trades.
- **Micron will partner with the state building trades unions on developing and expanding training and recruitment pathways.** For example, Micron's project labor agreement in New York includes a partnership with a local pre-apprenticeship program, Pathways to Apprenticeship, including a payment to the program for each craft hour worked on the project. Micron and its partners will work with Pathways to Apprenticeship to help incorporate Framework best practices.
- **Micron will work with contractors and the local building trades councils in both Idaho and New York to encourage the creation and expansion of women's trade groups,** such as Lean In Circles, Women in the Trades and other support and mentorship programs for women.

Moving forward, Intel and Micron will continue to work with their construction contractors and local partners, including trades unions and community-based organizations, to further develop and implement these activities.

For more information about the CHIPS Women in Construction Framework, and to view a full list of companies who have voluntarily adopted the Framework, please visit https://www.commerce.gov/issues/million-women-construction-initiative/chips-women-construction-framework.