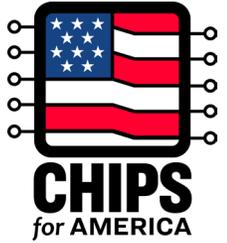


CHIPS Women in Construction Framework



The CHIPS Women in Construction Framework is a set of five best practices that semiconductor manufacturing companies voluntarily adopt to increase participation in the construction workforce.

1



Set goals and monitor progress

towards increasing the participation of women on CHIPS-funded construction projects.

2



Build community partnerships

with community organizations with a track record of increasing women and economically disadvantaged individuals' exposure to and recruitment into the construction industry.

3



Develop training pathways

such as training investments, apprentice utilization goals, or apprentice readiness program partnerships that serve women and economically disadvantaged individuals.

4



Provide access to supportive services

such as child care or transportation that will increase retention of women and economically disadvantaged individuals in the workforce.

5



Maintain healthy, safe and respectful workplaces

and prevent and address harassment, discrimination, retaliation, and violence through workplace training, policy and practice.