



# Childcare in the CHIPS Act

Resource and Solutions

Webinar | September 19, 2023



CONNECT - COLLABORATE. - INNOVATE. - GROW. - PROSPER



**Michelle Williams-Vaden (moderator)**  
Deputy Director  
SEMI Foundation

# SEMI's Holistic Workforce Development Plan

**CHIPS Application Support**  
Providing application and programmatic support to members

**SEMI High Tech U**  
Connects industry professionals to middle and high school students, demonstrating educational and career paths in STEM

**Industry Image and Awareness Campaign**  
Attracts talent with CAEL career exploration site and Roadtrip Nation documentary

**ASA Partnership, Mentoring & University Connections**  
Creates formal partnerships with universities to provide industry access and collaboration opportunities

**Apprenticeship Initiatives - SCAN**  
Collaborating with federal & state agencies to provide earn-and-learn models that fulfill entry-level workforce needs



**High Tech U in the Classroom Kits and Curriculum**  
Provides experiential learning that engages K-12 students and promotes STEM careers

**Community College Program**  
Aligns industry workforce needs with community college program offerings

**Global Workforce Development Pavilions**  
Connects employers and talent at all SEMICONs

**SEMI / IEEE Joint Certification Program**  
Provides access to training to ensure competency

**VetWorks**  
Supports pathways to recruitment, hiring and retention

SEMI University Online Learning Platform Launched in February 2023

*Excite and inspire early...  
...3<sup>rd</sup> grade onward*  
Widening the talent pipeline

*Attract and motivate ... K12-college*  
Strengthen the foundation  
(7-15 years)

*Pathways to professional careers*  
Mid-term  
(2-6 years)

*Continuous learning*  
Near-term  
(0-2 years)

D i v e r s i t y , E q u i t y a n d I n c l u s i o n

# CHIPS Act Application & Programmatic Support



## Application Support

- Pre-application/application planning framework
- Regional demographic reports to support narratives
- Good Jobs Principles case-making
- Language describing education and training programs
- Guidance on cross-cutting principles in workforce plans
- Proposal editing and recommendations

## Programmatic Support

- Backbone organization support
- K-12 Outreach & Engagement
- Industry image and awareness services
- Veteran outreach, hiring, and retention services
- DEI Toolkit and Initiatives
- Mentoring services

## CHILDCARE IN THE CHIPS ACT - RESOURCES AND SOLUTIONS



**Liat Krawczyk**  
Sr. Advisor, Workforce & Childcare Strategy  
CHIPS Office, U.S. Department of Commerce



**Jesse Stoneman**  
Deputy Director, Public Engagement  
CHIPS Office, U.S. Department of Commerce



**Alessandra Lezama**  
CEO and Owner  
TOOTRIS Solutions



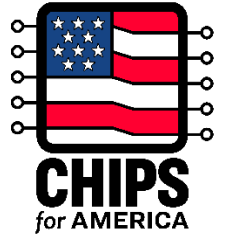
**Jessica Chang**  
CEO and Co-Founder  
Upwards



**Tracey Carey**  
Executive Director  
Midwest Urban Strategies

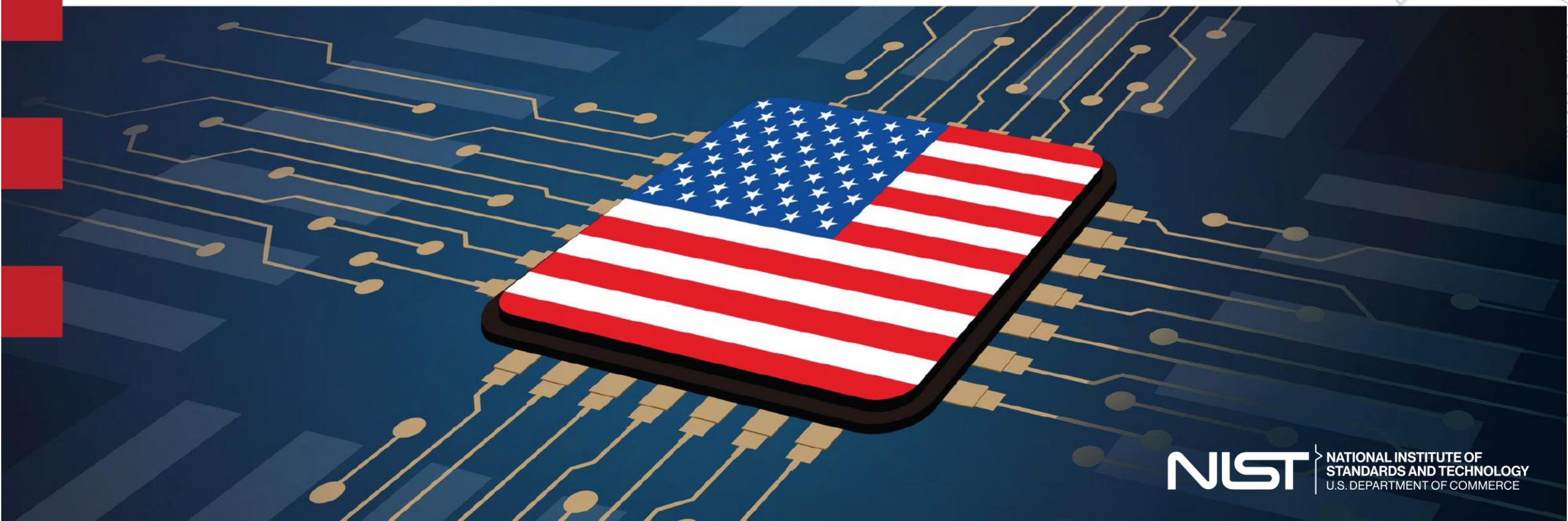


**Jeffrey Capizzano**  
CEO  
Policy Equity Group LLC

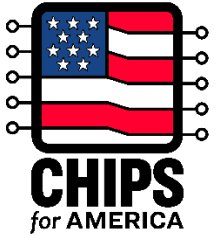


# Childcare in the CHIPS ACT: Resources and Solutions

September 19, 2023



# Today's Speakers

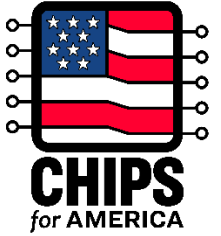


**Jesse Stoneman**  
Public Engagement



**Liat Krawczyk**  
Senior Advisor, Workforce  
Head of Child Care

# CHIPS for America Programs



## \$39 billion for manufacturing

### Components:

1. Attract large-scale investments in advanced technologies such as leading-edge logic and memory
2. Incentivize expansion of manufacturing capacity for mature and other types of semiconductors

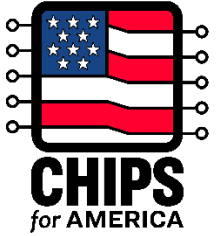
## \$11 billion for R&D

- National Semiconductor Technology Center
- National Advanced Packaging Manufacturing Program
- Manufacturing USA institute(s)
- National Institute of Standards and Technology measurement science

Together with CHIPS initiatives from other agencies, including DOD, State, NSF, and Treasury

Workforce development

# Funding Opportunities



February 28, 2023

June 23, 2023

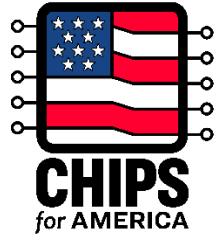
For commercial leading-edge, current, and mature node fabrication facilities

For large semiconductor materials and equipment facility projects \$300M+

For smaller semiconductor materials and equipment facility projects under \$300M

To support the construction of semiconductor R&D facilities

*Statements of Interest currently being accepted for all funding opportunities*



# Accomplishing these objectives requires:

Catalyzing private investment

Protecting taxpayer dollars

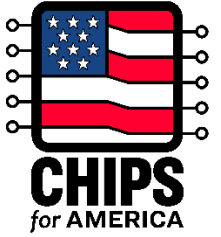
Building a skilled and diverse workforce

Engaging with U.S. partners and allies

Driving economic opportunity and inclusive economic growth

In the released NOFO, applicants requesting over \$150M must submit a child care plan

