

Funding Opportunity – Facilities for Semiconductor Materials and Manufacturing Equipment

GUIDE: NOFO 2 Full Application Requirement Guidance for Submissions in Areas of Economic and National Security Objectives, Workforce and Community Investments, and Project Technical Feasibility



Introduction

The purpose of this document is to provide applicants with guidance on how to satisfy key requirements in select sections of the [Notice of Funding Opportunity for Facilities for Semiconductor Materials and Manufacturing Equipment](#) (the “Small-Scale Supplier NOFO”) Full Application narrative related to economic and national security, workforce and community investments, and technical feasibility. **This is an optional guidance document and does not detail any new or external application requirements. Applicants should note that this document is not an exhaustive list of all Small-Scale Supplier NOFO requirements and applicants should reference the Small-Scale Supplier NOFO and other provided materials to ensure their Full Application is comprehensive of all requirements.**

The Full Application narrative and the separate Environmental Questionnaire upload will be PDF uploads that complement a detailed web form in the Full Application Portal. **This document only provides guidance for the following sections of the Full Application narrative:**

1. Alignment with Economic and National Security Objectives (the submission should have no more than 10 pages)
2. Project Technical Feasibility includes the Environmental Questionnaire as a separate upload (the submission should have no more than 8 pages excluding attachments and appendices)
3. Workforce and Community Investment Plan (the submission should have no more than 8 pages excluding attachments)

This guidance document does not cover the following sections of the Full Application narrative: Description of Project, Commercial Strategy, and Financial Information. Applicants should note that these sections are nonetheless required for the Full Application narrative.

Please refer to Section IV.H of the Small-Scale Supplier NOFO, the FAQs and other guidance materials on the CHIPS website for more information, and email apply@chips.gov with additional questions.

Overview

This guidance provides a reference for the Economic and National Security, Project Technical Feasibility, and Workforce and Community Investment Plan guidelines detailed in the [Small-Scale Supplier NOFO](#). Applicants are encouraged to use this resource to help organize their Full Application submission and to help ensure that application materials are responsive. For each section covered in this document, there is a table with 4 columns which outline the following to support Full Application narrative submissions:

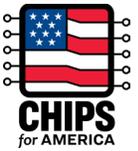
1. **Topics from the NOFO:** This column identifies topics from the NOFO on which applicants are expected to address in their Full Application narrative or accompanying uploads.
2. **Guidance for Completing Full Application Narrative:** This column provides guidance for how applicants should address the identified topic.
3. **Section in Full Application Narrative:** This column suggests a mapping of each NOFO topic to a section within a Full Application narrative submission to assist applicants with providing information in the appropriate location.
4. **Applicant Working Column:** This column provides free space for applicants to record notes and plan their Full Application submission on their own terms.

Apart from the Full Application narrative and the Environmental Questionnaire uploads, there are additional materials that applicants are required to or may optionally submit. The appendix at the end of this document lists additional uploads corresponding to the narrative sections covered in this document. Applicants may use this appendix as guidance to help ensure all relevant uploads for the sections covered in this document are included in their Full Application.

Benefits of using this guidance to aid with your Full Application

- **This guidance is meant to serve as a reference consolidating Small-Scale Supplier NOFO guidelines** for a few select sections of the Full Application narrative so that applicants can track their satisfaction of requirements in their applications.
- **This document will help applicants provide all the information needed to satisfy the Small-Scale Supplier NOFO Full Application guidelines in the appropriate location, further aiding in the efficiency of Full Application reviews.** For all other Full Application requirements beyond the specific areas covered in this guidance document, applicants should refer to the Small-Scale Supplier NOFO.

The below guide is for informational purposes only and is intended solely to assist potential applicants in better understanding the application requirements set forth in the [Small-Scale Supplier NOFO](#). The guide does not and is not intended to supersede, modify, or otherwise alter applicable statutory or regulatory requirements, or the specific application requirements set forth in the NOFO. In all cases, statutory and regulatory mandates and the requirements set forth in the NOFO shall prevail over any inconsistencies contained in the below guide. For additional guidance please refer to the following documents and materials: [Small-Scale Supplier NOFO](#), [Fact Sheet](#), [FAQs](#), and [Full Application Instructions](#).



