

Green CHIPS Community Plan Template

DRAFT/SUBJECT TO CHANGE

Instructions: 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 worker and community investments to support local workforce development and economically disadvantaged individuals. 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 participant to support local workforce development and employment opportunities for local 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).*

In addition, the overall plan outlined above, a participant's Green CHIPS Community Plan must address the following specific elements. Please provide specific 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 fab.

a) **Discuss how you will meet this requirement.** *Specific measures should include how you plan to encourage creating advancement pathways for diverse populations and focus on diverse leadership.*

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 local partnership examples, 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 will be required to commit to using good faith efforts to achieve a 30% utilization goal with Socially and Economically Disadvantaged Individuals (SEDI) for construction spending and a 20% utilization goal for ongoing operations costs, with priority given to New York State Certified Minority and 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, with specific programs targeting creating opportunities for non-traditional pipelines and underrepresented populations.

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 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 local K-12 STEM education and/or investments in community colleges and higher education institutions.*

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4. Workforce Support Services

Green CHIPS participants will be required to invest in childcare through establishing a facility on-site or proximate to the facility and/or subsidizing the cost of childcare for employees.

a) Discuss your plan for investing in childcare for your company employees.

b) If applicable, discuss any additional wraparound services you plan to provide for employees. ESD encourages applicants to 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 types of which will be determined on a community-by-community basis and individualized 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) If applicable, discuss any additional community engagement plans. ESD encourages applicants to include measures such as, but not limited to, working with a community advisory committee that can help identify investment opportunities and local priorities and facilitate ongoing community engagement.

6. Academic Engagement

Green CHIPS companies will be required to collaborate with local higher education institutions on research and development, and expanding the semiconductor industry in NYS.

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- a) **Discuss how you would meet this requirement.** *Plans should include specific opportunities with both local and institutions as well as across New York State such as Albany Nano, NY CREATES, etc.*