Creating Inclusive Opportunities for Individuals with Disabilities

A Good Jobs Initiative webinar for organizations that serve, support, or otherwise work with the disability community.

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Today’s Speakers & Key Guests

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Disclaimer

• Statements and responses to questions about advanced microelectronics research and development programs in this presentation:
  • Are informational, pre-decisional, and preliminary in nature.
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• Nothing in this presentation is intended to contradict or supersede the requirements published in any future policy documents or funding opportunities.
Agenda

Today we will cover the following:

• Opening Remarks
• The CHIPS for America Vision
• CHIPS Workforce Development
• U.S. Department of Labor’s Good Jobs Initiative
• CHIPS Research and Development
• Next Steps
• Q&A
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:
- Attract large-scale investments in advanced technologies such as leading-edge logic and memory
- 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

Workforce Development
Notices of funding opportunities (NOFO) Priorities for Manufacturing

**NOFO #1**
- Economic and national security objectives
- Commercial viability
- Financial strength
- Technical feasibility and readiness
- Workforce development
- Broader impacts

**NOFO #2**
- Economic and National Security Objectives
- Commercial Viability
- Financial Strength
- Technical Feasibility and Readiness
- Workforce and Community Investment
Funding Eligibility for Manufacturing Incentives

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Opportunity & Inclusion Priorities

Skilled & Diverse Workforce
Focus on the intentional recruitment, hiring, retention and promotion of economically disadvantaged individuals

Inclusive Business Opportunities
Inclusion of small businesses, minority-owned businesses, veteran-owned businesses, and women-owned businesses

Community Investment
Investments to build strong communities with active participation in the U.S. economy and facilitate job creation
Inclusive Business Opportunities

Creating business opportunities that are inclusive for all, including small businesses, veteran-owned, minority-owned, and women-owned businesses.

Businesses can also help provide:

- Office and clerical support
- On-site or off-site childcare
- Maintenance support
- Accounting and site planning support
What are Small, Minority, Veteran, and Women-Owned Businesses?

- Small
- Minority
- Veteran
- Women

Inclusive Opportunities

At least 51% owned or 51% of stock is owned by minorities / veterans / women

Certified by federal government or recognized certifying bodies (not required)

While not required, applicants can also consider LGBTQ+-owned businesses, disability-owned businesses, or businesses located in HUBZones or Opportunity Zones.
Community Investments

**Identify**
Identify areas ideal for investment that align with greater regional investment

**Address**
Address barriers to economic inclusion

**Drive**
Drive impact and change in communities based on need
Workforce Development

Good Jobs Principles and the U.S. Department of Labor’s Good Jobs Initiative
The Good Jobs Initiative

Job Quality

- Recruitment and Hiring
- Benefits
- Diversity, Equity, Inclusion, and Accessibility (DEIA)
- Empowerment and Representation
- Job Security and Working Conditions
- Organizational Culture
- Pay
- Skills and Career Advancement

Learn more about the Department of Commerce and Department of Labor Good Jobs Principles
From Good Jobs Principles to Good Jobs

Example Job Quality Policy Tools

Supportive Services
- Registered Apprenticeship Utilization Requirements
- Local and Economic Hiring Objectives
- Workplace Health and Safety Plans
- Project Labor Agreements
- Prevailing Wage Requirement
- Labor Peace and Union Neutrality

Commitment to Participate in OFCCP’s Mega Program

See DOL’s job quality checklist and example language for more information
Workforce Development
CHIPS Workforce Development Vision

Delivering on our national and economic security objectives demands major investments in the semiconductor workforce that will support good 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.
Manufacturing the Future

Under the Biden-Harris Administration, private companies have announced over $650 billion in manufacturing, and over $244 billion in semiconductor manufacturing.

Source: invest.gov; last updated March 18, 2024
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.
3. The NOFO expresses a preference for applicants to use Project Labor Agreements.
4. Participation in OFCCP's Mega Project Program.
## CHIPS Workforce Call to Action

Over the next decade…

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<th><strong>Double</strong> the U.S. semiconductor workforce overall.</th>
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<td><strong>Triple the number of graduates</strong> in semiconductor-related fields, including engineering.</td>
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<td><strong>Train 100,000 new technicians</strong> through apprenticeships, career and technical education, and career pathway programs.</td>
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<td>Expand recruitment for <strong>more people from underserved communities</strong> – including women, workers of color, veterans, and workers with disabilities – to launch semiconductor industry careers.</td>
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<td>Hire and <strong>train an additional million women in construction</strong> to meet the demand across a range of industries, including CHIPS projects.</td>
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### Key Incentives Program Workforce Updates

**CHIPS NOFOs** require all applicants to submit a construction workforce plan and a facility workforce plan, including how applicants will adhere to Good Jobs Principles – and applicants requesting over $150m must provide a plan to provide access to child care.

Many CHIPS incentives awards for construction, modernization or expansion of manufacturing facilities will include dedicated funds for workforce development – *including a number of those already announced.*

Public and private workforce investments in CHIPS-funded facilities expected to exceed $500 million, based on commitments and industry benchmarks.

Workforce data collection will be embedded in awards to support long-term efforts.

CHIPS for America expects new commitments to Registered Apprenticeships and pre-apprenticeships as a result of CHIPS awards.

CHIPS for America staff expect to work closely with incentives recipients and regional education and training partners to support implementation of workforce strategies.
If I am a training provider or CBO that works with workers who are interested in the semiconductor industry, 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](https://CHIPS.gov)
- Join Teaming Partner list
- Complete Natcast [Community of Interest](https://CHIPS.gov) survey
- Contact CHIPS
  - [askchips@chips.gov](mailto:askchips@chips.gov) – general inquiries
  - [apply@chips.gov](mailto:apply@chips.gov) – application-related inquiries
CHIPS Research and Development
CHIPS R&D Programs

CHIPS National Semiconductor Technology Center (NSTC) Program
Natcast is an independent nonprofit organization and operator of the NSTC consortium

CHIPS National Advanced Packaging Manufacturing Program (NAPMP)

CHIPS Manufacturing USA Institute

CHIPS Metrology Program

Workforce Initiatives
Next Steps
What’s Next

• Visit CHIPS.gov for resources, including:
  • Notice of Funding Opportunity
  • Vision for Success paper
  • Applicant guides and templates
  • FAQs and fact sheets
  • Webinar schedule (and recordings of prior webinars)
• Join our mailing list
• Contact us
  • apply@chips.gov – application-related inquiries
  • askchips@chips.gov – general inquiries
Teaming Partner List

- The teaming partner list enables entities to share information and foster collaboration
  - Entities that may not be eligible to apply can share contact information and capabilities
  - Potential applicants reach out to entities on the list to facilitate potential partnerships and collaboration

https://www.nist.gov/chips/chips-america-teaming-partner-list
Questions
Submitted Question 1

What efforts are planned, or underway, to increase diversity and inclusion in the technology sector to better ensure that people with disabilities have an opportunity to join the skilled technical workforces needed to revitalize and strengthen the U.S. semiconductor industry?
Submitted Question 2

How can the disability community begin to engage with entities receiving CHIPS investments to help support the execution of the CHIPS programs?
How can interested organizations stay up to date on CHIPS investments in their communities?
Final Remarks from the U.S. Department of Labor’s Office of Disability Employment Policy
Thank you!