Economic Security

Topics from the NOFO	Guidance for Completing Full Application Narrative	Section in Full Application Narrative	<u>Applicant Working Column</u>
<p>Support vibrant U.S. fab clusters and/or the broader U.S. ecosystem. (Section I.C.1.a)</p>	<p>Describe how the project will advance clusters by closing critical gaps in the U.S. supplier landscape (e.g., onshoring production of certain inputs to extend shelf-life and mitigate risks of overseas disruption) (Section I.C.1.a)</p>	<ul style="list-style-type: none"> • Alignment with Economic and National Security Objectives Section in Full Application Narrative Upload • Consortium Narrative Upload (if relevant) 	
<p>Strengthen supply chain resilience. (Section I.C.1.a)</p>	<p>Describe how the project will mitigate chokepoint risks flowing from geographic concentration and reduce the risks of production disruptions due to chronic shortages or single/sole sourcing of critical supply chain inputs. (Section I.C.1.a)</p>	<ul style="list-style-type: none"> • Alignment with Economic and National Security Objectives Section in Full Application Narrative Upload • Consortium Narrative Upload (if relevant) 	
<p>Advance U.S. technology leadership. (Section I.C.1.a)</p>	<p>Describe how the project will reinforce existing supply chain strengths and/or develop new and innovative capabilities in the U.S. (Section I.C.1.a)</p>	<ul style="list-style-type: none"> • Alignment with Economic and National Security Objectives Section in Full Application Narrative Upload • Consortium Narrative Upload (if relevant) 	



Topics from the NOFO	Guidance for Completing Full Application Narrative	Section in Full Application Narrative	<u>Applicant Working Column</u>
<p>Strengthen the U.S. innovation ecosystem for research and development. (Section I.C.1.a)</p>	<p>Describe investments in domestic R&D facilities and commitments to participate in R&D programs established by the CHIPS Act (e.g., engaging, supporting, and collaborating with projects funded by research programs; training technical staff through exchanges; providing access to existing R&D facilities to research programs; providing programs with donations of or access to equipment and/or design tools) (Section I.C.1.a)</p>	<ul style="list-style-type: none"> • Full Application Narrative – Alignment with Economic and National Security Objectives • Consortium Narrative Upload (if relevant) 	

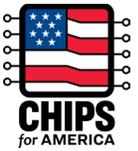


National Security

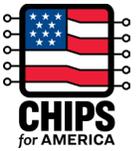
Topics from the NOFO	Guidance for Completing Full Application Narrative	Section in Full Application Narrative	<u>Applicant Working Column</u>
<p>Advance national security of U.S. defense and critical infrastructure systems. (Section I.C.1.b.)</p>	<p>Identify the national security programs and platforms the project supports, any customers in the defense industrial base, and any government points-of-contact who can validate that the project will advance national security. (Section I.C.1.b)</p>	<ul style="list-style-type: none"> Alignment with Economic and National Security Objectives Section in Full Application Narrative Upload 	
<p>Protect intellectual property, assure security of product quality, and prevent tampering, counterfeiting, and other security issues. (Section I.C.1.b.)</p>	<p>Describe any policies or procedures that identify and mitigate risks of counterfeiting, cloning and/or relabeling. Include existing and planned strategies to ensure the security of intellectual property, maintain product quality, verify authenticity of purchased equipment, track and trace capabilities, and practices for reporting suspected counterfeits. List any certifications obtained, if applicable (e.g., ISO 9001, AS9100) (Section I.C.1.b.)</p>	<ul style="list-style-type: none"> Alignment with Economic and National Security Objectives Section in Full Application Narrative Upload 	



Topics from the NOFO	Guidance for Completing Full Application Narrative	Section in Full Application Narrative	<u>Applicant Working Column</u>
<p>Assess major risks to cybersecurity. (Section IV.H.6)</p>	<p>Identify and provide a brief assessment of any major risks identified, including mitigation strategies (e.g., access control, network segmentation, contingency planning, disaster recovery plans, redundant capacity, cyber insurance, employee training, and continuous monitoring). (Section IV.H.6)</p>	<ul style="list-style-type: none"> Alignment with Economic and National Security Objectives Section in Full Application Narrative Upload 	
<p>Employ appropriate cybersecurity practices. (Section IV.H.6)</p>	<p>Describe cybersecurity practices by citing applicable laws, regulations, standards, or guidance using the Cybersecurity Framework as a guide. Provide a table of the current and planned policies, practices, controls, and activities to address unauthorized access, theft, compromise, alteration, or destruction of sensitive information. This should include all sensitive data in information technology and operational technology environments, indicating which controls apply to which environments or zones as appropriate. (Section IV.H.6)</p>	<ul style="list-style-type: none"> Alignment with Economic and National Security Objectives Section in Full Application Narrative Upload 	