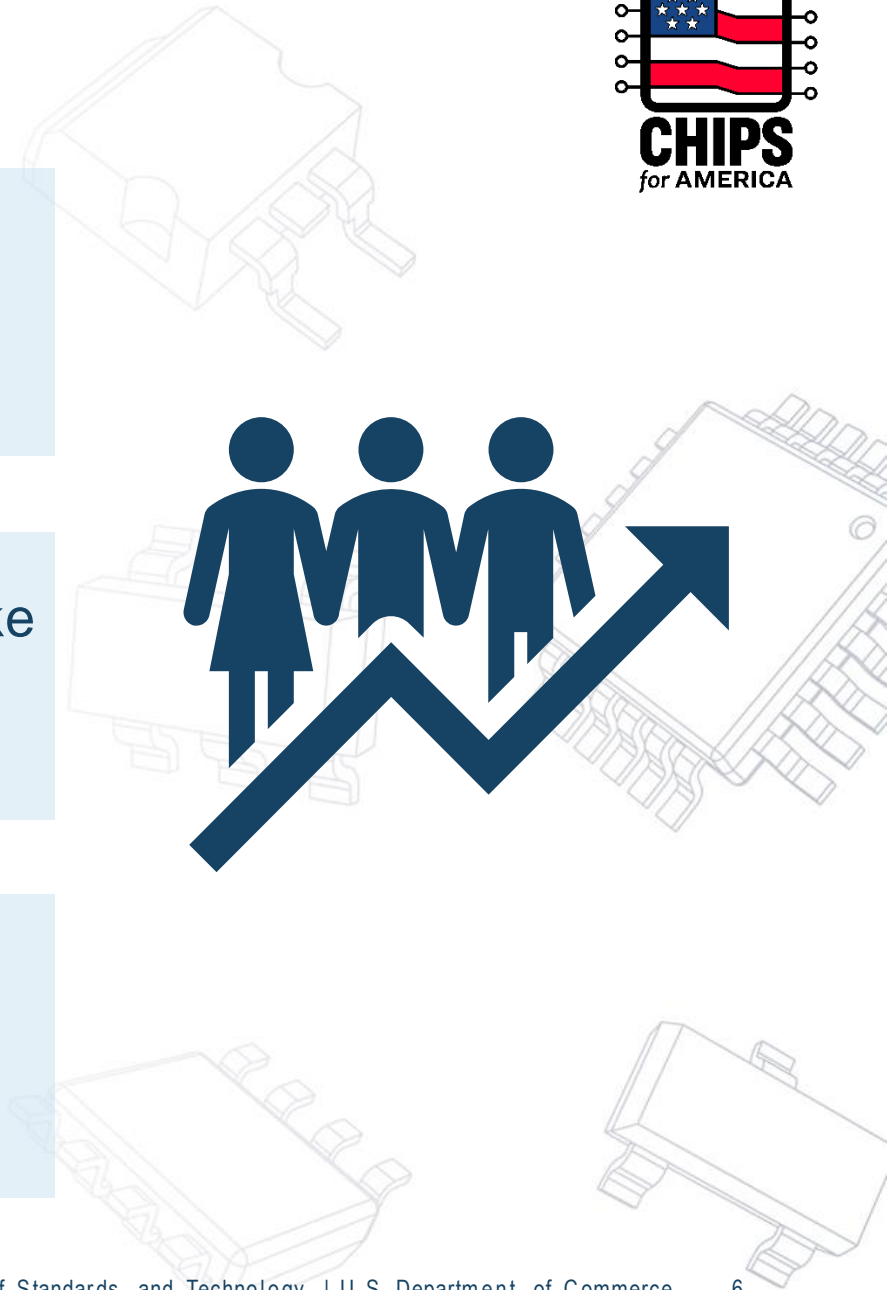
# Workforce Development Vision

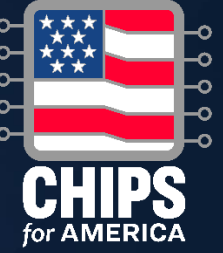


Delivering on our **national and economic security objectives** demands **major investments in the semiconductor workforce** that will support **good-paying jobs across the industry.**

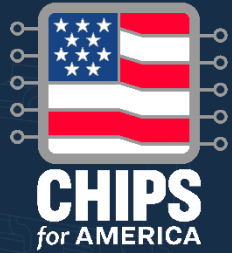
**America's diversity is a comparative advantage**; we must make significant investments to create opportunities for **Americans from historically underserved communities.**

Effective workforce solutions **enable key stakeholders to work together.**





# Child Care in CHIPS



# THE U.S. CHILD CARE CRISIS

## LACK OF AFFORDABILITY

- Average cost of US child care in the U.S. is ~11K per child a year, ~15% of median household income
- In 34 states and DC, average cost of center-based childcare for infants is more than in-state, public college tuition

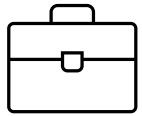
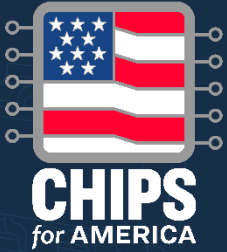
## INSUFFICIENT SEATS

- Over 50% of Americans live in a “child care desert” (at least 3 kids per licensed slot)
- Only 8% of child care centers offer care between 6pm-7am care
- Under 25% of construction and manufacturing workforce had childcare available for the hours they needed

## DIFFERING QUALITY

- High turnover of workers due to low wages
- Lack of parent ability to vote with feet

# CHILDCARE IS INFRASTRUCTURE CRITICAL TO INCLUSIVE U.S. AND INDUSTRY ECONOMIC GROWTH



## BUSINESSES

- **Employers lose \$23B a year** to child care challenges faced by employees
- Since the pandemic, US Chamber of Commerce has received **hundreds of queries from businesses** seeking childcare strategies



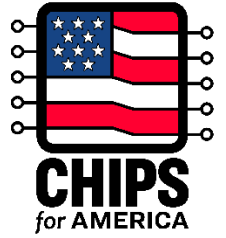
## HOUSEHOLDS

- A 2023 report shows that **26% of parents quit a job; 23% were fired; 17% were demoted; 40% turned down a job and 25% turned down promotion** due to child care challenges
- **Families lose \$78B a year** in forgone earnings and job search expenses due to 0-3 child care challenges



## U.S. ECONOMY

- Nation's **infant-toddler child care crisis now costs \$122B a year** in lost earnings, productivity, and revenue
- **Taxpayers lose \$21B each year** in lower federal and state/local tax revenue

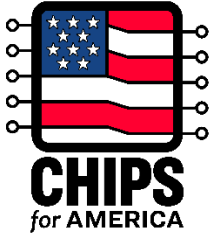


# Child Care Plan in CHIPS NOFO

*In order to achieve CHIPS Act economic and national security objectives and ensure that everyone, including women, can participate and thrive in the U.S. semiconductor economy:*

- CHIPS applicants applying for **over \$150 million** are required to provide a **child care plan for both facility and construction workers**
- CHIPS applicants that do not meet the \$150 million threshold **strongly encouraged to provide a child care plan**

# NOFO Child Care Plan Details



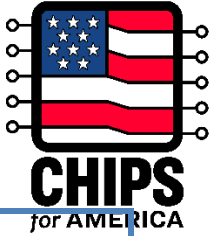
## There are No One-Size-Fits-All Solutions

- Applicants are expected to **devise solutions responsive to the specific needs of their construction and facility workers** such as during non-traditional hours and per regional market (supply, price, household) dynamics.
- Applicants are encouraged **to work with community stakeholders**, including state and local governments and local groups with expertise administering child care, **to create effective solutions.**

## Four Priorities for Child Care



# Core Child Care Principles



## Affordable

- Price of care is defrayed such that it is within reach for low- and medium-income households

## Accessible

- Care location is aligned to needs and preferences of workers (e.g., onsite, near-site, customized)
- Care is provided during hours needed (e.g., traditional and non-traditional hours)
- Seats are available and not subject to long waitlists

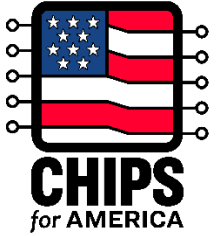
## Reliable

- Schedules are reliable so that care can be arranged in advance
- Care solutions are considered for back-up and/or emergency coverage
- Flexibility in granting alternative arrangements for care crisis situations

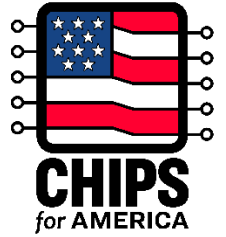
## High-Quality

- Multiple licensed and unlicensed settings are considered (centers, home-based care)
- Providers and staff are well-compensated and appropriately trained and resourced
- Settings are in line with quality safeguards (e.g., regulations, quality rating systems, etc.)

# Examples of Employer Child Care Offering Options



Model:	Company On- or Near-Site Care	Company Expanded Off-Site Care	Company-Secured Off Site Care	Financial Support
<b>Description:</b>	<p><i>Company provides space. Care Ops &amp; Business may be in-house or outsourced</i></p>	<p><i>Company pays to increase capacity or operating hours at existing center(s) or reserves slots for shift workers</i></p>	<p><i>Company pays (directly or via vendor) to reserve and/or subsidize worker seats at existing facilities</i></p>	<p><i>Company defrays cost of care (directly or via vendor) (e.g., via stipends, DSA, vouchers)</i></p>



# Next Steps

## Learn More:

- Visit [CHIPS.gov](https://chips.gov) for resources, including:
  - Notices of Funding Opportunity
  - Workforce Development Guide
- Join the Teaming Partner List
- Work with other employers
- Contact us
  - [askchips@chips.gov](mailto:askchips@chips.gov) – general inquiries
  - [apply@chips.gov](mailto:apply@chips.gov) – application-related inquiries

