

SEMI FOUNDATION

WORKFORCE DEVELOPMENT
& DIVERSITY, EQUITY, &
INCLUSION PROGRAMS
PACKAGE MENU



Scan the QR code
to visit the SEMI
Foundation website.

2023



About Us

The SEMI Foundation is the 501(c)(3) arm of SEMI, the global industry association representing the microelectronics manufacturing and design supply chain with more than 2600 member companies worldwide. The Foundation leads the association's workforce development and diversity, equity, and inclusion initiatives.

The SEMI Foundation is uniquely positioned to bring together employers, educational institutions, and workforce partners to create a stronger, more diverse industry workforce.

This menu was developed to assist individual companies, industry coalitions, and workforce development systems in leveraging SEMI Foundation programs and resources to create embedded, successful, and scalable workforce development solutions that promote diversity, equity, and inclusion within the industry. The packages presented in this menu can be integrated within member companies' CHIPS Act applications, supplementing and complementing your workforce development strategies by leveraging the national networks, resources, and partners of the SEMI Foundation.

The SEMI Foundation can also provide contract support and guidance for developing pre-applications and applications for CHIPS Act funding.

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Packages

The SEMI Foundation offers packages of programs and services, any of which can be further customized to support company or coalition initiatives. The packages listed here include suggested baseline pricing for company engagement. Companies can choose which programs, the scale of those programs, and the intended number of people reached based on company needs and opportunities. Programs and services include: outreach initiatives to K-12 schools and districts; support for recruiting, hiring, and retaining veterans; a robust career portal to help job seekers explore industry opportunities; industry image and awareness campaigns; diversity, equity, and inclusion (DEI) resources, trainings, and support; webinars, research, and events that support workforce development and DEI; mentoring opportunities; and more.

	Package One	Package Two	Package Three
K-12 Outreach	✓	✓	✓
Veteran Outreach & Services	✓	✓	✓
Career Portal	✓	✓	✓
DEI Resources	✓	✓	✓
Mentoring		✓	✓
Event Sponsorship		✓	✓
Partnerships	✓	✓	✓
Image & Awareness Campaign			✓
Workforce Development Pavilion			✓

Stand-Alone Training Initiatives

The SEMI Foundation also develops larger-scale Registered Apprenticeship, work-and-learn, pre-apprenticeship, and other customized training programs on a company-based or place-based level. Companies and coalitions also have access to SEMI University: a new, online, global training initiative focused on semiconductor training and education needs. Those programs are priced separately.

Information about these training programs is located at the end of this menu, after the package details.

For more information, please email semifoundation@semi.org.

CHIPS Act Application Support

The SEMI Foundation can provide guidance and support to companies submitting applications for CHIPS funding. This support can be customized to meet company needs. The Foundation can help develop both pre-applications and full applications, as well as serve as a workforce development program partner to help satisfy the programmatic requirements.

Any workforce development plan developed for the CHIPS Act must also include a sectoral partnership and workforce development network with a “backbone organization” that develops, convenes, and oversees the network to inform and drive the workforce plan. This is another service the SEMI Foundation can provide, serving as a backbone organization for companies wishing to build and sustain these partnerships and networks.

For pre-application and application, the SEMI Foundation can:

- Provide pre-application/application high-level framework with list of important areas to cover
- Provide regional demographic reports to support development of WFD narrative
- Provide support, suggestions on list of strategies to meet workforce needs
- Provide guidance, support on strengthening Good Jobs Principles case-making
- Provide language to describe apprenticeship, pre-apprenticeship, and other high-quality education and training programs companies may engage in for new recruits and incumbent workers
- Advise on inclusion of “cross-cutting principles” around how company workforce development plans support workforce development overall in the semiconductor industry and workforce ecosystem
- Provide a round of edits/comments on full WFD plan narrative
- More, based on company needs

If companies choose to partner with SEMI Foundation as a workforce development program partner, the Foundation can also:

- Provide language for SEMI Foundation customized training; K-12 outreach; veterans; diversity, equity, inclusion, and belonging; image and awareness; and other programs companies may engage in to recruit talent.
- Provide language around developing the sectoral partnership with SEMI Foundation as backbone organization, including educational partners, workforce boards, labor unions, and other partners; provide suggested language on the scope, constitution, roles, responsibilities, and layout of the proposed sectoral partnership; provide suggested language for status and goals of the proposed partnership

SEMI Foundation Workforce Development Engagement Packages

Package 1 - \$95,000 Annually

K-12 OUTREACH

SEMI [High Tech U in the Classroom](#) introduces students to the microelectronics industry and its crucial role in the modern world. Through the program, member companies sponsor branded STEM kits that enable teachers to provide hands-on learning experiences that raise student awareness of the microelectronics industry and the possible career pathways..