Topics from the NOFO	Guidance for Completing Full Application Narrative	Section in Full Application Narrative	<u>Applicant Working Column</u>
<p>Capable of continued operations for a period of time without access to non-U.S. facilities and personnel. (Section IV.H.6)</p>	<p>Describe how and for how long the project will be able to maintain operations without access to non-U.S. facilities and personnel. This should include access to raw materials, services, and customers. (Section IV.H.6)</p>	<ul style="list-style-type: none"> Alignment with Economic and National Security Objectives Section in Full Application Narrative Upload 	
<p>Identify and mitigate relevant supply chain security risks associated with access, availability, confidentiality, integrity, and a lack of geographic diversification. (Section IV.H.6)</p>	<p>Describe existing and planned policies or practices to ensure the security of the supply chain and maintain supplier and product integrity, such as activities to address intellectual property theft, tampering, counterfeiting, insider threats. Outline operational security controls to protect physical infrastructure and the supplier ecosystem. (Section I.C.1.b)</p>	<ul style="list-style-type: none"> Alignment with Economic and National Security Objectives Section in Full Application Narrative Upload 	
<p>Identify any potential transactions occurring during the application process that could result in control by a foreign entity or sharing of confidential information with a foreign entity. (Section IV.H.6)</p>	<p>List any potential transactions with any foreign entity (i.e., foreign investor, business partner, or key management personnel) that could result in influence or access to any of the materials or activities associated with the application. (Section IV.H.6)</p>	<ul style="list-style-type: none"> Alignment with Economic and National Security Objectives Section in Full Application Narrative Upload 	



Topics from the NOFO	Guidance for Completing Full Application Narrative	Section in Full Application Narrative	<u>Applicant Working Column</u>
<p>Mitigate operational and cyber security risks from foreign ownership control and influence by a foreign entity of concern. (Section I.C.1.b)</p>	<p>List any foreign entity (i.e., foreign investor, business partner, or key management personnel) that exercises control over the applicant or a proposed project or has access to confidential information about the proposed project. Note whether any relationship with a foreign entity of concern is known and how it has been or is planned to be addressed. (Section IV.H.6)</p>	<ul style="list-style-type: none"> Alignment with Economic and National Security Objectives Section in Full Application Narrative Upload 	
<p>Mitigate operational and cyber security risks from dependence on foreign-owned or sourced inputs or equipment. (Section I.C.1.b)</p>	<p>List any dependencies on foreign-owned inputs or equipment and describe the plan or ways to mitigate the operational and cyber security risks from them. (Section I.C.1.b)</p>	<ul style="list-style-type: none"> Alignment with Economic and National Security Objectives Section in Full Application Narrative Upload 	

Project Technical Feasibility

Operations and Construction Plan

Topics from the NOFO	Guidance for Completing Full Application Narrative	Section in Full Application Narrative	<u>Applicant Working Column</u>
<p>Relevant applicant experience for product (Section IV.H.9)</p>	<p>Describe the product to be made and the applicant’s relevant experience and expertise to support successful execution at the scale envisioned in the application. (Section IV.H.9)</p>	<ul style="list-style-type: none"> Project Technical Feasibility Section in Full Application Narrative Upload 	
<p>An operation management plan. (Section IV.H.9)</p>	<p>Describe managerial oversight and governance for the operation of the project from the completion of construction through the life of the facility. (Section IV.H.9)</p>	<ul style="list-style-type: none"> Project Technical Feasibility Section in Full Application Narrative Upload 	
<p>Operations management personnel and experience (Section IV.H.9)</p>	<p>Refer to in narrative and separately upload an organizational chart of management and other key personnel for the facility (see appendix for more detail). List experience and qualifications of key management personnel, including experience with projects of similar size and scope. (Section IV.H.9)</p>	<ul style="list-style-type: none"> Project Technical Feasibility Section in Full Application Narrative Upload 	



Topics from the NOFO	Guidance for Completing Full Application Narrative	Section in Full Application Narrative	<u>Applicant Working Column</u>
<p>A construction plan. (Section IV.H.9)</p>	<p>Include location of project facilities and detailed description (include drawings, if applicable) of major engineering, construction, and site preparation activities linked to specified cost and other milestones and performance guarantees.</p> <p>Refer to in narrative and separately upload an inventory of all relevant regulatory requirements (see appendix below for more information on supplemental upload).</p> <p>Provide a construction estimate/budget, including a detailed breakdown of expected costs and allocations for contingency and other reserves.</p> <p>(Section IV.H.9)</p>	<ul style="list-style-type: none"> Project Technical Feasibility Section in Full Application Narrative Upload 	



