



Micron Community Impact Report

CHIPS incentives have attracted and secured Micron's two-decade vision to invest approximately \$100 billion in New York and \$25 billion in Idaho, spurring community revitalization and ecosystem development across the country. Over the next twenty-plus years, these projects are expected to create over 9,000 manufacturing and facility jobs and 4,500 construction jobs in New York, and over 2,000 manufacturing and facility jobs and 4,500 construction jobs in Idaho.

As part of this award, Micron is making concrete commitments to invest in its workforce and local communities over the coming decades. Micron has cultivated local partnerships with community colleges, universities, local education providers, and unions to build a robust talent pipeline and apprenticeship programs to meet the growing demand for skilled workers. These commitments align with the [Good Jobs Principles](#) published by the Departments of Commerce and Labor, and Micron will regularly report to the Department of Commerce on its efforts to uphold these commitments and other efforts to advance the Good Jobs Principles. These commitments, as well as Micron's own proactive efforts, reflect the company's dedication to fostering a healthy, skilled workforce.

More information about the commitments included in Micron's CHIPS award, as well as Micron's other efforts to invest in workers and communities, can be found below.

Workforce Commitments

Over the next twenty-plus years, Micron's projects are expected to create 9,000 manufacturing jobs and 4,500 construction jobs in New York, and over 2,000 manufacturing jobs and 4,500 construction jobs in Idaho. As part of its agreement to receive CHIPS incentives, Micron has made significant commitments to invest in and support local workers, families, and the broader community.

The Department of Commerce is also investing \$65 million dedicated to workforce development as part of Micron's overall incentives package, which will be invested through a [workforce intermediary](#). Through the intermediary model, the Department of Commerce is working with companies to help them identify and utilize strategic partners to mobilize the regional workforce ecosystems necessary to support both the construction and facility workforces of large-scale semiconductor investments. Workforce intermediaries are required to consult with stakeholders across a region's workforce ecosystem, which must include education and training providers (such as high schools, career and technical education providers, community colleges, higher education institutions), labor unions, state and local workforce development boards, child care organizations, and community-based organizations. By collaborating with a variety of strategic partners, Micron and its intermediaries will create recruiting pipelines and pathways to good jobs for the surrounding community, especially for economically disadvantaged individuals.

Micron has pledged to partner with workforce intermediaries in New York and Idaho to mobilize the regional workforce ecosystems necessary for supporting both the construction and facility workforces. Central New York Community Foundation will be the lead intermediary, and CenterState Corporation for



Economic Opportunity and Idaho Workforce Development Council will be regional intermediaries in New York and Idaho, respectively.

Facility Workforce

Micron has a holistic workforce development and community strategy to achieve the workforce at scale in New York and Idaho, focusing on training career pathways and education:

- **Micron will leverage Registered Apprenticeship programs to assist and propel underrepresented individuals to “earn-and-learn” and provide a pathway to well-paying careers.** In New York, Micron will partner with the Manufacturers Association of Central New York. In Idaho, Micron established its first-ever Registered Apprenticeship Program in partnership with the Idaho Manufacturing Alliance and College of Western Idaho. Micron has committed to hire up to 20 apprentices per year as full-time employees in both New York and Idaho.
- **Micron is engaged with the American Federation of Teachers (AFT), its New York affiliates, the State of New York, and teachers to develop the Advanced Technology Framework.** The Advanced Technology Framework is a training framework based on foundational and technical skills found throughout the semiconductor industry to engage and train students.
- **Micron will expand sponsorship and participation in K-12 programs** in central New York and Boise regions, including Micron’s signature STEM programs such as Chip Camp and Girls Going Tech and Careers in a High-Tech World programs.
- **Micron launched four strategic University Semiconductor Networks (Northeast, Northwest, Minority-Serving Institutions (MSI) and UPWARDS for the Future (a collaboration with U.S. and Japan)).** These networks are focused on growing the semiconductor ready workforce and the research ecosystem through a shared set of objectives. The long-term strategy will help to raise awareness of the industry, diversify the semiconductor workforce by creating opportunities for all, ensure curricula are updated to reflect semiconductor content, expand experiential learning opportunities, and increase foundational and emerging semiconductor related research to increase innovation.
 - Micron developed and launched the [Micron Educator Hub](#), a public repository of semiconductor- and memory-related content for educators to integrate into existing curriculum or a base to develop new curriculum.
- **In New York, Micron will invest in education, workforce development, and STEM initiatives including:**
 - Committing \$3 million over three years to create the *Semiconductor Hub* within the Onward to Opportunity program at Syracuse University’s D’Aniello Institute for Veterans and Military Families to introduce transitioning service members and their families to careers in the semiconductor industry.
 - Providing \$5 million investment for the Micron Cleanroom Simulation Lab at Onondaga Community College.
 - Allocating \$10 million commitment over 10 years to help fund the Syracuse STEAM School and other STEM-related programs in the region.
 - In Idaho, Micron will expand workforce training and career development programs to prepare talent for opportunities in advanced manufacturing, including opening the Boise Training Center to accelerate onboarding and training for new fab hires.