# Innovative Strategies: How *Real-Time Child Care* is Powering the Semiconductor and Manufacturing Sectors

**Presented by:**

Alessandra Lezama, Founder & CEO of

# TOOTRiS<sup>®</sup>

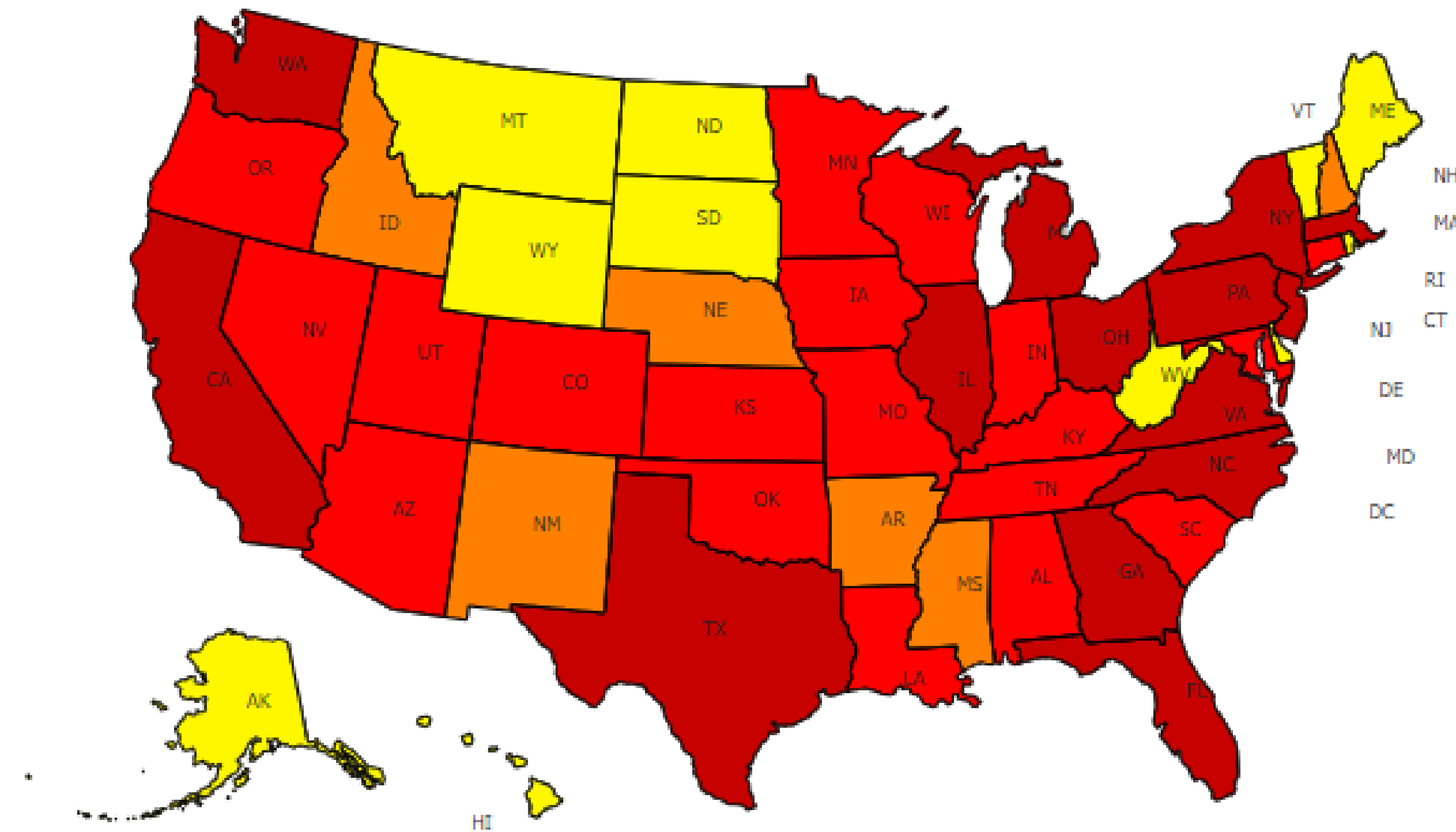
*Webinar: Child Care in the CHIPS Act:*

*Resources & Solutions*

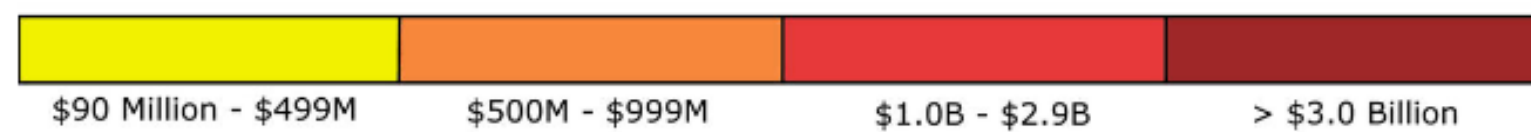
September 19, 2023



# The Brutal Reality of Child Care for All Businesses



Annual estimated cost of infant-and-toddler child care crisis



Employers lose  
**\$23B**  
annually due to lack of  
Child Care options  
for their workforce!



“CHIPS won’t be successful unless we expand the labor force. We can’t do that without affordable Child Care.”

- Commerce Secretary Gina Raimondo

# The Brutal Reality for Working Parents: No Child Care, No Work

**64%**

of working parents with  
young kids miss work  
due to Child Care issues

**85%**

of parents say  
productivity is impacted  
by Child Care problems

**\$78B**

in earnings is lost by  
families annually due to  
their Child Care challenges

## **UNIVERSAL TRUTH:**

**For working parents to succeed, and for their kids to succeed,  
we need an ecosystem of support!**

# The Broken System: Why Current Child Care Options Fail

Until now, options have been flawed, limited, and fail to solve the three biggest issues:

**AFFORDABILITY, ACCESS, and ADMINISTRATIVE BURDEN**



**Building Expensive  
On-Site Care**

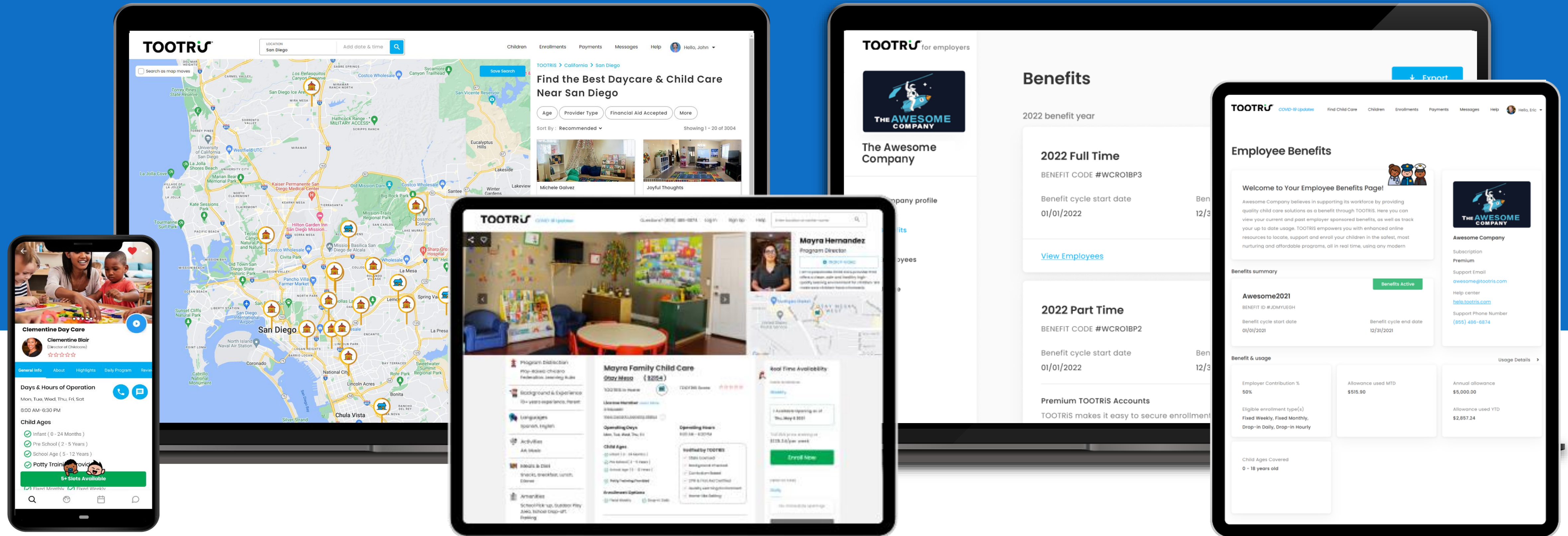


**Complicated Contracting with  
Multiple Child Care Centers**



**Burdensome Child Care  
Reimbursements**

# TOOTRIS is Revolutionizing Child Care



The **FIRST, ONLY & LARGEST** Child Care Benefits Platform is Making Child Care More **Affordable & Accessible**