Topics from the NOFO	Guidance for Completing Full Application Narrative	Section in Full Application Narrative	<u>Applicant Working Column</u>
<p>A construction schedule. (Section IV.H.9)</p>	<p>Include a milestone schedule detailing construction and other salient project activities.</p> <p>If available, provide a task based logically driven schedule that includes a greater level of detail on the construction related tasks.</p> <p>(Section IV.H.9)</p>	<ul style="list-style-type: none"> Project Technical Feasibility Section in Full Application Narrative Upload 	
<p>Construction management personnel and experience. (Section IV.H.9)</p>	<p>List key construction management personnel, partners, contractors, and suppliers.</p> <p>Refer to in narrative and separately upload resumes for all key personnel (see appendix below for more information on supplemental uploads).</p> <p>Evidence that applicant and key personnel responsible for executing the construction of the facility, including equipment suppliers, engineering, architectural, and design agents, have the requisite experience to execute the construction of the proposed facility.</p> <p>(Section IV.H.9)</p>	<ul style="list-style-type: none"> Project Technical Feasibility Section in Full Application Narrative Upload 	

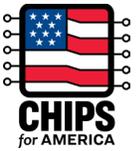


Topics from the NOFO	Guidance for Completing Full Application Narrative	Section in Full Application Narrative	<u>Applicant Working Column</u>
Use of domestic materials in production (Section IV.H.9)	Describe whether and how they intend to utilize domestically produced iron, steel, and construction materials as part of their projects. (Section IV.H.9)	<ul style="list-style-type: none"> Project Technical Feasibility Section in Full Application Narrative Upload 	

Environmental Risk and Climate and Environmental Responsibility

Topics from the NOFO	Guidance for Completing Full Application Narrative	Section in Full Application Narrative	<u>Applicant Working Column</u>
Identify the necessary environmental compliance and permitting steps for the proposed project, and, as relevant, for each individual activity within each individual project. (Section I.C.4)	Demonstrate the applicant has or will have adequate resources, including third party contractors or internal environmental compliance teams, to meet future NEPA or other environmental compliance requirements and has anticipated any major issues that may come up during NEPA review. (Section IV.H.9)	<ul style="list-style-type: none"> Environmental Questionnaire in Additional Uploads for Full Application Narrative (see appendix below) 	

<p>A clear path to meeting environmental and permitting requirements in a timely manner.</p> <p>(Section I.C.4)</p>	<p>Identify steps to initiate consultations with the applicable federal or state agencies that have authority over required permits.</p> <p>Reduce or mitigate potential environmental impacts (including impacts on communities with environmental justice concerns), enhance community engagement, and secure agreements or support from state and local permitting authorities to ensure projects stay on schedule.</p> <p>An exceptional description would include any initiated or completed environmental studies or other documents that describe or characterize potential environmental impacts, including any environmental reviews completed or to be completed by another Federal agency. An exceptional plan would also disclose any public engagement that has occurred with communities with environmental justice concerns, Tribal Nations, and State and Local governments.</p> <p>(Section I.C.4)</p>	<ul style="list-style-type: none"> • Environmental Questionnaire in Additional Uploads for Full Application Narrative (see appendix below) 	
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Topics from the NOFO	Guidance for Completing Full Application Narrative	Section in Full Application Narrative	<u>Applicant Working Column</u>
<p>Design projects to minimize potential for adverse impacts on the environment and local community. (Section I.C.4)</p>	<p>Design projects to minimize potential for adverse impacts on the environment and the local community (i.e., communities with environmental justice concerns), including by taking steps to prevent pollution, relying as much as possible on clean energy to operate their projects, and using existing infrastructure to make mitigation commitments. (Section I.C.4)</p>	<ul style="list-style-type: none"> Environmental Questionnaire in Additional Uploads for Full Application Narrative (see appendix below) 	
<p>Design projects to increase resilience from weather- and climate-related risks and track metrics. (Section I.C.4)</p>	<p>Describe the design features, construction methods, and operation strategies the applicant will employ to increase resilience from weather- and climate-related risks. Describe the metrics and processes that will be used to measure and track any climate and environmental responsibility goals and commitments such as water conservation or recycling; reduction in GHG emissions; and reporting on environmental performance. (Section IV.H.9)</p>	<ul style="list-style-type: none"> Environmental Questionnaire in Additional Uploads for Full Application Narrative (see appendix below) 	



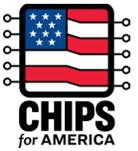
Workforce

Workforce Commitments

Topics from the NOFO	Guidance for Completing Full Application Narrative	Section in Full Application Narrative	<u>Applicant Working Column</u>
<p>Training and education benefits paid by the applicant. (Note: For consortia, each applicant must specify their individual financial contribution). (Section IV.H.10.a.1)</p>	<p>Include commitments to provide workforce training to address the applicant’s needs in their workforce development plan. The Department expects applicants to develop such strategies in concert with their partners. The Department also expects that applicants may need to make additional training commitments as their efforts progress based on changing workforce needs. Where possible, identify existing, successful training programs that can be scaled and adapted to meet the applicant’s needs, as well as their use of work-and-learn training models. (Section IV.H.10.a.1)</p>	<ul style="list-style-type: none"> • Workforce and Community Investment Section in Full Application Narrative Upload • Consortium Narrative Upload (if relevant) 	



