

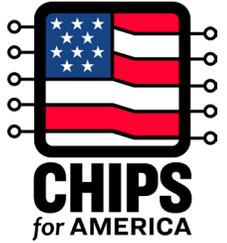
# Aligning Federal Resources for Semiconductor Workforce Development:

A Conversation with the U.S. Departments of Labor and Education



February 14, 2024

# Today's Speakers



**Brittany Stich**

Director for Investing in America's Workforce, Employment and Training Administration, U.S. Department of Labor

**Robert Kight**

Director of Adult Services and Governance, Office of Workforce Investment, Employment and Training Administration, U.S. Department of Labor

**Luke Rhine**

Deputy Assistant Secretary, Office of Career, Technical, and Adult Education, U.S. Department of Education

**Catherine McConnell**

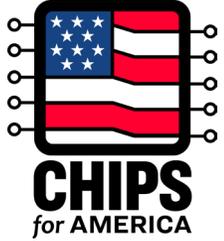
Policy Advisor, Office of Career, Technical, and Adult Education, U.S. Department of Education

**Rachel Lipson**

Senior Policy Advisor, CHIPS for America

**Marina Zhavoronkova**

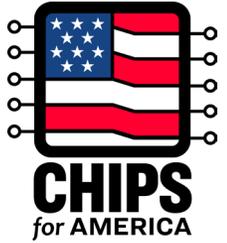
Senior Advisor, Workforce Strategy, CHIPS for America



# Agenda for today

- **CHIPS for America Overview**
- **Leveraging the Public Workforce System**  
(US DOL Employment and Training Administration)
- **Leveraging Career, Technical, and Adult Education**  
(US ED Office of Career, Technical, and Adult Education)
- **Q&A: Aligning semiconductor workforce needs**
  - Engaging in state planning
  - Recent federal guidance
  - Innovative examples
  - Connecting to local systems
- **Closing:** CHIPS workforce updates and follow up resources

# CHIPS for America Vision



## Economic Security

The CHIPS Act will strengthen supply chain security and increase economic resilience in critical sectors.



## National Security

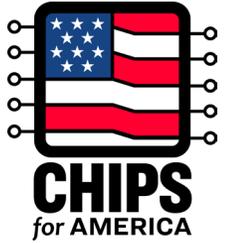
The CHIPS Act will ensure that the U.S. can manufacture advanced technologies, including secure chips for the U.S. military.



## Future Innovation

The CHIPS Act will spur innovation, increase competitiveness, and ensure long-term U.S. leadership in the sector.

# CHIPS Workforce Development Vision

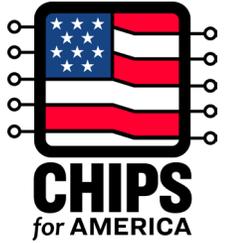


Delivering on our **national and economic security objectives** demands **major investments in the semiconductor workforce** that will support **good-paying jobs across the industry.**

**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.**





# CHIPS Workforce Call to Action

*Over the next decade...*

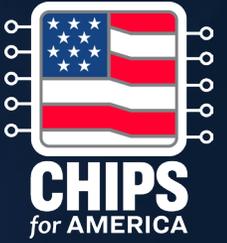
**Double** the U.S. semiconductor workforce overall.

**Triple the number of graduates** in semiconductor-related fields, including engineering.

**Train 100,000 new technicians** through apprenticeships, career and technical education, and career pathway programs.

Expand recruitment for **more people from underserved communities** – including women and veterans – to launch semiconductor industry careers.

Hire and **train an additional million women in construction** to meet the demand across a range of industries, including CHIPS projects.



**U.S. Department of Labor**



# Aligning Federal Resources for Semiconductor Workforce Development

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LEVERAGING THE PUBLIC WORKFORCE SYSTEM



# The Public Workforce System Purpose

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The public workforce system is designed to:

- **help job seekers** access employment, education, training, and support services to succeed in the labor market and
- **to match businesses** with the skilled workers they need to compete in the global economy.



