



Building the Workforce to Power the Semiconductor Revolution – June 12, 2023

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By [Margaret Kindling](#)

The need for talent continues to grow as more semiconductor fabs are scheduled to come online and a generation of workers approach retirement. Industry, government and academia are hustling to raise industry awareness among students and develop more training and apprenticeship programs to address current and projected shortages of skilled workers.

“My biggest fear is investing in all this infrastructure and not having the people to work there,” said Shari Liss, the executive director of the [SEMI Foundation](#) in a recent article in [The New York Times](#). “The impact could be really substantial if we don’t figure out how to create excitement and interest in this industry.”

Developing the skilled talent pool needed to sustain an industry that is forecast to reach \$1 trillion by 2030 will be a key theme at [SEMICON West](#), which returns to San Francisco July 11-13 to address critical challenges confronting the global microelectronics industry.

In partnership with academia, government and other associations, the SEMI Foundation is working to help grow the U.S. semiconductor industry’s talent pipeline, an ongoing effort that includes the return of workforce development activities to SEMICON West 2023. The popular [WFD Pavilion](#) will feature programming geared towards students and job seekers as well as industry professionals. Each day will feature a key workforce development theme: Creating a Diverse and Inclusive Industry, Building a Career in Microelectronics, and Building an Inclusive Talent Pipeline.

Sessions are designed to provide students, recent graduates, veterans, and professionals re-entering the workforce or looking to change jobs with information on pathways to careers in the chip industry. SEMI members from across the microelectronics industry, including human resources professionals and talent recruiters, can connect with students and job seekers during interactive presentations focused on workforce development and diversity, equity, and inclusion.

Day one – Tuesday, July 11 – at the Workforce Development Pavilion will focus on diversity, equity, inclusion and belonging – all fundamental to talent acquisition and to the expansion of the industry workforce. To thrive and grow, chip companies need to create clear pathways to success and advancement, sending the clear message that anyone interested in STEM or microelectronics can find a career in the industry.

Day one programming will feature the talk *Investing to Inspire and Attract Underrepresented Minorities at HBCUs and HSIs*, by Francesa Domingo, Head of University Relations & Talent Strategy at [EMD Electronics](#). She will discuss why recruitment from [Historically Black Colleges and Universities](#) and [Hispanic Serving Institutions](#) should be a pillar of any recruitment strategy.

"The electronics industry must commit to providing access to job opportunities for the underrepresented communities we serve," Domingo said. "Our strong partnerships with HSIs and HBCUs epitomize our ongoing efforts to remain an inclusive employer that will play a major role in the advancement of our sector."

Another highlight that day will be a panel discussion on *Women in Semiconductors – On Allyship* moderated by SEMI Foundation deputy director Michelle Williams-Vaden. Panelists from [Comet Technologies USA](#), [Edwards Vacuum](#) and [Nikon Precision](#) will provide insights on the importance of allyship in supporting women and others not in a position of privilege or power so they can grow and succeed in the industry.

New to this year's Workforce Development Pavilion are presentations by members of [MNT-EC](#) (The Micro Nano Technology Education Center), which was founded on the idea that working together to accomplish a greater goal enhances the quality of Micro Nano Technology education for students. The center is focused on growing the micro nanotechnology technician workforce by fostering academic and industry mentorship between existing partners and educators developing prospective community college micro nanotechnology programs. During a panel discussion led by MNT-EC director Jared Ashcroft, attendees can learn more about the Center's primary objectives.

"The Micro Nano Technology Education Center aims to bring together industry, research universities, and community college leaders to advance technical education and grow the semiconductor workforce," said Ashcroft. "We want to partner with the semiconductor industry to design workforce programs that can supply the technicians needed now in your workforce. Community colleges are home to the most diverse student population and can provide training to increase equity and opportunity for students from all backgrounds into semiconductor industry jobs."

Day two – Wednesday, July 12 – will feature presentations from industry professionals (A Day in the Life) and industry interns (Tales from Interns and Recent Graduates), as well as talks designed to help students and young professionals succeed (Resume Building + Interviewing Skills and Pitch Like a Pro: Landing a Job in Semiconductors). The day will also include a flash mentoring session between students and industry professionals.

Day three – Thursday, July 13 – will feature a panel on the SEMICON West keynote stage. Participants in the recent [Chip In](#) documentary from [Roadtrip Nation](#) will share their experience of traveling around parts of the U.S., interviewing role models from diverse backgrounds in various careers and the insights and inspiration they gained from the journey. The panel will be moderated by Shari Liss, executive director of the SEMI Foundation, with opening remarks by Brian McAllister, COO of Roadtrip Nation.

On Thursday afternoon, the SEMI Foundation will host students from [Self-eSTEM](#), a non-profit that supports black, indigenous and people of color (BIPOC) women and girls at every stage of the STEM talent pipeline. Students from the [Early STEM Immersion Program](#), a year-long program Bay Area organization that ignites pride, purpose, and possibility among BIPOC girls and women through STEM, will hear from industry professionals and visit exhibitor booths to learn about chip industry careers.

This year's WFD pavilion is made possible through the generous sponsorship of [Advantest America](#), [ASM](#), [ASML](#), Comet Technologies USA, Edwards Vacuum, EMD Electronics, [EV Group](#), [Lam Research](#), Micro Nano Technology Education Center, Nikon Precision and [TEL](#).

Students, recent graduates, veterans and all job seekers are invited to participate in these engaging presentations and interactive activities focused on strategies and tools to discover a career in microelectronics. Attendees will experience compelling programs and hear what it's like to work in the industry that is shaping the future!

For details on SEMI workforce development programming at SEMICON West 2023 and to register, visit the [Pavilion webpage](#). Student registration is free and special pricing is available to recent graduates and academia.

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<https://www.semi.org/en/blogs/semi-news/building-the-workforce-to-power-the-semiconductor-revolution>