Topics from the NOFO	Guidance for Completing Full Application Narrative	Section in Full Application Narrative	<u>Applicant Working Column</u>
<p>Financial and programmatic commitments to expand employment opportunities for economically disadvantaged individuals. (Note: For consortia, each applicant must list their specific contributions). (Section IV.H.10.a.1)</p>	<p>Describe commitments to worker and community investments and identify programs to expand employment opportunities for economically disadvantaged individuals. This should include commitments of financial resources by the applicant as well as other non-CHIPS Incentives resources to fund this effort in a manner that is sustainable over the long-term. Applicants should identify spending by priority (outreach, training, wraparound services, etc.). (Section IV.H.10.a.1)</p>	<ul style="list-style-type: none"> • Workforce and Community Investment Section in Full Application Narrative Upload • Consortium Narrative Upload (if relevant) 	
<p>Commitments from regional education and training entities to provide workforce training. (Section IV.H.10.a.1)</p>	<p>Refer to in narrative and separately upload letters of commitment from education and training entities and institutions (see appendix below for more detail). (Section IV.H.10.a.1)</p>	<ul style="list-style-type: none"> • Workforce and Community Investment Section in Full Application Narrative Upload • Additional Uploads in Full Application Narrative • Consortium Narrative Upload (if relevant) 	



Facility Workforce

Topics from the NOFO	Guidance for Completing Full Application Narrative	Section in Full Application Narrative	<u>Applicant Working Column</u>
<p>Engage with strategic workforce partners. (Section I.C.5.a)</p>	<p>Identify and describe engagements with strategic workforce partners that applicant has worked with in crafting workforce strategies (e.g., labor unions; workforce development organizations; state and local workforce boards; educational institutions, including Minority-Serving Institutions; semiconductor fabrication companies; and other relevant entities). (Section IV.H.10)</p>	<ul style="list-style-type: none"> • Workforce and Community Investment Section in Full Application Narrative Upload • Consortium Narrative Upload (if relevant) 	
<p>Assess facility workforce needs of the project. (Section IV.H.10.a.2.i)</p>	<p>Provide a high-level assessment of the facility workforce needs of the project (job types, skills, and workers required over time in each job type), including the necessary workforce for facility operations, on-site supplier operations, engineering, administration, and others. (Section IV.H.10.a.2.i)</p>	<ul style="list-style-type: none"> • Workforce and Community Investment Section in Full Application Narrative Upload • Consortium Narrative Upload (if relevant) 	



Topics from the NOFO	Guidance for Completing Full Application Narrative	Section in Full Application Narrative	<u>Applicant Working Column</u>
<p>Recruit a diverse and skilled workforce to meet stated workforce needs. (Section IV.H.10.a.2.ii)</p>	<p>Document how recruitment strategies are tailored to attract and address the needs of economically disadvantaged workers. The Department strongly encourages applicants to identify creative recruitment strategies to increase the participation of economically disadvantaged individuals. Examples include: skills-based hiring and removing degree requirements, setting diverse hiring slate policies, eliminating personal and demographic information from the hiring process, and conducting structured and skills-based interviews. (Section IV.H.10.a.2.ii)</p>	<ul style="list-style-type: none"> • Workforce and Community Investment Section in Full Application Narrative Upload • Consortium Narrative Upload (if relevant) 	



Topics from the NOFO	Guidance for Completing Full Application Narrative	Section in Full Application Narrative	<u>Applicant Working Column</u>
<p>Provide or arrange wraparound services and/or barrier reductions. (Section IV.H.10.a.2.ii)</p>	<p>Describe any wraparound services and/or other barrier reductions (e.g., transportation assistance) that they or their partners plan to provide to support facility workers’ access to and completion of training, as well as transition into and progression in a job either directly or arrange the provision of through other sources (e.g., the public workforce system or community-based groups). Examples may include: adult care, child care, transportation assistance, housing assistance, emergency cash assistance, language support, tools, uniforms, equipment, application fees, and services like mentorships that aim to help retain workers, etc. (Section IV.H.10.a.2.ii)</p>	<ul style="list-style-type: none"> • Workforce and Community Investment Section in Full Application Narrative Upload • Consortium Narrative Upload (if relevant) 	