# Opportunities to partner

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**Leveraging the  
public workforce  
system  
ecosystem**

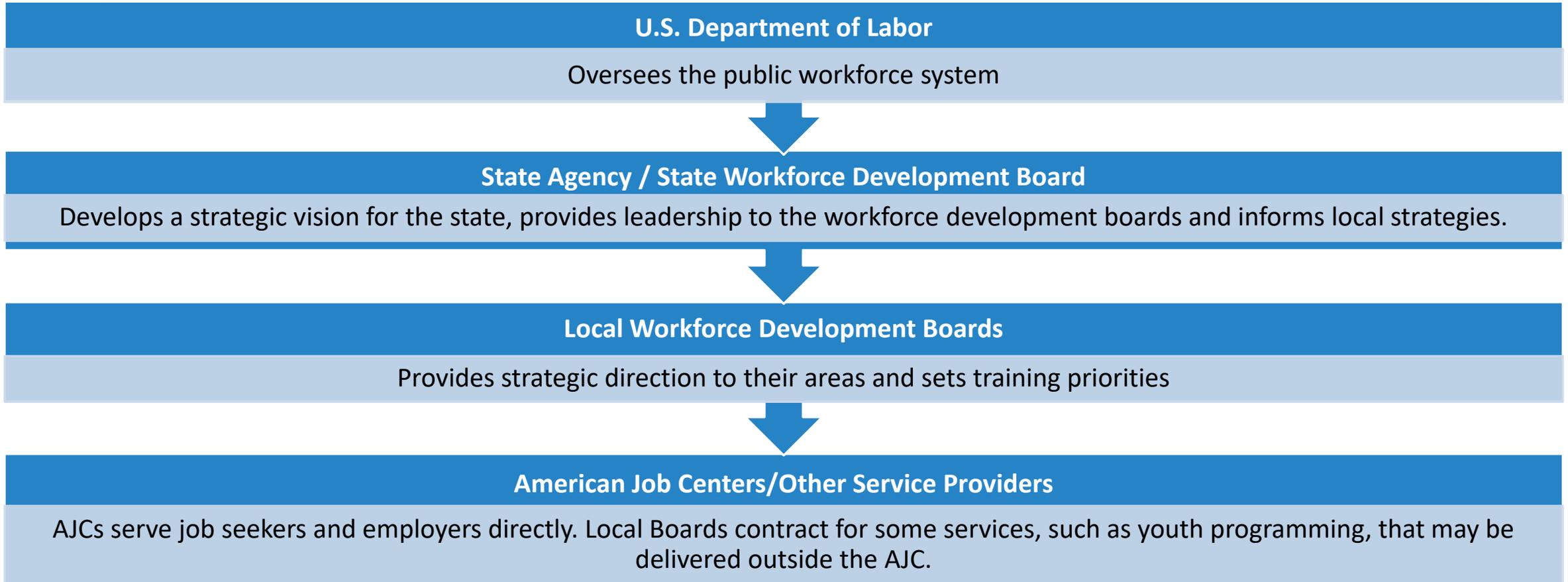
**Engaging on  
state planning**

**Utilizing  
WIOA partner  
programs**

**Developing or  
expanding  
registered  
apprenticeship**

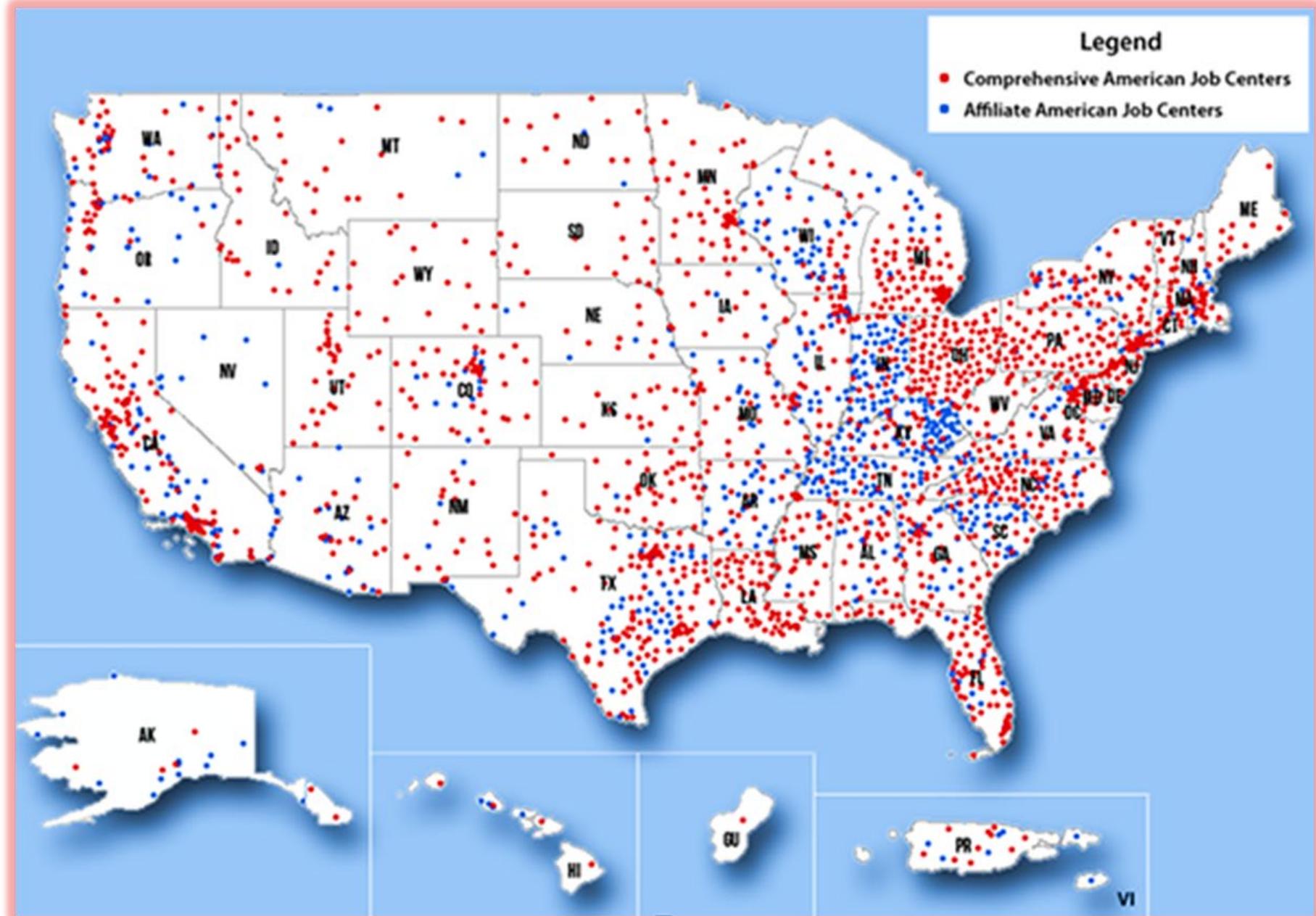


# Public Workforce System: Opportunities to Plug In



# National reach, local connection

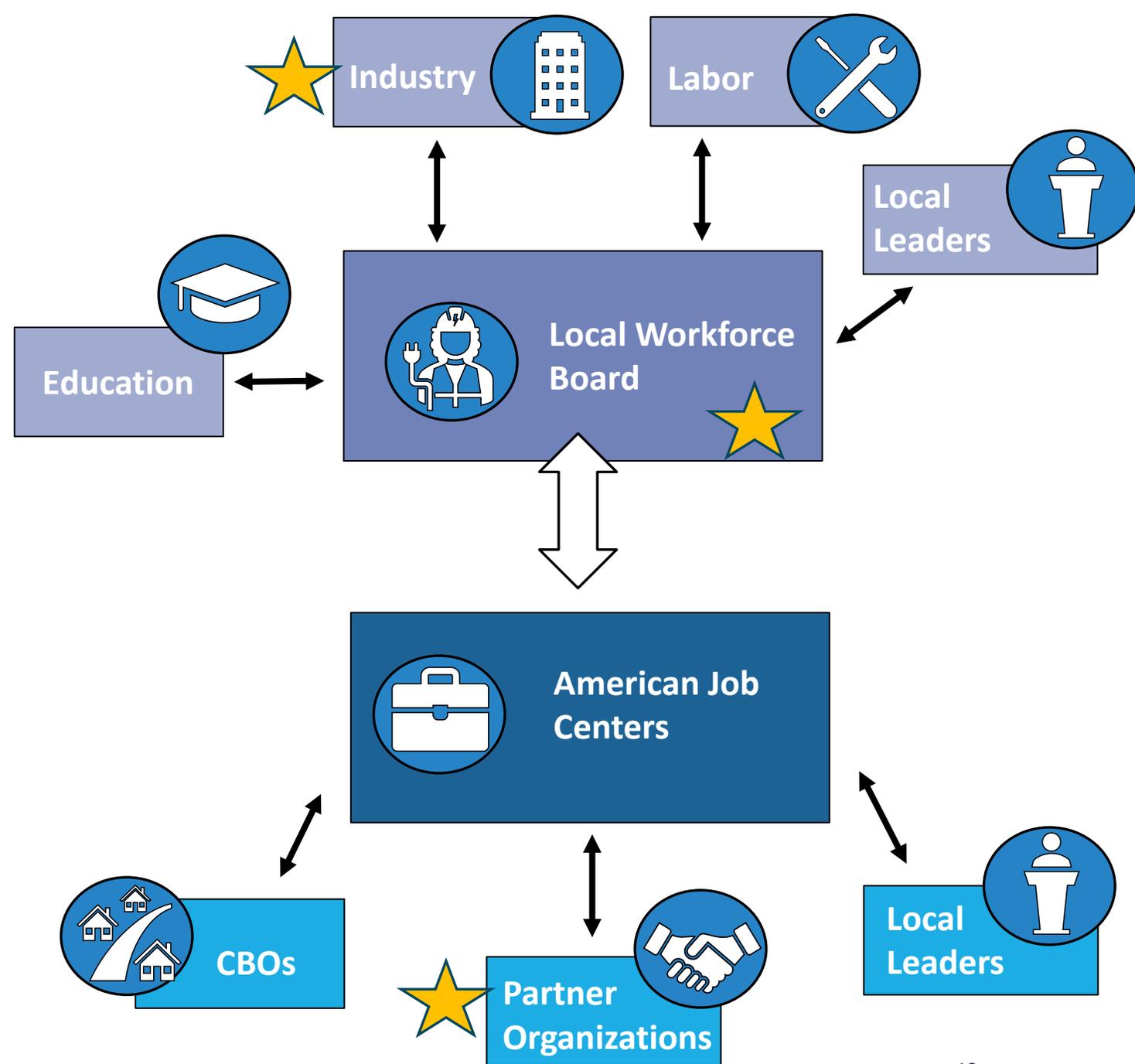
<https://www.careeronestop.org/>





# WIOA: Coordinated Local Strategies

Addressing  
Workforce  
Challenges





# State Planning: Strategic Partnership

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**Due date: March 4<sup>th</sup>- but opportunity for ongoing updates and editing. This is a living document!**

WIOA requires that States submit a Unified or Combined Plan for the four-year period covering PYs 2024-2027.

- Connects the folks responsible for coordinated state strategies
- Includes partners from Department of Education for Unified and TANF/SNAP/HUD for combined

The WIOA State Plan is both a strategic document.

- Ensures that statutory and regulatory requirements are met
- Serves as a roadmap that reflects strategic and operational planning to implement the State's workforce development system to deliver services to employers and jobseekers
- Opportunity to link Infrastructure investment



# WIOA: Partner programs

- Youthbuild
  - Community-based pre-apprenticeship program that provides job training and education services for youth 16-24 who left high school without a diploma