- **Micron will ensure compliance with pay transparency and disclosure requirements** under federal and state laws and will **adopt skills-based hiring approach by expanding the minimum qualifications that provide entry into semiconductor careers with no degree required.**
- **Additionally, Micron will continue to comply with federal labor law as a condition of its CHIPS award.** Like all recipients of CHIPS funds, Micron will be required to make representations to the Department of Commerce on a periodic basis affirming that it is in compliance with federal laws, including federal labor law.

Construction Workforce

Micron has also made concrete commitments specific to its construction workforce, including:

- **Micron’s projects will operate under Project Labor Agreements (PLA) in New York and Idaho.** Both PLAs emphasize workforce training through registered apprenticeships and hiring veterans and local workers. For example, the New York PLA includes a partnership with a local pre-apprenticeship program, which will prepare a diverse workforce for entry into construction trades, and the Idaho PLA includes measures to increase construction work by underserved communities. Both PLAs are the largest in each state’s history.
- In New York, the company will **encourage construction contractors and subcontractors to utilize Syracuse Build** as a first-source model to identify candidates for hiring from disadvantaged populations.
- **Micron will, consistent with the statutory requirements of the CHIPS Act, include terms in its construction contracts requiring all construction contractors and subcontractors to comply with Davis Bacon and Related Acts.** In addition, the Department of Commerce is building a best-in-class Davis Bacon compliance program to ensure that recipients of CHIPS funding comply with the law.
- **Micron has joined efforts to expand the construction workforce, including the [CHIPS Women in Construction Framework](#).** The framework is part of U.S. Secretary of Commerce Gina Raimondo’s ongoing Million Women in Construction initiative that aims to expand the American construction workforce by doubling the number of women in construction over the next decade. To implement this framework, Micron will take the following actions:
 - **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.** 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. 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.
 - **For Micron’s projects in Idaho and New York, its construction partner will implement a program to provide workers with the tools and support necessary to maintain a safe, inclusive, and productive work environment.**



- **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 – through state-funded education initiatives and 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 expand child care** for registered apprentices in the most in-demand 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.
- **Micron will expand access and services for construction workers by undertaking efforts to:**
 - Maintain or enter into bids from contractors that make financial contributions to Registered Apprenticeship Programs, and encourage partnerships with pre-apprenticeship programs that support individuals without access to or familiarity with such Registered Apprenticeship Programs;
 - Work with contractors to identify and recruit candidates from economically disadvantaged populations; and
 - Work with contractors to provide wraparound services and benefits to employees such as personal protective equipment, health and safety services, safety events, on-site amenities, and housing services.

Worker Safety Commitments

As part of its award, CPO is requiring Micron to commit to the following actions to protect its workers at both its New York and Idaho facilities:

- **Micron will establish or maintain a worker safety committee at each project facility** comprised of workers and management that meets regularly and is encouraged to raise any health or safety concerns.
- **Micron will incorporate the most protective (i.e., lowest) occupational exposure limit (OEL)** under American Conference of Governmental Industrial Hygienists (ACGIH) threshold limit values (TLVs) for chemicals used in the Idaho and New York project facility operations.

As a reflection of its commitment to worker safety, **Micron recently entered into a voluntary Partnership Agreement with both the Occupational Safety and Health Administration (OSHA) and Exyte, Micron’s general contractor,** to help ensure the safety of Idaho facility construction workers. This agreement exemplifies Micron’s commitment to worker safety and health to help reduce workplace hazards and enhance workplace safety and health practices.



Environmental Commitments

As part of its award, CPO is requiring Micron to commit to environmentally responsible manufacturing and operations for both the Idaho and New York projects.