Topics from the NOFO	Guidance for Completing Full Application Narrative	Section in Full Application Narrative	<u>Applicant Working Column</u>
<p>Address several well-known workplace barriers. (Section IV.H.10.a.2.ii)</p>	<p>Describe commitments to ensure that all workers have access to a safe environment that is free of harassment, discrimination, and retaliation; setting clear expectations about workplace conduct and anti-harassment policies, including consequences for violating policies; and setting clear procedures for reporting misconduct in the workplace. (Section IV.H.10.a.2.ii)</p>	<ul style="list-style-type: none"> • Workforce and Community Investment Section in Full Application Narrative Upload • Consortium Narrative Upload (if relevant) 	
<p>Meet Good Jobs Principles and ensure job quality. (Section IV.H.10.a.2.iii)</p>	<p>Referencing the Good Jobs Principles, describe the current and planned approach for newly created jobs and to increase job quality for existing jobs at expanded facilities that align with these principles. (Section IV.H.10.a.2.iii)</p>	<ul style="list-style-type: none"> • Workforce and Community Investment Section in Full Application Narrative Upload • Consortium Narrative Upload (if relevant) 	



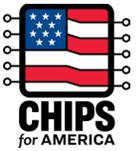
Topics from the NOFO	Guidance for Completing Full Application Narrative	Section in Full Application Narrative	<u>Applicant Working Column</u>
<p>Collect and report to the CHIPS Program Office demographically disaggregated data on the project workforce. (Section IV.H.10.a.2.iv)</p>	<p>Commit to providing demographically disaggregated data to the Department in the event the applicant receives funding. The purpose of the data will be to track workforce commitments agreed upon by the Department and the applicant at time of award. (Section IV.H.10.a.2.iv)</p>	<ul style="list-style-type: none"> • Workforce and Community Investment Section in Full Application Narrative Upload • Consortium Narrative Upload (if relevant) 	

Construction Workforce

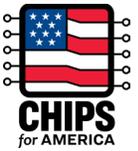
Topics from the NOFO	Guidance for Completing Full Application Narrative	Section in Full Application Narrative	<u>Applicant Working Column</u>
<p>Commitments to using best-practice project labor agreements. (Section I.C.5.a)</p>	<p>Applicants should address whether they commit to having a project labor agreement. For applications that do not commit to using project labor agreements, the Department will be particularly interested in understanding what measures the applicant intends to take to ensure workforce continuity and reduce the risk of delays in project delivery. (Section IV.H.10.b)</p>	<ul style="list-style-type: none"> • Workforce and Community Investment Section in Full Application Narrative Upload • Consortium Narrative Upload (if relevant) 	



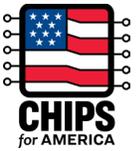
Topics from the NOFO	Guidance for Completing Full Application Narrative	Section in Full Application Narrative	<u>Applicant Working Column</u>
<p>Assess construction workforce needs of the project. (Section IV.H.10.b)</p>	<p>Provide a high-level assessment of the construction workforce needs of the project (job types, skills, and workers required over time in each job type). (Section IV.H.10.b)</p>	<ul style="list-style-type: none"> • Workforce and Community Investment Section in Full Application Narrative Upload • Consortium Narrative Upload (if relevant) 	
<p>Recruit a diverse and skilled workforce to meet stated workforce needs. (Section IV.H.10.b)</p>	<p>Document how they will ensure their contractors tailor their recruitment strategies to address the needs of economically disadvantaged workers. The Department strongly encourages applicants to identify creative recruitment strategies to increase the participation of economically disadvantaged individuals. Examples include: skills-based hiring and removing degree requirements, setting diverse hiring slate policies, eliminating personal and demographic information from the hiring process, and conducting structured and skills-based interviews. (Section IV.H.10.b)</p>	<ul style="list-style-type: none"> • Workforce and Community Investment Section in Full Application Narrative Upload • Consortium Narrative Upload (if relevant) 	



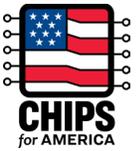
Topics from the NOFO	Guidance for Completing Full Application Narrative	Section in Full Application Narrative	<u>Applicant Working Column</u>
<p>Provide or arrange wraparound services and/or barrier reductions. (Section IV.H.10.b)</p>	<p>Describe any wraparound services and/or other barrier reductions (e.g., transportation assistance) that they or their partners plan to provide to support construction workers' access to and completion of training, as well as transition into and progression in a job either directly or arrange the provision of through other sources (e.g., the public workforce system or community-based groups). (Section IV.H.10.a.2.ii)</p>	<ul style="list-style-type: none"> • Workforce and Community Investment Section in Full Application Narrative Upload • Consortium Narrative Upload (if relevant) 	
<p>Address several well-known workplace barriers. (Section IV.H.10.a.2.ii)</p>	<p>Describe commitments to ensuring that all workers have access to a safe environment that is free of harassment, discrimination, and retaliation; setting clear expectations about workplace conduct and anti-harassment policies, including consequences for violating policies; and setting clear procedures for reporting misconduct in the workplace. (Section IV.H.10.a.2.ii)</p>	<ul style="list-style-type: none"> • Workforce and Community Investment Section in Full Application Narrative Upload • Consortium Narrative Upload (if relevant) 	