  - Focus on construction, as well as other high demand industries
  - Participants complete on the job training and classroom
- Job Corps
  - Largest, free residential career training and education program for low-income adults aged 16-24
  - On-site program- 120+ campuses nation-wide
  - 10 industries, including advanced manufacturing and construction



# Registered Apprenticeship

## Registered Apprenticeship

- Industry-driven, high-quality career pathway where employers can develop and prepare their future workforce, and individuals can obtain paid work experience, classroom instruction, and a nationally-recognized, portable credential.
- Advanced manufacturing and construction opportunity

### Spotlight

#### **Advanced Manufacturing Intermediaries work to:**

- Increase awareness through industry outreach
- Connect employers and labor organizations with workforce and education partners
- Provide technical assistance to launch and expand Registered Apprenticeship
- Help apprenticeship sponsors refine recruiting, hiring, and retention strategies to increase Diversity, Equity, Inclusion and Accessibility (DEIA)

[\\*Find a list of industry intermediaries, home pages, and contact info here](#)



# We're excited to partner

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MEET YOUR INDUSTRY'S  
WORKFORCE NEEDS



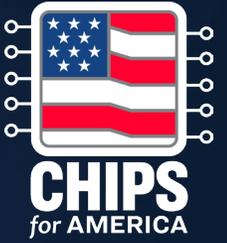
LEVERAGE RESOURCES



SAVE TIME



WE ARE WHERE YOU  
ARE



# U.S. Department of Education



# Career, Technical, and Adult Education in the U.S.

Webinar: Aligning Federal Resources for Semiconductor  
Workforce Development

February 14, 2024

Luke Rhine and Catherine McConnell



Office of Career, Technical, & Adult Education

# K-12 Education in the U. S.

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- Just over 130,000 public schools and roughly 30,000 private schools
- Nearly 50 million students
  - Just over 16.9 million are in high school (grades 9-12)
- Each state establishes its own standards, curriculum, assessments, and graduation requirements
- 87 percent of students graduate on time (within 4 years)
- Roughly 64 percent of students enroll in some form of postsecondary education immediately after graduation
- Roughly 34 percent of student enter the workforce immediately after high school immediately after graduation



# Postsecondary Education in the U. S.

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- Just over 3,900 degree-granting institutions
  - 2,300 are 4-year institutions offering programs at the bachelor's or higher degree level and
  - 1,300 are 2-year institutions offering associate's degrees and other certificates.
- Another 1,900 non-degree-granting institutions offering academic courses to transfer or short-term credentials
- Roughly 19.6 million students are enrolled in postsecondary education
- Similar to K-12 institutions, postsecondary institutions have freedom to develop their programs and courses.
- Institutions and/or programs are accredited through a peer review process
- 30 percent of students earn a bachelor's degree within 6 years; 20 percent earn an associate's degree within 6 years.