Over **200,000** Child Care Providers Nationwide

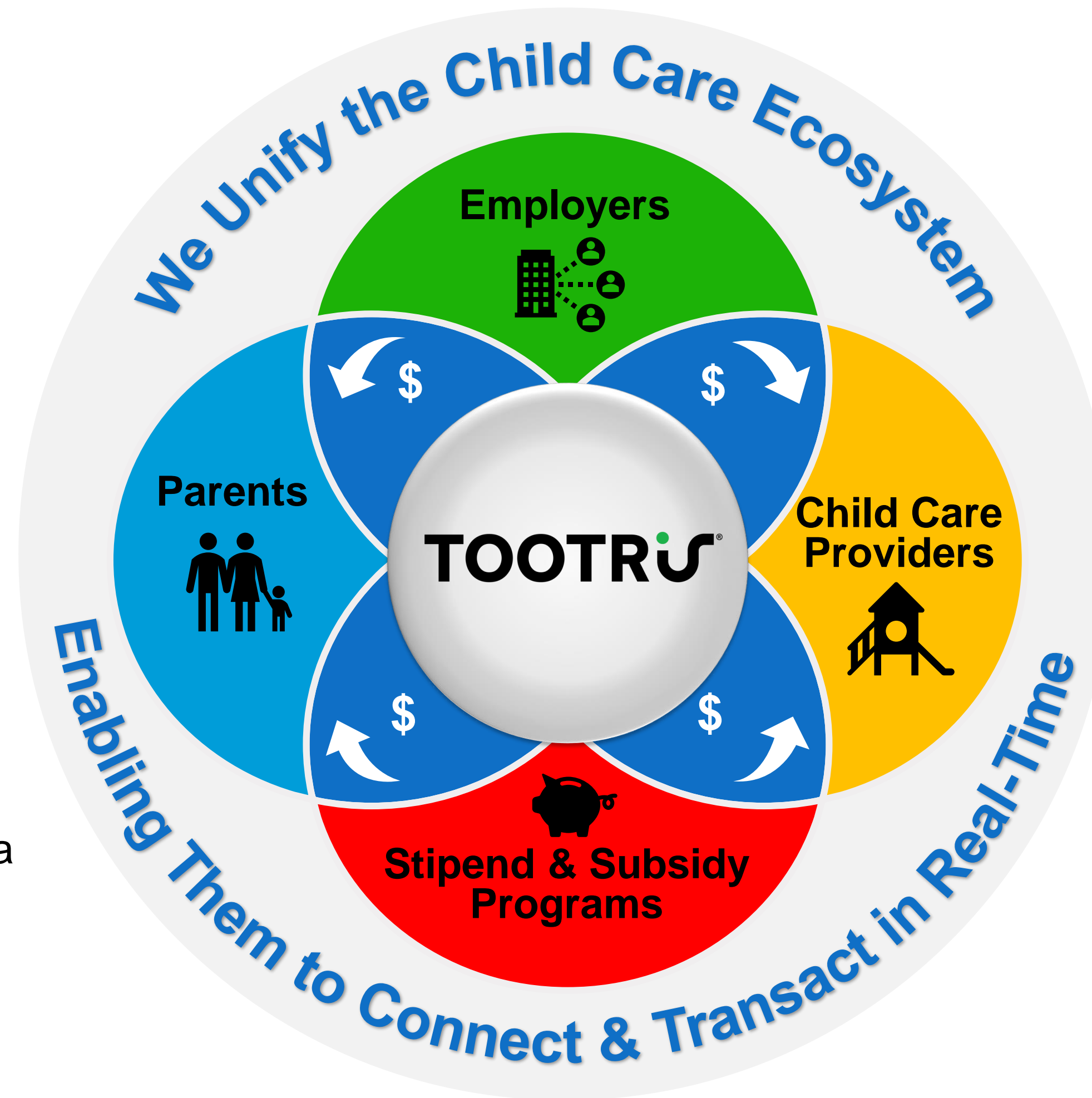
# Revolutionizing How Employers Help Working Parents Access and Pay for Child Care, Enabling Them to Succeed

## Parents

- Quickly access quality Child Care options to fit specific family needs, budget, and work schedules

## Community Agencies

- Grow Child Care supply and maximize funding impact with access to real-time & predictive data



## Employers

- Seamlessly incorporate Child Care Benefits to attract and retain talent and increase productivity

## Child Care Providers

- Maximize earning potential with free access to technology that reduces operating costs

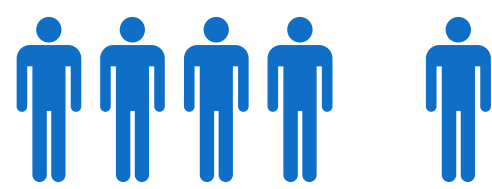
# Child Care Whenever & Wherever Employees Need It

92% of Child Care Centers **DO NOT** provide Non-Standard Hours of Care (NSH)

## TOOTRiS Provides Non-Standard Care Options for Every Parent 24x7



Parents with children ages 0-12



Parents working remotely



Parents with flex schedules or variable shifts

TOOTRiS Connects Working Parents to 24-Hour Care Providers Giving Access to a Real-Time Enrollment Availability Engine™



CASE STUDY: Memphis Area Transit Authority

INDUSTRY: Transportation

LOCATION: Tennessee

RESULTS: Increased recruiting of younger workforce with Child Care options to meet all parent schedules

✓ First Shift

✓ Second Shift

✓ Weekends

✓ Emergency Care



# STRATEGY #2

## Providing Employers **Ubiquitous Access** to TOOTRiS' Nationwide Licensed & License-Exempt Child Care Network



**CASE STUDY:** ALPLA Group

**INDUSTRY:** Manufacturing

**LOCATIONS:** Utah, Georgia, Kentucky, Iowa, Wisconsin, Texas, Ohio, Missouri, Pennsylvania

**RESULTS:** Parents across multiple states are now accessing Child Care options with zero HR admin

✓ **First Shift**

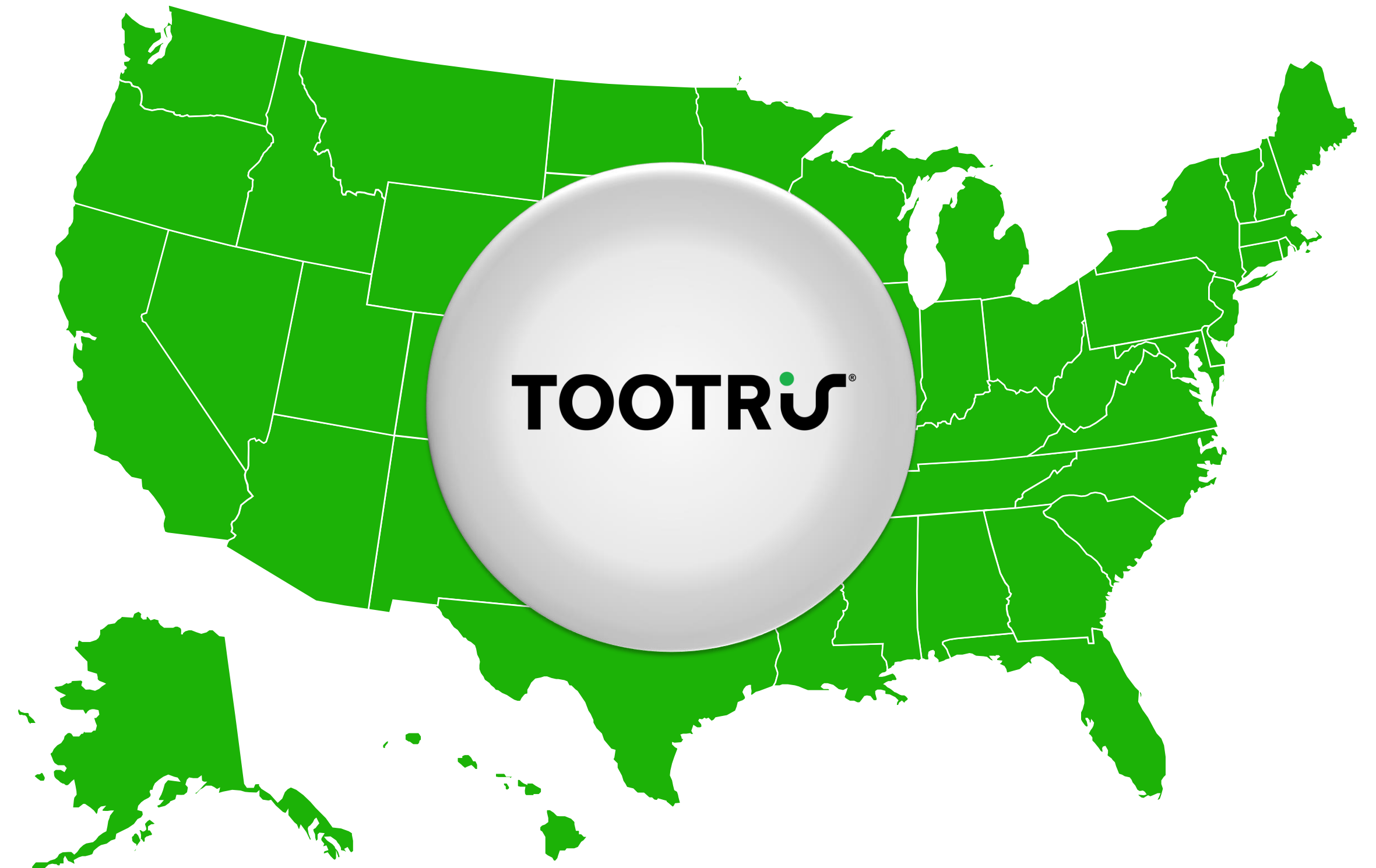
✓ **Weekends**

✓ **Second Shift**

✓ **Emergency Care**

# ALPLA

### Real-Time Solutions Across State Borders



**Child Care is heavily regulated.** TOOTRiS provides the real-time availability of Child Care solutions across state lines complying with all state and federal regulatory requirements.