The versatile High Tech U in the Classroom kits can be used across various grade levels and content areas. The kits are hands-on, cost-effective, and reusable across different student groups. A teacher with a class set of kits can reach up to 150 students in just one day.

Includes coordination and support for High Tech U: outreach to districts or schools, creation of company-branded STEM kits, curriculum development, and opportunities to engage. The package funds 150 branded kits with logos, serving approximately five classrooms. Additional schools and students can be reached at an additional cost of \$10,000 per 200 kits.

VETERAN OUTREACH & SERVICES

[SEMI VetWorks](#) connects member companies to thousands of transitioning soldiers and veterans every year. Includes resources such as veteran-focused job fairs, outreach to veterans via SEMI

Professional Development Seminars, a hiring and retention guidebook, and expert support. Includes connections to service members through:

- Outreach to Transition Assistance Programs (TAP) at military installations nationwide, reaching at least 5,000 veterans annually
- Partnership with Heroes MAKE America (HMA), a DoD-approved Skillbridge program including Heroes Connect webinars and industry promotional material for participants
- Inclusion in veteran outreach activities, such as webinars, social media, and campaigns reaching at least 2,000 veterans annually
- Collaboration in Hiring Our Heroes (HOH) events, education, and networking activities
- Opportunity for veterans to join the SEMI VetWorks working group, which advises direction of SEMI VetWorks initiatives
- Veteran Professional Development Seminars to provide industry education for transitioning military and veterans
- Participation in a SEMI mentorship program with a focus on connecting transitioning service members to veterans working in the industry
- Opportunity to highlight your company veteran program via the SEMI Global Update, a weekly newsletter reaching more than 65,000 industry professionals

CAREER PORTAL

[Careers.semi.org](https://careers.semi.org) is a robust career portal which provides skills and interest assessment tools, links to trainings that map to jobs, “crosswalks” that show how to move from different industries into the microelectronics field, connections to mentors and sponsors, demonstrations of the social good within the industry, and stories of diverse individuals working in the field. Includes a featured listing on the portal and inclusion on social media and other direct advertising. Reaches 100,000 job seekers annually.

DIVERSITY, EQUITY, AND INCLUSION RESOURCES AND SUPPORT

Includes access to research, resources, presentations, and thought partnership to support DEI at your company. Includes two trainings/webinars per year with unlimited participants and up to 15 hours per year of consulting time with SEMI Foundation subject matter experts.

PARTNERSHIP CONNECTIONS, NETWORK ESTABLISHMENT, AND BACKBONE ORGANIZATION SERVICES

Includes connecting and convening SEMI member companies, workforce development organizations, and educational institutions to discuss workforce goals and build relationships. Includes identifying and engaging with stakeholders, state agencies, and federal agencies; and interfacing with the public workforce system to educate partners on accessing public funding for training support.

Can also include contracting with SEMI Foundation to serve as the official “backbone organization” for sectoral partnerships as required in workforce development plans for CHIPS Act funding requests. SEMI Foundation would develop, convene, and oversee these partnerships to inform and drive the workforce plan. This service is priced separately.

Can also include contracting with SEMI Foundation to coordinate in-person or virtual industry events that educate employers, educational institutions, and other stakeholders on critical workforce development issues. These events can be aimed at raising industry awareness, diversifying the workforce, building networks for CHIPS Act funding applications, or other workforce development-focused activities. This service is priced separately.



Package 2 - \$125,000 Annually

K-12 OUTREACH

SEMI [High Tech U in the Classroom](#) introduces students to the microelectronics industry and its crucial role in the modern world. Through the program, member companies sponsor branded STEM kits that enable teachers to provide hands-on learning experiences that raise student awareness of the microelectronics industry and the possible career pathways.

The versatile High Tech U in the Classroom kits can be used across various grade levels and content areas. The kits are hands-on, cost-effective, and reusable across different student groups. A teacher with a class set of kits can reach up to 150 students in just one day.

Includes coordination and support for High Tech U: outreach to districts or schools, creation of company-branded STEM kits, curriculum development, and opportunities to engage. The package funds 150 branded kits with logos, serving approximately five classrooms. Additional schools and students can be reached at an additional cost of \$10,000 per 200 kits.