# Adult Education in the U. S.

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- Approximately 48 million U.S. adults that have low English literacy skills and 69 million adults that have low numeracy skills in English.
- Delivered through a network of local education agencies, including community-based and faith-based organizations, libraries, community colleges, and correctional institutions.
- Programs are designed to help adults get the basic skills they need including reading, writing, math, English language acquisition, and problem-solving to be productive workers, family members, and citizens.



# Career and Technical Education (CTE) in the U. S.

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- Delivered through a vast network of local educational agencies (including middle schools, high schools, and area CTE centers) and institutions of higher education (mostly community colleges)
- Funding for CTE is provided through:
  - States and local communities - roughly 90 percent
  - Federal appropriation through the Carl D. Perkins Act - roughly 10 percent
- As of FY 2023, there were roughly 8.1 million secondary and 3.4 million postsecondary students participated in CTE classes.





# Perkins V

U.S. federal legislation supporting CTE

# How Perkins Funds Flow To States

Via formula



- Writes the legislation
- Passes the law
- Sets the formula
- Appropriates the funds

- Allocates funds to each state based on formula set by Congress

- Sets overall policy direction
- Develops 4-year state plan

- Administers the state plan



# Secondary vs. Postsecondary

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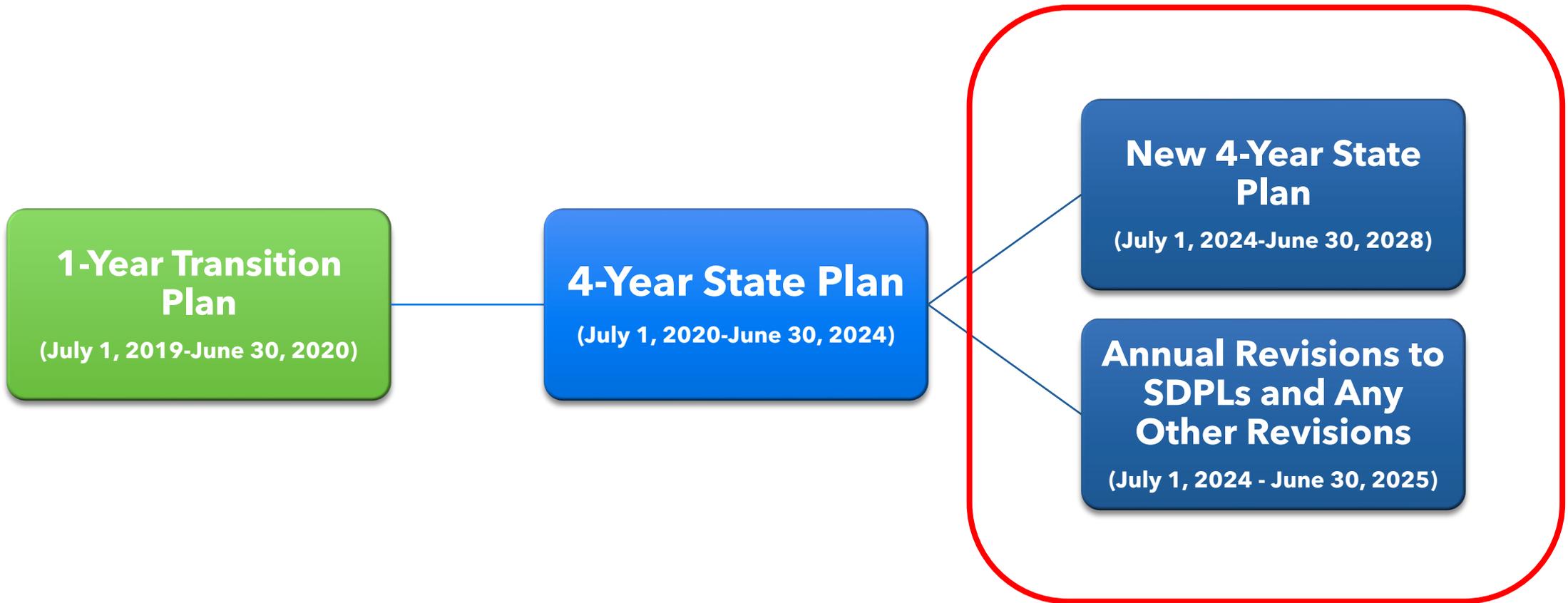
**Perkins V:** Each state determines how to divide the Perkins funds between secondary and postsecondary. On average across the US, 62% of Perkins funds got to secondary schools and 38% go to postsecondary schools.

