

Green CHIPS Community Plan Template

Instructions: Pursuant to economic development law section 352(24) and its implementing regulations, to be eligible for the enhanced Green CHIPS benefits under the Excelsior Jobs Tax Credit program, applicants must submit a Green CHIPS Community Plan to ESD for approval. Each plan must include milestones and specific, actionable commitments for investment in workers and community to support local workforce development, with emphasis on driving outcomes for economically disadvantaged individuals. Amendments to a Green CHIPS Community Plan due to shifting local conditions and needs, as well as changing technologies and resources, may be made subject to ESD approval. Please complete all sections as thoroughly as possible. Appendices can be provided, where needed.

Describe your overall plan for making actionable commitments for worker and community investments over the life of your participation in the Program. Such specific, actionable commitments may include, but need not be limited to, those training and education benefits paid by the participating employer to support regional workforce development and employment opportunities for New York State residents, including economically disadvantaged individuals. *Plans should indicate the duration of activity, such as a 10-year plan and/or a 20-year plan (if seeking a Phase II).*

Specifically, a Green CHIPS Community Plan must address the following elements. For each element, please provide details on the community support and investment you expect to make and milestones that will be achieved by your company in the following required areas. Details should include the specific methods, measures, and annual goals/milestones anticipated.

1. Employment Opportunities for Diverse and Disadvantaged Populations

Green CHIPS participants will be required to commit to hiring from diverse and disadvantaged communities, including in leadership positions, during both the construction phase and ongoing operations of your semiconductor fabrication facility (“fab”).

a) Discuss how you will meet this requirement. *Specific measures should include recruitment practices, how you plan to create career advancement pathways for diverse populations, and how you will meet diverse leadership goals.*

Participants will also be required to establish a target percentage hiring goal for individuals from diverse and disadvantaged populations.

b) Discuss how you will work with ESD to establish such a goal. What resources and methods would you utilize to ensure you are able to meet such a goal? *Examples should be specific and include partnership examples with training and education providers serving diverse populations, milestones, etc.*

c) If applicable, discuss any additional measures beyond these requirements you plan to include to provide employment opportunities for diverse and disadvantaged populations in your project.

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2. Commitments to Diverse Business Contracting and Utilization

Green CHIPS participants may be required to commit to demonstrating good faith efforts to achieve a utilization goal with Socially and Economically Disadvantaged Individuals (SEDI) and a utilization goal with priority given to New York State Certified Minority- and/or Woman-Owned Business Enterprises and Service-Disabled Veteran-Owned Businesses.

- a) **Discuss how you will meet this requirement.** *Specific measures should include how you plan to ensure appropriate outreach to SEDI, M/WBE, and SDVOB contractors to encourage participation and ability to meet the goals.*
- b) **If applicable, discuss any additional measures** beyond these requirements you plan to include to ensure diverse businesses benefit from the project. *ESD encourages applicants to include measures such as, but not limited to, plans to commit to a supplier diversity program and invest in building the ecosystem of SEDI contractors.*

3. Commitments to Workforce Pipeline Development

Green CHIPS participants will be required to commit to partnering with New York State on developing workforce training programs for both the construction phase and fab operations, and should include training programs focused on the creation of opportunities for underrepresented populations from a variety of backgrounds

- a) **Discuss how you will meet this requirement.** *Specific measures should include how you plan to work with ESD and/or local economic development organizations to help identify potential training and education partners for curriculum development and job training, a commitment to provide job opportunities to program graduates, and how specifically the company would contribute.*
- b) **If applicable, discuss any additional measures** beyond these requirements you plan to include to contribute to the workforce pipeline development needed to fill positions at your fab. *ESD encourages applicants to include measures such as, but not limited to, plans to invest in regional STEM education programs and the development of accessible and equitable education pathways that lead to employment with your company.*

4. Workforce Support Services

Green CHIPS participants will be required to support childcare for employees. Such support may include but is not limited to investment in childcare through establishing a facility on-site or proximate to the facility and/or subsidizing the cost of childcare for employees. ESD also encourages participants to explore opportunities to provide additional wraparound services for employees.

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- a) **Discuss your plan for investing in childcare for your employees.**
- b) **If applicable, discuss any additional wraparound services you plan to provide for employees.** *ESD encourages applicants to utilize and work with existing local resources and service providers to support employees, and should include measures such as, but not limited to, transportation assistance, housing assistance funding, etc.*

5. Community Engagement

Green CHIPS participants will be required to commit to philanthropic investments in their host community, the focus of which will be determined on a community-by-community basis and tailored to specific community priorities.

- a) **Discuss how you would meet this requirement.** *Plans can include information on activity already undertaken by the company in other locations that would be replicated in NY as well as location-specific investments.*
- b) **ESD highly recommends working closely with local stakeholders to help identify and guide investment priorities. Please describe any plans to ensure the philanthropic requirements of Green CHIPS reflect the needs and goals of the wider community.** *ESD encourages applicants to include measures such as, but not limited to, working with a community engagement committee, or community foundation that can help identify investment opportunities and local priorities and facilitate ongoing community engagement.*
- c) **If applicable, discuss any additional community engagement plans.**

6. Academic Engagement

Green CHIPS participants will be required to collaborate with regional higher education institutions on research and development and other efforts to support the growth of the semiconductor industry in NYS.

- a) **Discuss how you would meet this requirement.** *Plans should include specific opportunities for partnership and collaboration with regional higher education institutions and could include engagement with other higher education institutions ell across New York State.*