Topics from the NOFO	Guidance for Completing Full Application Narrative	Section in Full Application Narrative	<u>Applicant Working Column</u>
<p>Meet Good Jobs Principles and ensure job quality. (Section IV.H.10.b)</p>	<p>Referencing the Good Jobs Principles, describe the current and planned approach for newly created jobs and to increase job quality for existing jobs at expanded facilities that align with these principles. (Section IV.H.10.a.2.iii)</p>	<ul style="list-style-type: none"> • Workforce and Community Investment Section in Full Application Narrative Upload • Consortium Narrative Upload (if relevant) 	
<p>Collect and report to the CHIPS Program Office demographically disaggregated data on the project workforce. (Section IV.H.10.b)</p>	<p>Commit to providing demographically disaggregated data to the Department in the event they receive funding. The purpose of the data will be to track workforce commitments agreed upon by the Department and the applicant at time of award. (Section IV.H.10.a.2.iv)</p>	<ul style="list-style-type: none"> • Workforce and Community Investment Section in Full Application Narrative Upload • Consortium Narrative Upload (if relevant) 	



Topics from the NOFO	Guidance for Completing Full Application Narrative	Section in Full Application Narrative	<u>Applicant Working Column</u>
<p>Compliance with Federal labor laws. (Section IV.H.10.b)</p>	<p>Describe steps that will be taken to ensure that all contractors and subcontractors have and will continue to have a strong track record of compliance with all Federal labor laws, including but not limited to all relevant provisions, rules, and regulations of the Davis-Bacon Act, Executive Order 11246, and the Occupational Safety and Health Act, and the steps that will be taken to prevent the misclassification of workers. (Section IV.H.10.b)</p>	<ul style="list-style-type: none"> • Workforce and Community Investment Section in Full Application Narrative Upload • Consortium Narrative Upload (if relevant) 	



Community Investment

Topics from the NOFO	Guidance for Completing Full Application Narrative	Section in Full Application Narrative	Applicant Working Column
<p>Describe commitments to community investment. (Note: For consortia, each applicant must specify their individual financial contribution).</p> <p>(Section I.C.5.b.2) (Section IV.H.10.c.)</p>	<p>Identify how community investments (including financial commitments) will address local barriers to economic participation, support regional economic resilience, and foster broad-based growth. Examples include: investments in local workforce or education systems (such as financial support for a research institute or investments in local schools or colleges with a focus on pathways to career technical opportunities), climate and environmental responsibility, childcare, affordable housing, and other efforts to unlock barriers to economic participation and support a community’s long-term growth. Ideal investments would demonstrate a clear link between CHIPS Incentives Program goals and the underlying economic characteristics of a region. Refer to in narrative and separately upload economic analyses (see appendix below for more information on supplemental upload).</p> <p>(Section I.C.5.b.2) (Section IV.H.10.c.)</p>	<ul style="list-style-type: none"> • Workforce and Community Investment Section in Full Application Narrative Upload • Consortium Narrative (if relevant) 	



Topics from the NOFO	Guidance for Completing Full Application Narrative	Section in Full Application Narrative	<u>Applicant Working Column</u>
<p>Community investments are responsive to local needs. (Section I.C.5.b) (Section IV.H.10.c.)</p>	<p>Describe any engagement with local stakeholders to design community investments and to ensure community investments address barriers to economic participation and inclusive growth. Where applicable, discuss how community investments align with ongoing state and local economic development programs. Examples include: regional or cluster-based growth efforts, philanthropic efforts, or other federal programs.</p> <p>Reference in narrative and separately upload community benefits agreements and/or letters of support from community-based organizations and local officials (see appendix below for more information on supplemental upload).</p> <p>(Section IV.H.10.c.)</p>	<ul style="list-style-type: none"> • Workforce and Community Investment Section in Full Application Narrative Upload • Additional Uploads in Full Application Narrative • Consortium Narrative Upload (if relevant) 	
<p>Create inclusive opportunities for businesses. (Section I.C.5.b.) (Section IV.H.10.c)</p>	<p>Describe any proactive steps the applicant will take to ensure that small, minority-owned, veteran-owned, and women-owned businesses are included in the overall project, project construction, and production supply chain,</p>	<ul style="list-style-type: none"> • Workforce and Community Investment Section in Full Application Narrative Upload • Consortium Narrative Upload (if relevant) 	



Topics from the NOFO	Guidance for Completing Full Application Narrative	Section in Full Application Narrative	<u>Applicant Working Column</u>
	<p>including how it intends to track and disclose such data. Examples include: placing such businesses on solicitation lists and working with supplier diversity organizations to grow a pool of diverse suppliers.</p> <p>For additional information on creating inclusive opportunities for businesses, see the CHIPS for America Creating Inclusive Opportunities for Businesses Guide.</p> <p>(Section IV.H.10.c.)</p>		



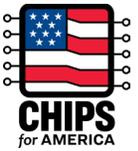
Appendix for Select Full Application Narrative Attachments

This appendix provides details on where in the Full Application portal to upload attachments for the various sections covered in this guidance.