- **Secondary:** Secondary education teaches students ages 11 to 18. In the U.S., this is often separated into lower secondary education (ages 11 to 14), known as "middle school", and upper secondary education (ages 14 to 18) known as "high school."
- **Postsecondary School:** Postsecondary education, also known as tertiary education, follows high school.



# Utilizing FY24 State plans

Plan/ Updates due May 10<sup>th</sup>



# Procedures for State Plan Submissions Under Perkins V and EDGAR

State Plan Options	Broad Stakeholder Consultation	Public Hearings	Public Comment Period	Option for Governor's Signature
<b>New 4-Year State Plan -OR-</b>	✓	✓	✓	✓
<b>Annual SDPL Revisions -AND OPTION FOR-</b>	✓	✗	✓	✗
<b>Any Other Annual Revisions: Non-Substantive -AND/OR-</b>	✗	✗	✗	✗
<b>Any Other Annual Revisions: Significant &amp; Relevant</b>	✓	✓	✓	✓



# Areas within Perkins to think about Advanced Manufacturing/ Semiconductor

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Multiple ways to leverage Perkins funding and CTE ecosystem to support the Advanced Manufacturing sector:

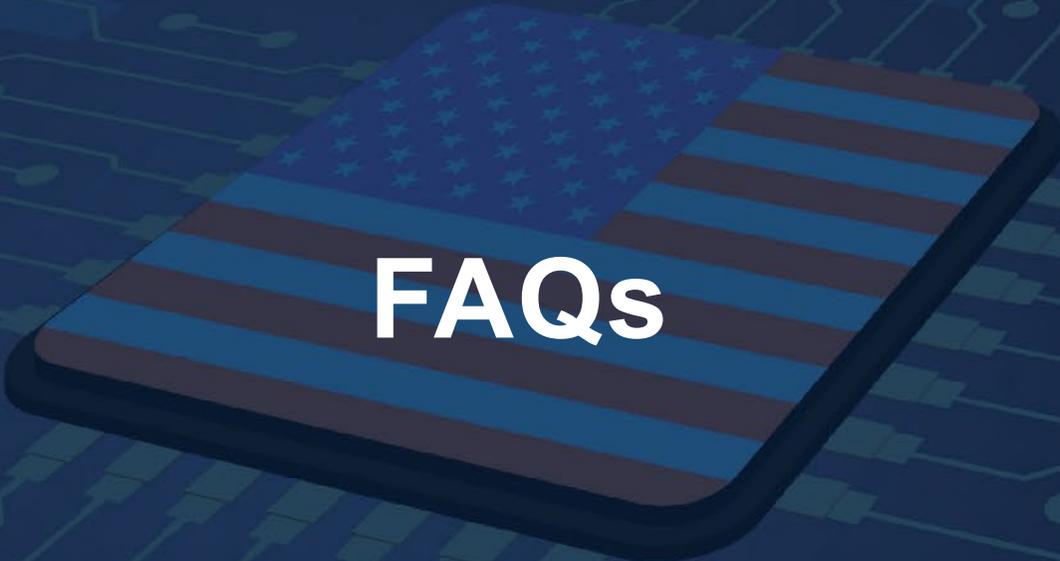
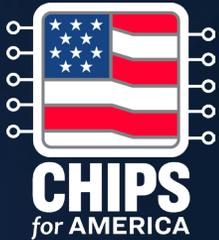
## **Within a Perkins State Plan:**

- State's vision and goal section
- High Skill, High Wage, In-Demand
- Involvement with designing programs of study
- Work based learning

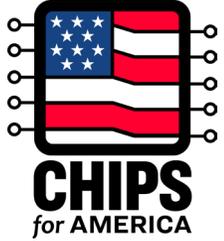
## **Connecting to CTE Ecosystem:**

- Work-based learning opportunities
- Working directly with state agencies, community colleges and school districts to create programming and pathways

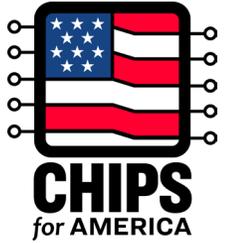




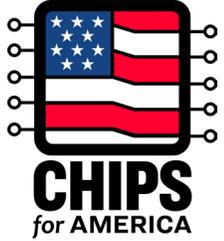
**FAQs**



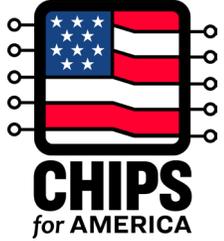
**If I am an economic development official in a region with semiconductor industry presence, what is the best way for me to engage with Perkins or WIOA programs and support my state or locality's planning process?**