# STRATEGY #3

## The Largest Choice of Mixed Delivery Options to Meet the Unique Needs of the Workforce

All the resources in one place to help parents navigate the complex options

### Flexible Scheduling Choices:

- Full-time/Part-time
- Backup/Drop-In Care
- Night Shift/Weekends
- Emergency Care
- Seasonal Care

### Multi-Source Payment Options:

- ACH/Credit/Debit Card
- Employer Contributions
- Public Subsidies
- DCFSA

### Endless Program Options:

- Child Care Centers
- Family Child Care Homes
- Before/After-School
- Babysitter/Nanny
- Summer Camps
- Learning Centers
- Special Needs
- Familial Care
- And more



**CASE STUDY:** Schreiber Foods

**INDUSTRY:** Manufacturing

**LOCATIONS:** Texas, Wisconsin

**RESULTS:** Expanded Child Care options providing parents working traditional and 24x7 non-standard hours care - even in rural areas

✓ First Shift

✓ Second Shift

✓ Third Shift

✓ Weekends

✓ Emergency Care

  
**Schreiber**

# TOOTRiS Magic: Real-Time Data, Zero HR Admin



**CASE STUDY:** Mazda Toyota Manufacturing

**INDUSTRY:** Manufacturing

**LOCATION:** Alabama, Tennessee

**RESULTS:** Helped lower attrition 11% for men & 20% for women

✓ First Shift

✓ Emergency Care

✓ Second Shift



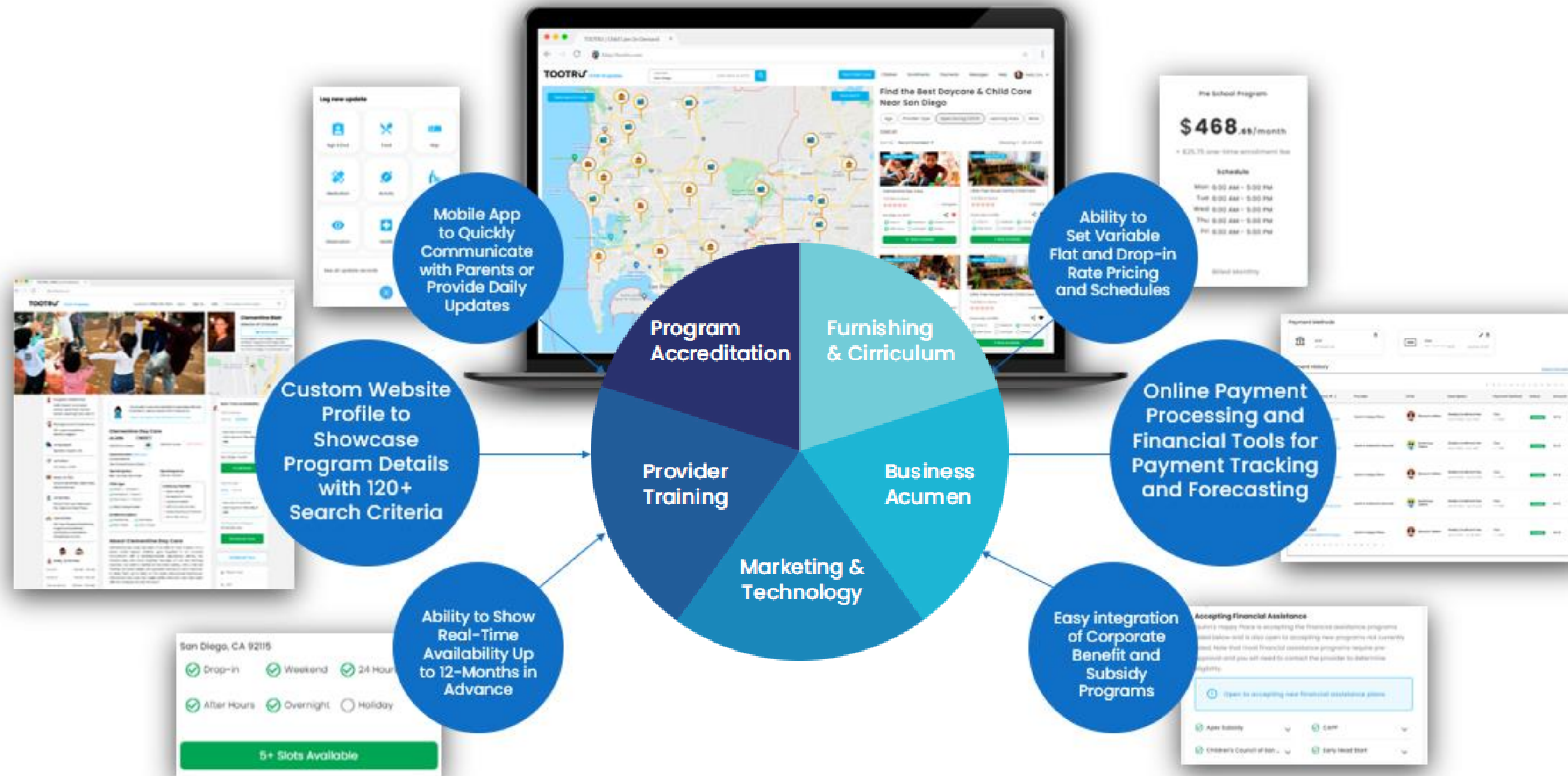
**MAZDA TOYOTA**  
MANUFACTURING

TOOTRiS seamlessly integrates with existing e-HR and HRIS to provide **SOC 1 and SOC 2 compliant** real-time, encrypted data tracking, utilization, and financial reporting.

- Advanced Employer Management Dashboard
- Employee Self-Service Benefit Dashboard
- Customizable, Fully Managed Benefit Plans
- DCFSA Integration
- APIs Integration (HRIS, BA & Virgin Pulse Platform)
- Advanced Search Criteria & Comparison Tools
- Real-Time Access to Provider Licensing information
- Employee Real-Time Enrollment Availability Engine™
- Real-Time Enrollment up to 12-Months in Advance
- Consolidated, Multi-Sourced Payment Processing
- Comprehensive Financial Data Tracking and Reporting

# STRATEGY #5

## Mobilizing Communities by Working with Federal, State & Local Organizations to Increase Child Care Capacity



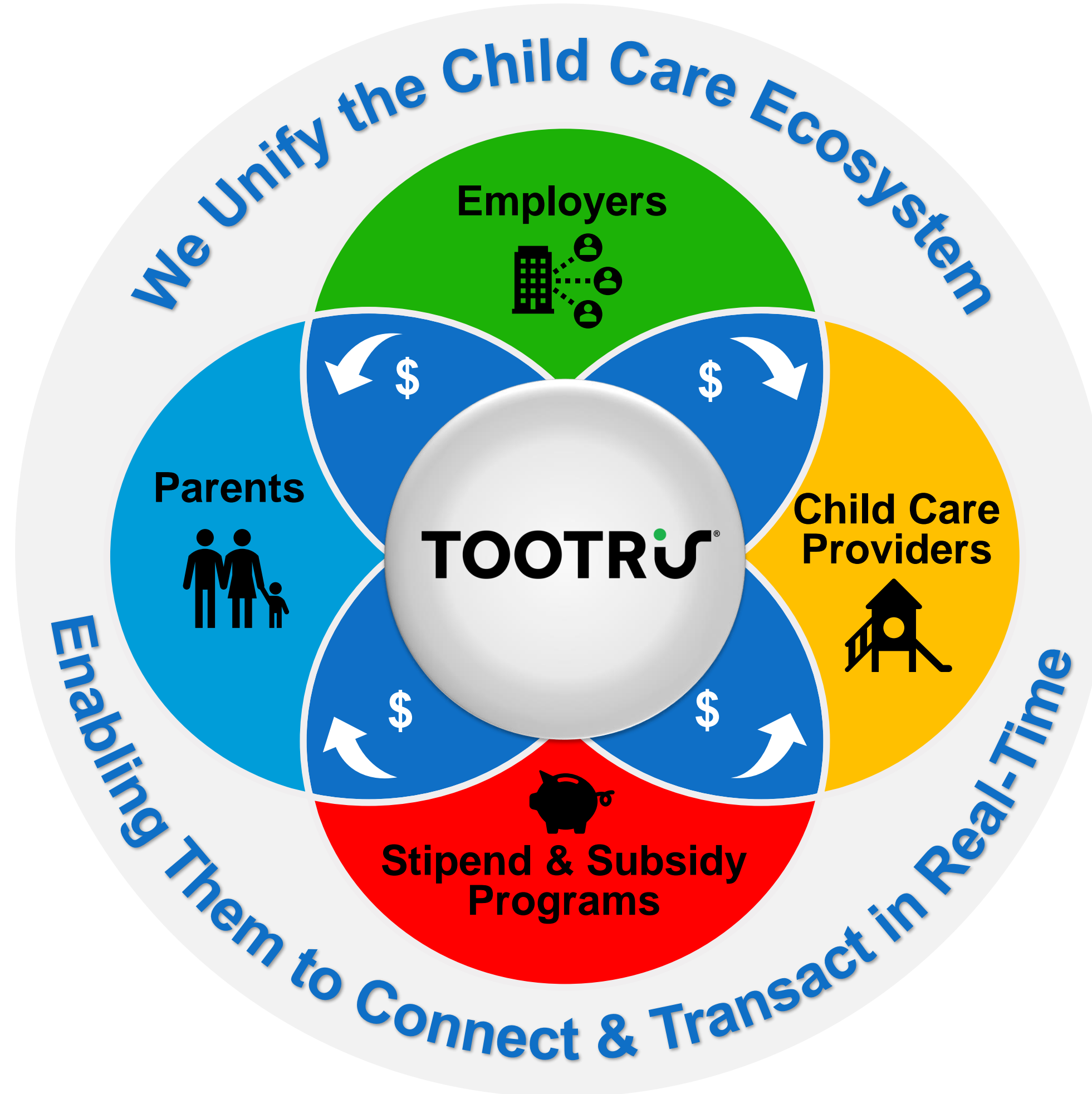
## Childcare Micro-Enterprise Empowerment (CMEE™) Program