Topics from the NOFO	Where to Upload Attachment in Full Application Portal	Guidance
Consortium Narrative		
Description of how consortium advances U.S. clusters, commitments to worker and community investment, commitments to provide workforce training, and workforce strategy. (REQUIRED – if applying as Consortium)	Consortium Narrative Upload	See relevant sections in the Full Application Narrative Guidance above and refer to the Full Application Instructions .
Alignment with Economic and National Security Objectives		
Description of how project strengthens supply chain resilience, advances U.S. technology leadership, supports U.S. clusters, and commits to CHIPS R&D initiatives. (REQUIRED)	Full Application Narrative Upload	See Full Application Narrative Guidance above.
Description of how project mitigates operational and cyber security risks, demonstrates supply chain resilience and risk management, and protects against foreign control. (REQUIRED)	Full Application Narrative Upload	See Full Application Narrative Guidance above.
Project Technical Feasibility		



Topics from the NOFO	Where to Upload Attachment in Full Application Portal	Guidance
Description of applicant’s ability to construct, equip, and operate proposed project.	Full Application Narrative Upload	See Full Application Narrative Guidance above.
Operation Management Plan – Organizational chart of management (OPTIONAL)	Supplemental (Optional) Uploads	Organizational chart of management and other key personnel for the facility, including contractors and any other entities that will play substantial roles in operating the proposed project
Construction Plan – Inventory of permits (OPTIONAL)	Supplemental (Optional) Uploads	Inventory of all Federal, state, and local permits, licenses, and approvals required to site, construct, implement, and operate the facility.
Construction Plan – Resumes of key personnel for the construction of the project (OPTIONAL)	Supplemental (Optional) Uploads	One-page resumes of (1) key construction management personnel and (2) key personnel of contractors and any other entities that will play substantial roles in the construction of the project
Environmental Questionnaire (REQUIRED)	Full Application Narrative – Additional Required Upload	<p>Identify the necessary environmental compliance and permitting steps for the proposed project, and, as relevant, for each individual activity within each individual project.</p> <p>Demonstrate the design of project minimizes the potential for adverse impacts on the environment and the local community (including communities with environmental justice concerns), including by taking steps to prevent pollution and by relying as much as possible on clean energy to operate their projects.</p> <p>Describe the design features, construction methods, and operation strategies that the applicant will employ to increase resilience from</p>



Topics from the NOFO	Where to Upload Attachment in Full Application Portal	Guidance
		weather- and climate-related risks and to describe metrics and processes the applicant will use to measure and track any climate and environmental responsibility goals and commitments. The Department encourages applicants to consult with internal or external subject matter experts in preparing answers to the questionnaire.
Workforce and Community Investment		
Description of facility and construction workforce development and commitments to worker and community investment. (REQUIRED)	Full Application Narrative Upload	See Full Application Narrative Guidance above.
Facility Workforce – Letters of commitment from regional education and training entities to provide workforce training (REQUIRED)	Full Application Narrative – Additional Required Upload	Letters of commitment from education and training entities and institutions that detail the specific tasks they will perform in support of the workforce plan and the resources that will be provided, including, but not limited to, programming for training and job placement of economically disadvantaged individuals.
Community Investment – Agreements and letters of support (OPTIONAL)	Supplemental (Optional) Uploads	Community benefits agreements and/or letters of support from community-based organizations and local officials. Stakeholders can include but are not limited to: Community-based organizations; Local government actors; Educational institutions; Civil rights organizations; Professional associations; Labor unions; State and local workforce development



Topics from the NOFO	Where to Upload Attachment in Full Application Portal	Guidance
		agencies; Economic development organizations; Small, veteran-owned, women-owned, and minority-owned business organizations, including trade associations and regional chambers of commerce.
Community Investment – Regional economic characteristics. (OPTIONAL)	Supplemental (Optional) Uploads	Economic analyses to support links between proposed community investments, CHIPS Incentives Program goals, and the underlying economic characteristics of a region. Supporting economic analyses could include, but are not limited to, regional or local: Comprehensive Economic Development Strategies (CEDs), economic profiles, gap or barrier analyses, SWOT analyses, results of a community survey, or summaries of empaneled expert input.