

CHIPS and Child Care in America's Silicon Heartland

Executive Summary



The CHIPS and Science Act, intended to spur domestic semiconductor manufacturing, is expected to create hundreds of thousands of new jobs in manufacturing and construction nationwide. Semiconductors are all around us in our computers, phones, cars and more. U.S. companies rely on semiconductors manufactured elsewhere in the world, but supply chain issues in the last three years have been a challenge that is a matter of both economic security and national security.

The Department of Commerce has centered child care in the workforce development plans of companies seeking CHIPS Act incentives. A child care plan is now a critical need for communities with semiconductor manufacturing expansion planned. How well we answer the call for child care will determine to a large extent how equitable our growth will be.

Action for Children's "CHIPS and Child Care in America's Silicon Heartland" primer is intended to start the conversation on the Department of Commerce Workforce Development Planning Guide - Guidance for CHIPS Incentives Applicants ("Department guidance"), to assist applicants like Intel in creating and implementing a successful child care plan as required by the Department of Commerce.

The document includes six sections:

1. Child Care Is a Workforce Priority for Everyone

Companies that will be welcoming CHIPS Incentive Program funding in central Ohio or elsewhere will need to diversify their workforce and consider child care needs to recruit and retain workers. The child care marketplace is struggling with underfunding and limited accessibility, affecting working families nationwide; but these challenges have solutions we can identify together.

2. Meeting the Challenge and the Application Requirement

The Department of Commerce refers to four principles and primary models for providing child care in the CHIPS Incentives Program. It is not required to pick one of the four models. In fact, there is no one solution, and a mixed approach is best for because every family is unique.

3. Applying the Key Principles: On-Site Child Care

Considerations for applying the key principles to the on-site child care approach.

4. Applying the Key Principles: Child Care in the Community

The primer includes considerations and actionable recommendations for applying the key principles in community-based child care, with approaches such as:

- Offsetting Families' Child Care Expenses
- Contracting or "Sponsorship"
- Creating and Investing in New "Operational Sustainability Grants"
- Navigating the Options

5. Additional Considerations

Successful child care plans for the CHIPS Incentive Program should also consider factors that will make child care arrangements successful for families of those who build and operate the fabs. The focus groups that met with our team highlighted the following areas to consider:

- Back-up Child Care
- School-age Child Care
- Transportation
- Housing
- Job quality
- Partnering with Trade Schools
- Nontraditional Hours
- Bringing more STEAM Education and Technology to Child Care in Central Ohio

6. Achieving Chip Manufacturing and Child Care Priorities in Central Ohio and Beyond

Companies applying for CHIPS Incentive Program, such as Intel, can play a role in supporting the child care sector. However, it is not their responsibility to solve all the issues, and it is not a substitute for federal, state, and local investment.

By investing in child care, they can ensure the success of their business and thousands of workers and their families. Approaching child care plans with such a "win-win" perspective will leverage and support child care in the region and meet the immediate needs of those who build and operate the fabrication plants.

Child Care Resource and Referral (CCR&R) agencies like Action for Children and other organizations are ready to partner as semiconductor manufacturers craft smart child care plans and bring them to reality.

Be a part of the conversation on child care and central Ohio's growth.

Visit www.actionforchildren.org to read the full document, or call 614-224-0222 to schedule a meeting with us.

To develop this primer, Action for Children convened focus groups of child care providers – home based family child care and centers, for profit and non-profit, from Franklin, Delaware, and Licking counties; as well as journeyed and apprenticed tradespeople who are parents, and women in construction management.

We thank them for their time sharing their experiences and expertise.