VETERAN OUTREACH & SERVICES

[SEMI VetWorks](#) connects member companies to thousands of transitioning soldiers and veterans every year. Includes resources such as veteran-focused job fairs, outreach to veterans via SEMI Professional Development Seminars, a hiring and retention guidebook, and expert support. Includes connections to service members through:

- Outreach to Transition Assistance Programs (TAP) at military installations nationwide, reaching at least 5,000 veterans annually
- Partnership with Heroes MAKE America (HMA), a DoD-approved Skillbridge program including Heroes Connect webinars and industry promotional material for participants
- Inclusion in veteran outreach activities, such as webinars, social media, and campaigns reaching at least 2,000 veterans annually
- Collaboration in Hiring Our Heroes (HOH) events, education, and networking activities
- Opportunity for veterans to join the SEMI VetWorks working group, which advises direction of SEMI VetWorks initiatives
- Veteran Professional Development Seminars to provide industry education for transitioning military and veterans

- Participation in a SEMI mentorship program with a focus on connecting transitioning service members to veterans working in the industry
- Opportunity to highlight your company veteran program via the SEMI Global Update, a weekly newsletter reaching more than 65,000 industry professionals

CAREER PORTAL

[Careers.semi.org](https://careers.semi.org) is a robust career portal which provides skills and interest assessment tools, links to trainings that map to jobs, “crosswalks” that show how to move from different industries into the microelectronics field, a mapping tool that supports opportunities for veterans transitioning to civilian careers, connections to mentors and sponsors, demonstrations of the social good within the industry, and stories of diverse individuals working in the field. Includes a featured listing on the portal and inclusion on social media and other direct advertising. Reaches 100,000 job seekers annually.

MENTORING

[SEMI Mentoring](#) is an online, on-demand flash mentoring program that connects students to current industry professionals. One-time or flash mentoring allows mentors and mentees to schedule meetings to discuss specific topics. Students can meet with multiple mentors for up to 30 minutes each, enabling students to expand their professional network. Mentees connect with mentors via questionnaires that identify common interests and objectives. Mentees drive scheduling and topics, ensuring the conversations always address student needs.

Build career pipelines, improve knowledge transfer, and support retention through your own company-specific career mentoring track. Includes 100 mentor-mentee pairings every six months.

DIVERSITY, EQUITY, AND INCLUSION RESOURCES AND SUPPORT

Includes access to research, resources, presentations, and thought partnership to support DEI at your company. Includes two trainings/webinars per year with unlimited participants and up to 15 hours per year of consulting time with SEMI Foundation subject matter experts.

EVENT SPONSORSHIP

Includes highly visible support of three SEMI Foundation events per year for job seekers and industry leaders, including webinars, in-person programs, panels, job fairs, and other events with a workforce development and DEI focus. Reaches at least 2,000 jobs seekers annually.

PARTNERSHIP CONNECTIONS, NETWORK ESTABLISHMENT, AND BACKBONE ORGANIZATION SERVICES

Includes connecting and convening SEMI member companies, workforce development organizations, and educational institutions to discuss workforce goals and build relationships. Includes identifying and engaging with stakeholders, state agencies, and federal agencies; and interfacing with the public workforce system to educate partners on accessing public funding for training support.

Can also include contracting with SEMI Foundation to serve as the official “backbone organization” for sectoral partnerships as required in workforce development plans for CHIPS Act funding requests. SEMI Foundation would develop, convene, and oversee these partnerships to inform and drive the workforce plan. This service is priced separately.

Can also include contracting with SEMI Foundation to coordinate in-person or virtual industry events that educate employers, educational institutions, and other stakeholders on critical workforce development issues. These events can be aimed at raising industry awareness, diversifying the workforce, building networks for CHIPS Act funding applications, or other workforce development-focused activities. This service is priced separately.



Package 3 - \$200,000 Annually

K-12 OUTREACH

SEMI [High Tech U in the Classroom](#) introduces students to the microelectronics industry and its crucial role in the modern world. Through the program, member companies sponsor branded STEM kits that enable teachers to provide hands-on learning experiences that raise student awareness of the microelectronics industry and the possible career pathways.

The versatile High Tech U in the Classroom kits can be used across various grade levels and content areas. The kits are hands-on, cost-effective, and reusable across different student groups. A teacher with a class set of kits can reach up to 150 students in just one day.

Includes coordination and support for High Tech U: outreach to districts or schools, creation of company-branded STEM kits, curriculum development, and opportunities to engage. The package funds 150 branded kits with logos, serving approximately five classrooms. Additional schools and students can be reached at an additional cost of \$10,000 per 200 kits.

VETERAN OUTREACH & SERVICES

[SEMI VetWorks](#) connects member companies to thousands of transitioning soldiers and veterans every year. Includes resources such as veteran-focused job fairs, outreach to veterans via SEMI Professional Development Seminars, a hiring and retention guidebook, and expert support. Includes connections to service members through:

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- Veteran Professional Development Seminars to provide industry education for transitioning military and veterans
- Participation in a SEMI mentorship program with a focus on connecting transitioning service members to veterans working in the industry

- Opportunity to highlight your company veteran program via the SEMI Global Update, a weekly newsletter reaching more than 65,000 industry professionals

CAREER PORTAL

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INDUSTRY IMAGE AND AWARENESS CAMPAIGN: SEMI STORIES

Includes participation in compelling [video](#) and written content that reaches more than 1 million students, job seekers, and industry leaders each year. Includes up to two videos (featured on SEMI’s website, social media, advertising campaigns, and event materials) and one blog per year. One additional video costs \$15,000, and two at the same physical location cost \$20,000.