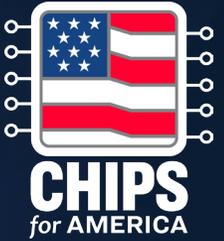
**Does recent guidance issued by your Department give any preference to programs or investments that support critical Investing in America fields like semiconductors?**



**What are some innovative or interesting ways you have seen states or localities leverage your agency's resources to support career advancement opportunities in semiconductors and/or advanced manufacturing?**

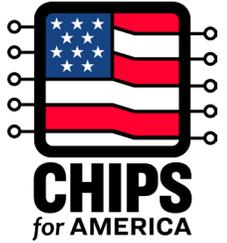


**If a company in my region receives funding for workforce development through CHIPS, how should I advise them to connect to their local workforce and CTE ecosystem to support long-term sustainability?**



# CHIPS Workforce Update and Next Steps

# Key CHIPS for America Workforce Updates



Since the passage of the CHIPS and Science Act...

At least **nine states** have dedicated new funding to support workforce training for semiconductor jobs.

Over **50 community colleges** across **19 states** have announced new or expanded programming to support semiconductor opportunities.

Semiconductor companies partnering with labor unions to recruit, train and retain a skilled construction workforce, **including several that committed to Project Labor Agreements.**

Commerce announced most CHIPS incentives awards for construction, modernization or expansion of manufacturing facilities **will include dedicated funds for workforce development.**

NSTC Vision and Strategy Paper named workforce development as one of **NSTC's Top Three priorities**

NSTC Workforce Center of Excellence Roles

**Convene** industry, research, education, government and labor stakeholders

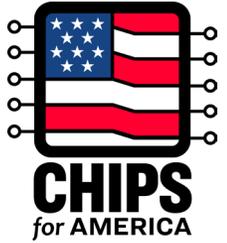
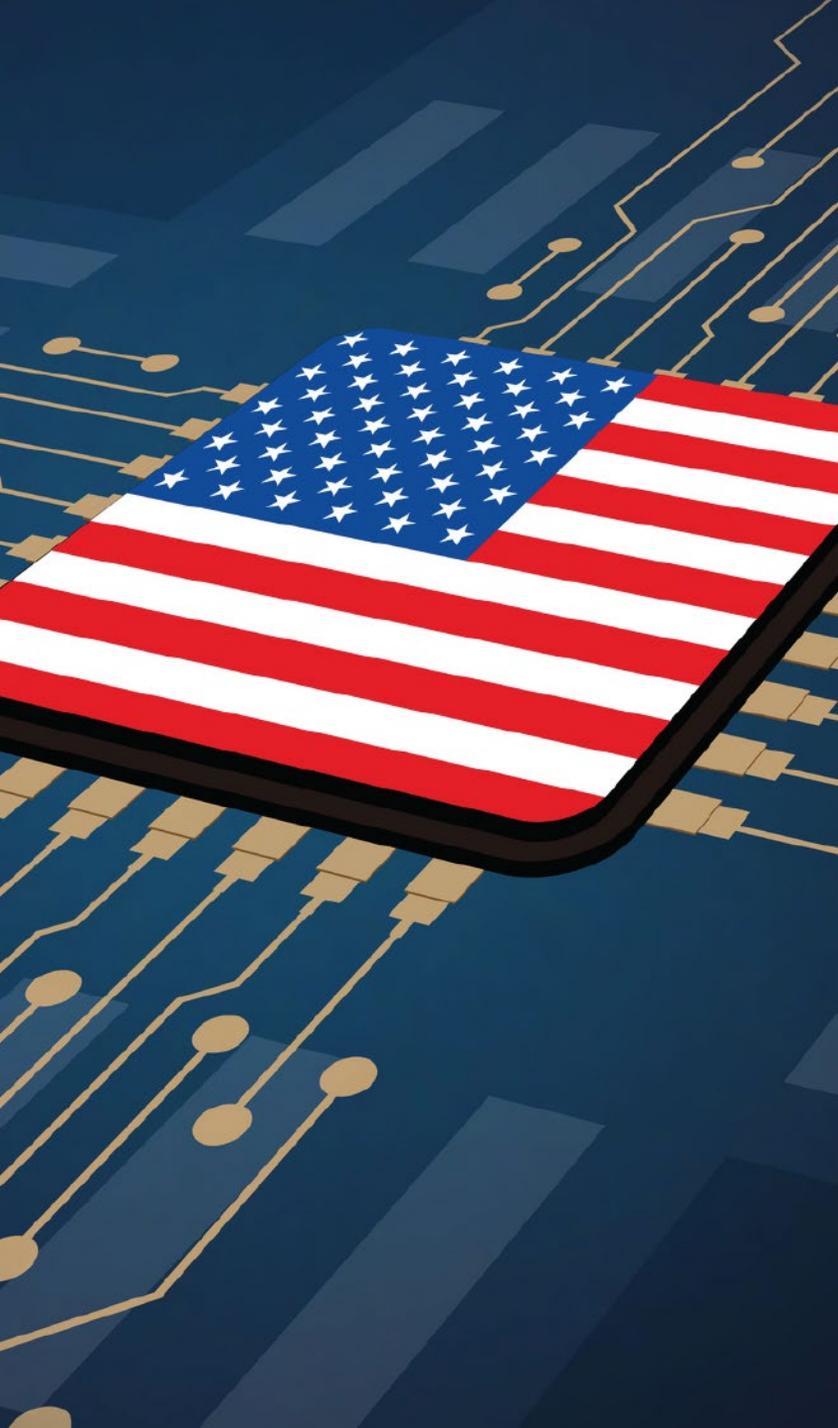
**Use data** to measure the success of existing programs and guide future investment