For both the New York and Idaho projects, CPO is requiring Micron to make the following commitments:

- **Micron has committed to reducing indirect greenhouse gas emissions associated with both its Idaho and New York facilities** by endeavoring to operate the projects with 100% carbon-free electricity, including through use of power purchase agreements, virtual power purchase agreements, and renewable energy certificates, by 2030.
- **Micron will implement water conservation strategies, including endeavoring to implement 75% water conservation** through reuse, recycling, and restoration for both Idaho and New York projects by the end of 2030.
- **Micron will publicly report progress towards meeting its corporate environmental goals in a Sustainability Report or sustainability webpage** after the commencement of each project's respective operations.
- **Micron will continue to comply with all applicable environmental laws**, including the Clean Water Act, Clean Air Act, Endangered Species Protection Act, and the Resource Conservation and Recovery Act.

For its Idaho project specifically, CPO is requiring Micron to make the following commitments:

- **Micron will install greenhouse gas (GHG) emission abatement equipment** and minimize its GHG emissions through manufacturing process improvements and use of alternative chemicals.
- **Micron will implement management of per- and polyfluoroalkyl substances in wastewater**, which will include a mix of segregation for off-site management by licensed and permitted treatment and disposal facilities, and implementation of PFAS treatment.
- Micron will endeavor to **eliminate or reduce waste streams and pursue reuse, recycling, and recovery of wastes**, including zero (<1%) hazardous waste to landfill, subject to vendor availability, by the end of 2031.
- **Micron will commission semiconductor manufacturing process equipment in accordance with SEMI S2** – Environmental, Health, and Safety Guideline for Semiconductor Manufacturing Equipment or a similar internationally recognized safety standard.

The Department of Commerce is the lead federal agency responsible under the National Environmental Policy Act (NEPA) for preparing an Environmental Impact Statement (EIS) for its proposed CHIPS award for Micron's New York projects, in collaboration with other federal, state, and local agencies. The EIS will evaluate the environmental effects of the New York projects and will be made available to the public for comment. As a condition of its award, CPO is requiring Micron to commit to implement any mitigation measures identified in the NEPA process for the New York projects.

Child Care Commitments

Micron has committed to providing affordable, accessible, high-quality child care for its workers across its facilities. Looking ahead, Micron is advancing plans for several key initiatives to expand child care access and affordability for its workers.

- **Micron is expanding near-site child care access by constructing and partnering with local providers to operate, near-site child care centers in Idaho and New York** comprising over 120



seats in each location, offering affordable tuition rates—under or on-par within the existing offerings in the community—to participating facility workers. The company will ensure facilities will provide non-standard operating hours, up to 24/7 care based on demand, and accept all forms of tuition payment and other assistance, including reduced tuition to lower wage earners based on total household income. Their 124-seat Idaho facility has already opened.

- **Micron is partnering with child care organizations in their respective states to expand local provider supply and capacity**, including contributing funding to PEACE, Inc.’s Early Child Care Pathways Program in Central New York. The program is focused on expanding and enabling family home child care centers and provides local child care providers with a variety of benefits including career pathway assistance comprising stackable, portable credentials; technical and financial support for providers opening their own home-based child care businesses; and employment placement at local child care centers and Head Start Programs.
- **Micron is sponsoring development of an Early Child Development registered apprenticeship program** through the Treasure Valley YMCA in Idaho with a plan to expand it to Central New York after the childcare facility is operational.
- **Micron is partnering with its local child care research, referral and quality rating program** in Idaho and New York to help employees and construction contractors find high-quality providers, navigate financial assistance, and provide additional resources.
- **Micron is leveraging digital platforms to support employees in finding and accessing quality child care providers.** The company has partnered with Tootris, which provides navigation assistance for child care options that align with employee needs, including flexible schedules and proximity to work or home.
- **Micron offers a Paid Family Medical Leave (PFML), Dependent Care Flexible Spending Accounts**, and a reimbursement for backup care to team members to further support their child care needs.

Community Investments

To further support local communities and regional development, Micron will also continue to make financial investments in each project region.

- **In New York, Micron will invest at least \$250 million over 20 years through the Green CHIPS Community Investment Fund in areas like education, workforce, housing and community assets.**
- **In Idaho, Micron will invest at least \$75 million** for purposes including, but not limited to: infrastructure, transportation and mobility access, housing affordability and access, and entry-level relocation expenses, including, but not limited to, student loans and retirement grants, childcare, and/or internship/apprenticeship programs.

Support for Small Businesses

Micron is committed to delivering a supplier diversity plan that sets out the company’s strategy with respect to supplier diversity for its projects. The company will undertake efforts to increase participation of and outreach to minority-owned, veteran-owned, women-owned, and small businesses. In New York, Micron has committed to 30% small and diverse business utilization for eligible construction spending and 20% for eligible annual operating spending. Micron will continue to publicly report progress relating to supplier diversity in aggregate information in its annual reports (or equivalent information published on website).