# STRATEGY #5

## Mobilizing Communities by Working with Federal, State & Local Organizations to Increase Child Care Capacity



SAN DIEGO COUNTY  
**Sheriff's Department**



### CASE STUDY: Southern California



Powering Absolute Potential

Download Our Report:  
**CHIPS Act**  
Real-Time Child Care  
Compliance Plan

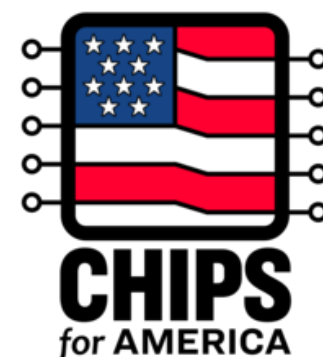


Or visit  
[TOOTRiS.com/SEMI](https://TOOTRiS.com/SEMI)

Thank You!

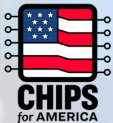


semi™





# Upwards



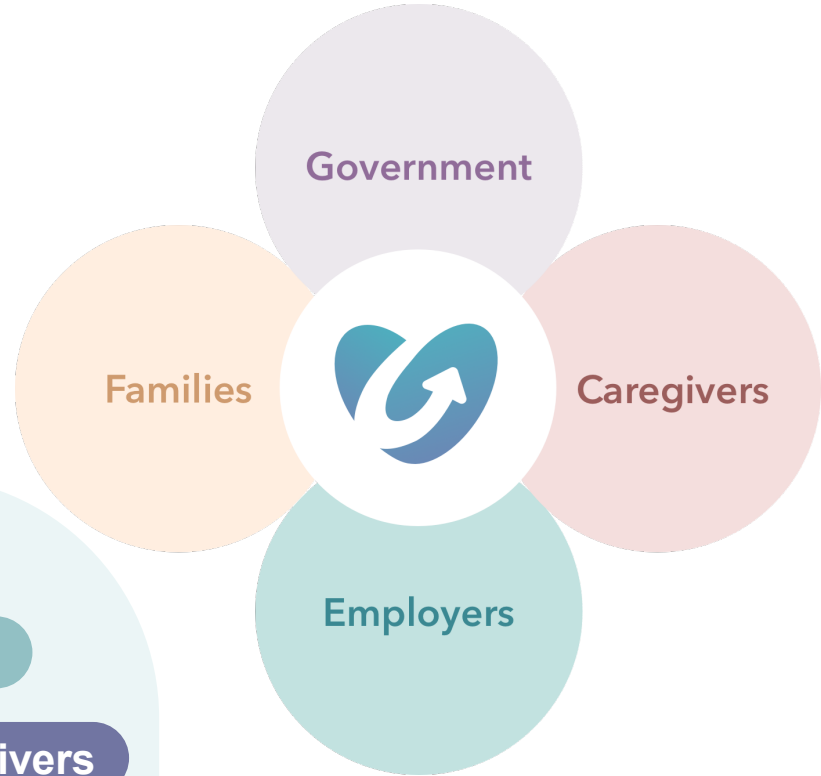
**Chips Act: How We Partner With Employers  
To Fulfill Their Childcare Requirements**

**Presented by Jessica Chang, CEO of Upwards\***

\*Formerly  *WeeCare*



We are a full-service, technology-driven care solutions company that connects families, caregivers, and public & private partners to create a successful child care landscape.



## Our National Network

98% Female-Run

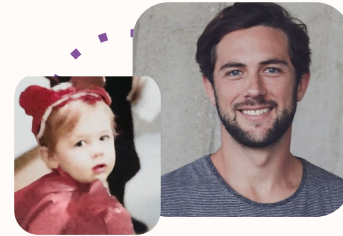
80% Minority-Owned

2,000,000+ Families

126,000+ Vetted Caregivers

All 50 States

 **Upwards** was co-founded in 2017 by CEO Jessica Chang, CTO Jesse Forrest, and CPO Matt Reilly.



After running her own preschool and experiencing the challenges involved, Chang was inspired to start Upwards to help caregivers open and manage their own successful home daycares.

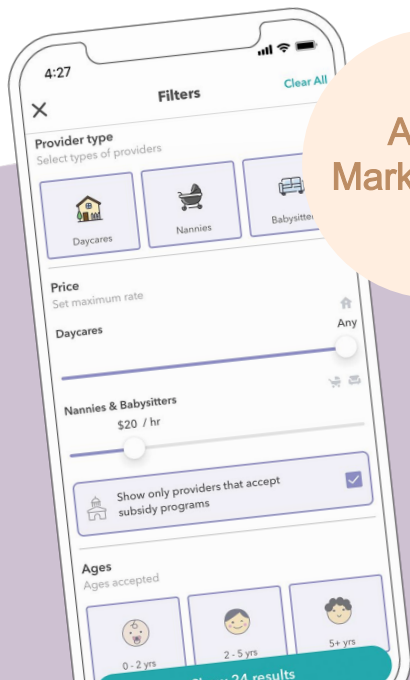
**Today we have close to 100 employees all over the country, connecting millions of families to high-quality caregivers everyday.**



As the nexus between families, caregivers, and program administrators, Upwards uses a central database to capture thousands of data points to inform our decisions.

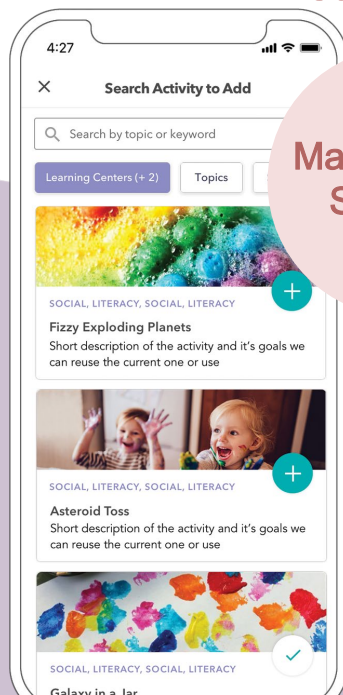
Families

App +  
Marketplace



Caregivers

Management  
Software



Employers &  
Municipalities

Economic  
Development



With relevant data, powerful software, and a team of experts, we have streamlined key services to make them high-quality and wide-reaching.

Our host of services focus on 3 key areas:



## Affordability

- Enable corporate and government partners to contribute to child care costs in a beneficial model.
- Empower caregivers to operate their businesses sustainably.
- Curate programs that serve Low-to-Moderate Income Families



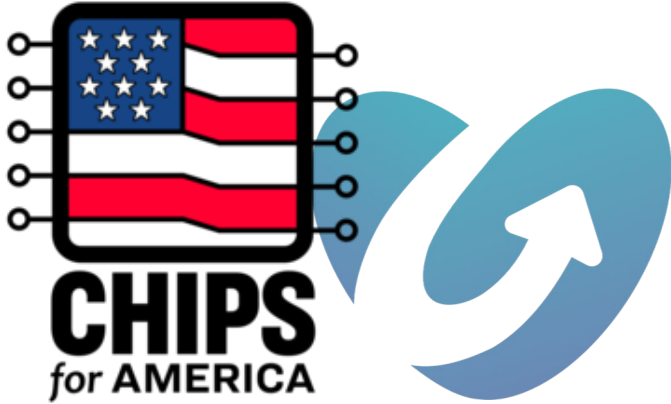
## Placement

- Free app removes the guesswork out of finding a great caregiver.
- Provide 24/7 support to guide families from their initial search, through enrollment, and beyond.
- Incentivize caregivers to offer non-traditional hours to accommodate all schedules



## Access

- Help existing caregivers expand their licensed capacity.
- Create new supply by tapping into our network of professional nannies and babysitters.
- Support caregivers to improve their quality to ensure every option is a high-quality option.

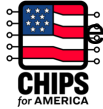


We applaud the recognition that **child care problems and solutions affect all of us**. We know incorporating childcare into your plans may seem like a heavy lift, but **this is our wheelhouse!**

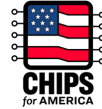
**Upwards has the experience and skills to address all of the requirements needed to create your Access to Child Care Plan.**

[ \*Even if you plan to request *less than \$150 million* in direct funding, our child care services improve recruitment, increase retention, and qualify as a wraparound service. ]

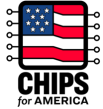
## According to Guidelines Your Child Care Access Plan Must:



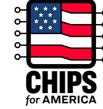
Be **affordable** for low- and medium-income households



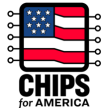
Have **convenient** locations and hours



Be **reliable** so workers can be present



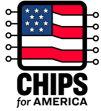
Offer **safe and healthy** environments



Be **responsive** to workers' needs.