**Scale up** proven programs

**Pilot new efforts**, including initiatives to engage underserved communities

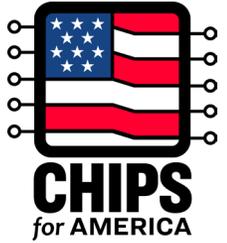


*Activities will engage the **Department of Labor, Department of Education, National Science Foundation, Department of Defense, Department of Energy, among other federal agencies***



# Additional CHIPS Resources

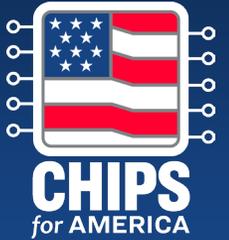
- Visit [CHIPS.gov](https://www.chips.gov) for resources, including:
  - [Workforce Progress Report](#)
  - [Workforce Development Guide](#)
  - [National Semiconductor Technology Center Vision & Strategy](#)
  - [Past webinars recordings and slides](#)
- Join [CHIPS mailing list](#)
- [Join Teaming Partner list](#)
- Complete Natcast [Community of Interest](#) survey
- Contact CHIPS
  - [askchips@chips.gov](mailto:askchips@chips.gov) – general inquiries
  - [apply@chips.gov](mailto:apply@chips.gov) – application-related inquiries



# Recap: Key ED Resources

- [Perkins State Plan Guidance](#)
- [Perkins Collaborative Resource Network](#)
- Contacts:
  - Luke.Rhine@ed.gov
  - Catherine.McConnell@ed.gov

# Recap: Key DOL Resources



## RESOURCE HUBS

- Tools for Building and Equitable Infrastructure Workforce: [Report link](#)
- Apprenticeship Homepage: [apprenticeship.gov](https://www.apprenticeship.gov)
- Advanced Manufacturing Apprenticeship page: [Advanced Manufacturing | Apprenticeship.gov](#)
- DOL Good Jobs Initiative: [DOL Good Jobs Homepage](#)
- Advanced Manufacturing Sector Competency Framework: [Clearinghouse Homepage](#)
- Career Exploration Home Page: [Homepage](#)
- Find your state and local workforce development board contact info: [Workforce Board Finder](#)
- Leveraging the 2024 Workforce Innovation and Opportunity Act Planning Period to Capitalize on Investment Passed in the 117th Congress: Opportunities for Governors and State Workforce Development Boards: [National Governors Association and US DOL Partnership](#)

## PROGRAMS / GRANTS

- General DOL Grants Hub: [Hub Homepage](#)
- Women in Apprenticeship and Nontraditional Occupations (WANTO): [Grant Page](#)
- Building Pathways to Infrastructure Job Grants: [H-1B Skills Training Grants | U.S. Department of Labor \(dol.gov\)](#)
- Job Corps: [Program Homepage](#)
- DOL YouthBuild: [Program Homepage](#)

## TECHNICAL GUIDANCE

- Building Pathways to Infrastructure Careers: Framework for Preparing an Infrastructure Workforce: [Training and Employment Notice \(TEN\) 08-22](#)
- Increasing Equitable Service Access and Employment Outcomes for All Jobseekers in Workforce Innovation and Opportunity Act Adult and Dislocated Worker Programs: [Training and Employment Guidance Letter 21-22](#)

## Contacts

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- Robert Kight - [kight.robert@dol.gov](mailto:kight.robert@dol.gov)