



Workforce Development and the CHIPS Act

Building the semiconductor workforce through training provider partnerships and an innovative finance model

The Opportunity

The Creating Helpful Incentives to Produce Semiconductors (CHIPS) Act will make more than \$50 billion available to re-shore semiconductor manufacturing and invest in the future of semiconductor technology and the workforce that supports it. The Department of Commerce indicates this legislation will encourage the semiconductor industry to recruit, train, hire, retain and upskill **100,000 diverse workers over the next 10 years**.

Workforce Solutions

The scale of the CHIPS Act will require a coordinated effort across sectors to ensure that the U.S. workforce meets industry demand. Social Finance has extensive experience in developing **outcomes-based workforce development funding models** that build robust, diverse talent pipelines and meet industry needs in collaboration with employers, higher education and training providers, and other strategic partners.

One of the core objectives of the CHIPS Act is for employers to create [high-quality partnerships with higher education and technical training providers](#) that can recruit and train diverse talent from economically disadvantaged and underrepresented backgrounds. This legislation is an opportunity for training providers to design equitable workforce development pathways and increase enrollment, graduation, and placement rates.

Constructing these workforce development pathways isn't just about the training programs: it will also require building out comprehensive wraparound supportive services such as child care support and career coaching. Social Finance has deep expertise in identifying these partnerships and creating self-sustaining workforce development models to help support the equitable growth envisioned by the CHIPS Act.

Our Work in Action

Providing supportive services to improve student outcomes

We partner with training programs to provide wraparound supports—such as living stipends, emergency aid funds, career coaching, and mental health counseling—that help learners address real-life challenges that may arise during training, enabling them to graduate and succeed.

Developing innovative financing solutions to address workforce needs

We develop outcomes-based workforce funding models to respond to the needs of employers seeking a skilled labor force (e.g., [New Jersey Pay It Forward Program](#) and [Pay for Success Clean Energy Training in New York](#)).

Boosting enrollment, graduation, and placement rates

We helped [American Diesel Training Centers](#) (ADTC) increase the number of students enrolled in their program from 350 to 1,000+ over the course of two years.

Creating partnerships with employers

The ADTC Career Impact Bond is helping leading employers like Penn Power and Green for Life access a diverse, skilled pool of diesel technicians amid severe labor shortages and boost retention. Employers quickly began to recognize the quality of the program's graduates—today, 89% of the graduates in our current investment are employer-backed.

About Us

Social Finance is a national impact finance and advisory nonprofit. We work with the public, private, and social sectors to create partnerships and investments that measurably improve lives. Since our founding in 2011, we have mobilized \$350 million in new investments designed to help people and communities realize improved outcomes in education, economic mobility, health, and housing. Learn more at socialfinance.org.

Interested in Applying for CHIPS Funding?

Connect with our team to learn how we can support your CHIPS application. Please contact [Andrew Chen](#), Vice President, Impact Investing, [Sandra Salstrom](#), Vice President, Government Relations, or [Jake Segal](#), Vice President, Head of Impact Advisory & Public Sector Practice.