## What Does This Look Like In Practice?



Be **affordable** for low- and medium-income households



Have **convenient locations and hours**



✓ We create and facilitate stipends and subsidy programs

✓ We help providers cut their expenses, which lowers tuition prices.

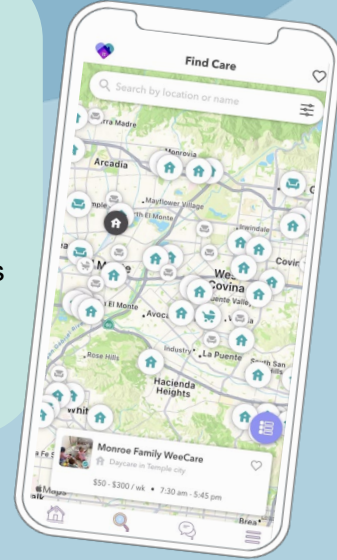
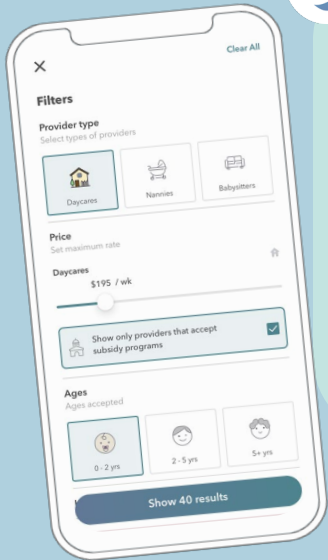
✓ We work with home-based providers who are typically 40% more affordable than child care centers.



✓ Our network has thousands of locations, including residential areas.

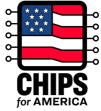
✓ We can create new supply where it's needed.

✓ Compared to centers, home daycares are more likely to offer non-traditional hours (early mornings, evenings, and weekends).





## What Does This Look Like In Practice?



Be **reliable** so workers can be present



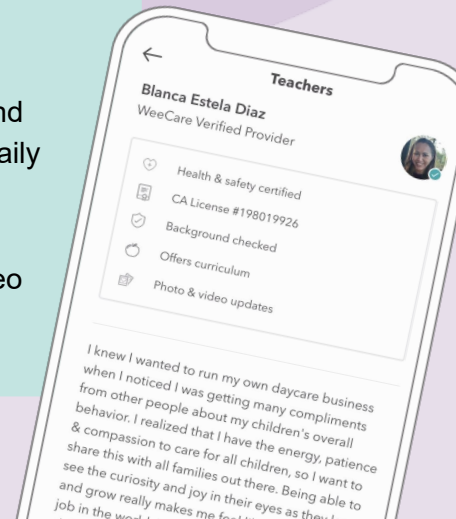
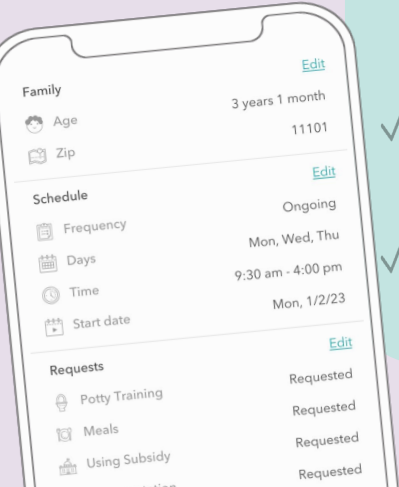
Offer **safe and healthy** environments



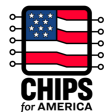
- ✓ We use an accurate matchmaking algorithm and complementary services to find care quickly.
- ✓ We have a user-friendly mobile app to use anywhere.
- ✓ We offer drop-in care and emergency back-up options.



- ✓ All daycare providers are licensed by the state.
- ✓ We vet providers further and monitor communications daily to catch any red flags.
- ✓ Parents get photo and video updates from the provider.



## What Does This Look Like In Practice?



Be **responsive** to workers' needs.

**Upwards**

<

What childcare challenges have you experienced?

The care I need is too expensive

There are no providers near me

Nearby providers have no availability

It's hard to find backup care when needed

Other (please list them below)

Next



- ✓ We facilitate assessments to survey employee needs.
- ✓ We track every interaction families have with providers to determine usage, what's working, and what's not.
- ✓ We create a continuous feedback loop to learn how employee needs evolve.

## We know Government Reporting and Compliance Requirements

We have multiple active contracts with various government entities across the country, from major cities and counties to partnerships with the Department of Defense, we are equipped to comply at every level of government.



CALIFORNIA  
DEPARTMENT OF  
SOCIAL SERVICES



North Carolina  
Dept of Human  
Health Services



Palo Alto, CA



Clearwater, FL



Garden Grove, CA



Sonoma County, CA



Tustin, CA





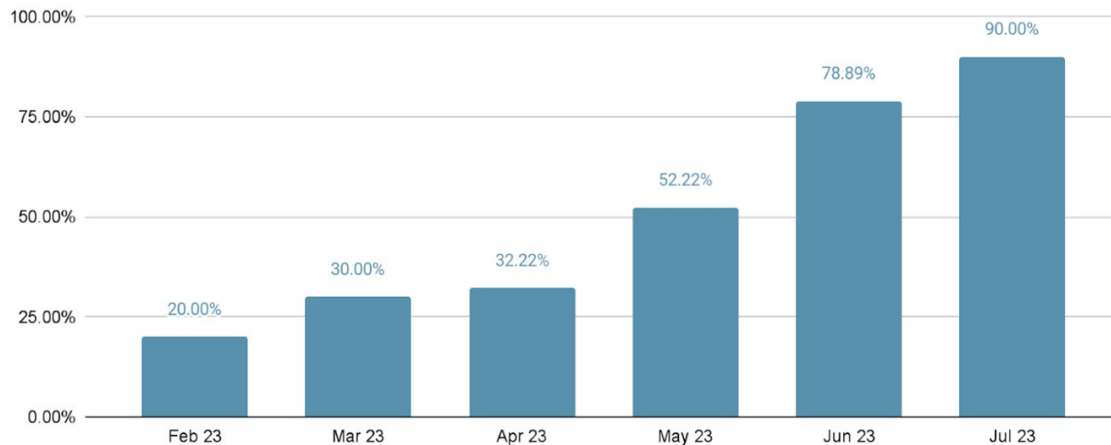
**With our efficient practices we remove many barriers of entry for participants, ensuring they can *actually* use the benefit being offered.**

Other major subsidy programs advise their *application acceptance process alone* can take anywhere from 15 to 30 days.

**Upwards processes applications, matches, tours, and enrolls families *within an average of 5 days.***

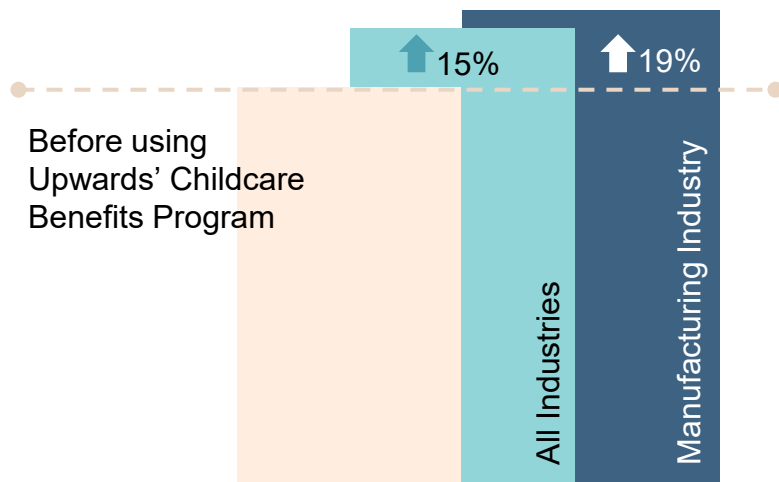
Our California Subsidy Program filled 90% of its slots within the first 6 months of operation, shattering the two-year estimate set by program administrators.

Enrollment capacity





**Following the introduction of Upwards' childcare benefits** programs, employer clients witnessed an average of **15% increase in staff retention across all industries** (Healthcare, Education, Manufacturing, Tech, Government, Non-Profit, and Retail/Hospitality).



**Manufacturing employer clients saw a 19% increase in staff retention after utilizing Upwards' Childcare Benefits for their employees.**



Largest  
Logistics  
Company



Largest  
Grocery  
Chain





# Upwards

Schedule a meeting with us to coordinate a free feasibility study.

We'll review our process with you, survey your employees and workers, and together we'll determine if Upwards can satisfy your childcare needs.

Email us at [CHIPS@upwards.com](mailto:CHIPS@upwards.com)

# Midwest Urban Strategies



A Consortium of Workforce  
Development Boards



# Public Workforce System

The Best Kept Secret

# What is a Workforce Development Board?

- Local employers, education system leaders, elected officials, labor, and economic development stakeholders.
- Develop a local workforce development plan based on labor market information and employer needs and feedback.
- Facilitate the local network of service providers, post secondary institutions, training providers, and industry to connect employers to talent.
- Track and report on formally negotiated performance measures annually. They include
  - Credential Attainment & Measurable Skills Gains
  - Placement & Retention in Employment (2<sup>nd</sup> and 4<sup>th</sup> quarters)
  - Median Quarterly Wage

# For more information

Tracey Carey

Midwest Urban Strategies

[traceycarey@midwesturbanstrategies.com](mailto:traceycarey@midwesturbanstrategies.com)

414-899-1655

[www.midwesturbanstrategies.com](http://www.midwesturbanstrategies.com)

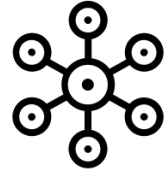


# What Childcare Option is Right for Your Company: A Framework for Decision Making

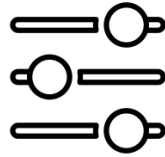
Jeffrey Capizzano, President

*September 19, 2023*

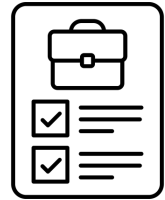
# Key Considerations for Your Plan



From which communities do you or will you draw employees?



What are the childcare needs and preferences of your current/future employees?

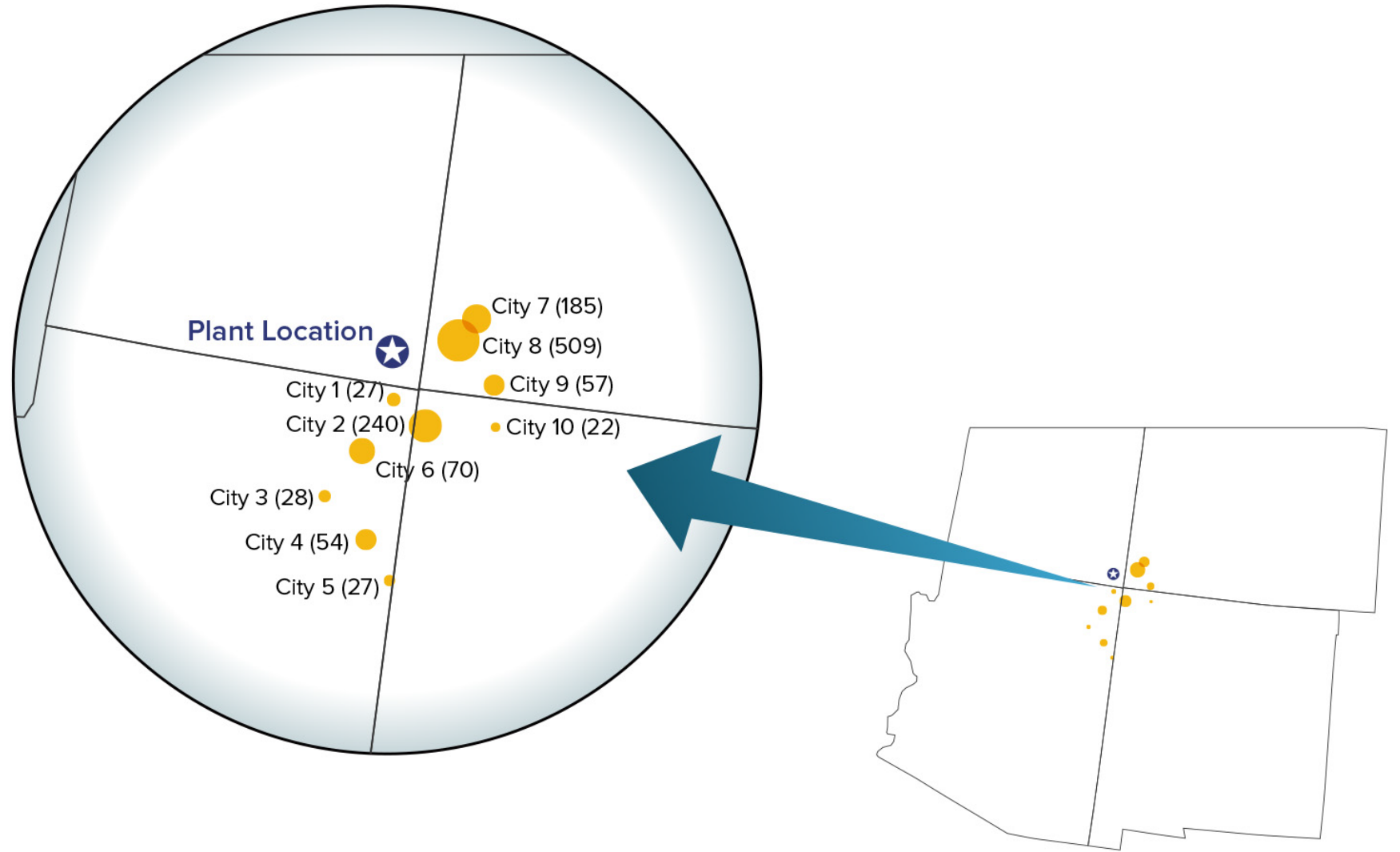


What are characteristics of the childcare markets in the communities where your employees live (capacity/cost)?

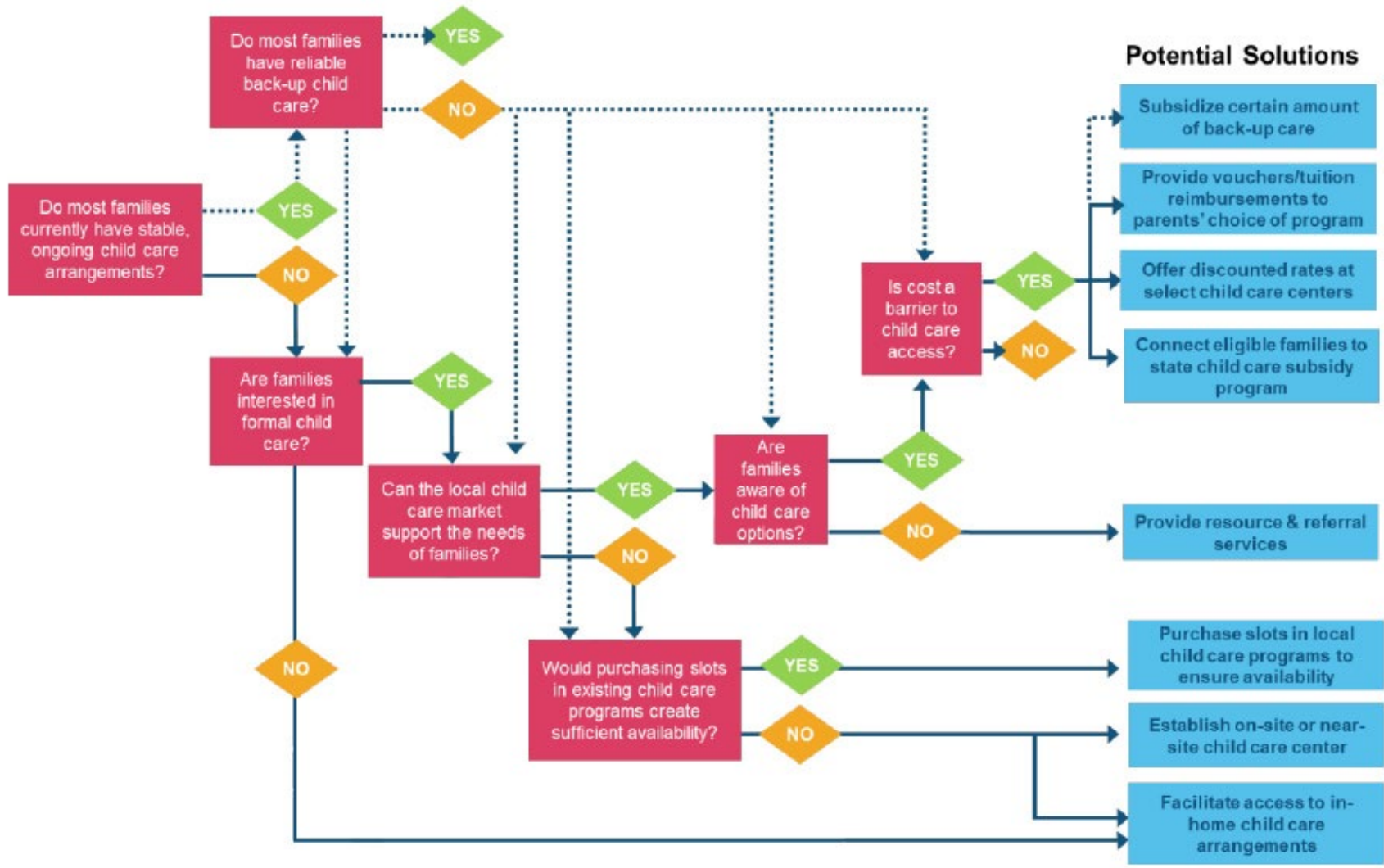


What are the federal and state childcare programs that could support your employees?

**Understanding  
the commuting  
patterns of  
employees  
(Hypothetical  
data)**



# Making Decisions about Child Care Solutions



# Thank You!

**Jeffrey Capizzano**  
*President*  
Policy Equity Group



[www.policyequity.com](http://www.policyequity.com)



[jeffreyc@policyequity.com](mailto:jeffreyc@policyequity.com)