MENTORING

[SEMI Mentoring](#) is an online, on-demand flash mentoring program that connects students to current industry professionals. One-time or flash mentoring allows mentors and mentees to schedule meetings to discuss specific topics. Students can meet with multiple mentors for up to 30 minutes each, enabling students to expand their professional network. Mentees connect with mentors via questionnaires that identify common interests and objectives. Mentees drive scheduling and topics, ensuring the conversations always address student needs.

Build career pipelines, improve knowledge transfer, and support retention through your own company-specific career mentoring track. Includes 100 mentor-mentee pairings every six months.

DIVERSITY, EQUITY, AND INCLUSION RESOURCES AND SUPPORT

Includes access to research, resources, presentations, and thought partnership to support DEI at your company. Includes two trainings/webinars per year with unlimited participants and up to 15 hours per year of consulting time with SEMI Foundation subject matter experts.

WORKFORCE DEVELOPMENT PAVILIONS

Includes participation in workforce development activities at SEMICON West, such as the career fair, flash mentoring, internship matchmaking, student tours of the show floor, and diversity day. Also includes opportunities for speaking engagements on the Pavilion stage. Reaches at least 5,000 attendees.

EVENT SPONSORSHIP

Includes highly visible support of three SEMI Foundation events per year for job seekers and industry leaders, including webinars, in-person programs, panels, job fairs, and other events with a workforce development and DEI focus. Reaches at least 2,000 jobs seekers annually.

PARTNERSHIP CONNECTIONS, NETWORK ESTABLISHMENT, AND BACKBONE ORGANIZATION SERVICES

Includes connecting and convening SEMI member companies, workforce development organizations, and educational institutions to discuss workforce goals and build relationships. Includes identifying and engaging with stakeholders, state agencies, and federal agencies; and interfacing with the public workforce system to educate partners on accessing public funding for training support.

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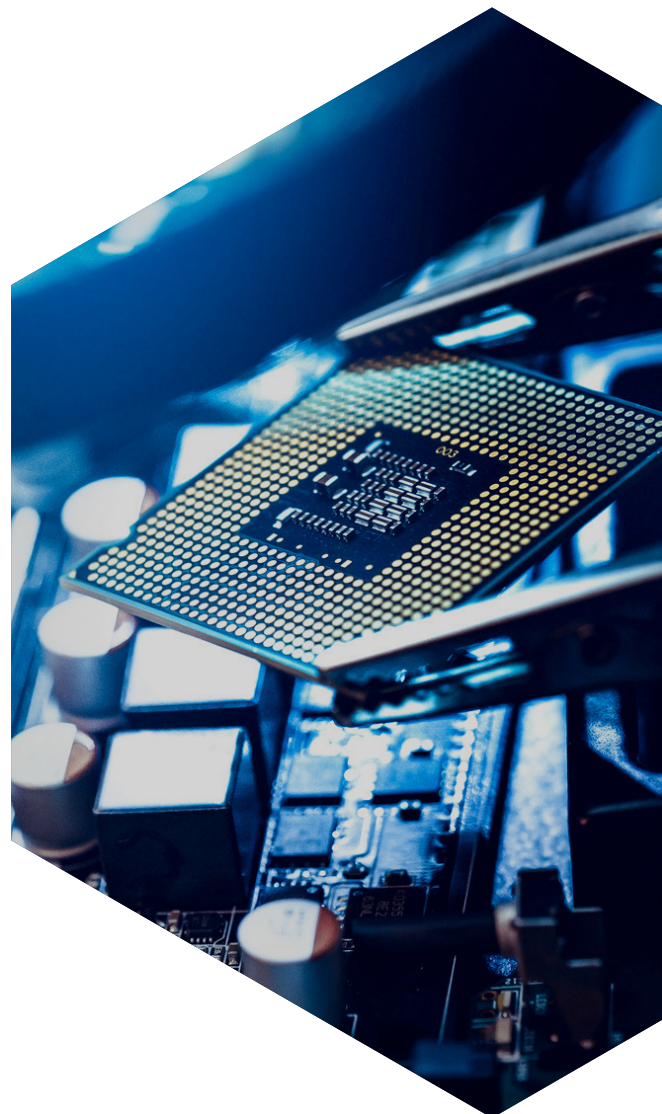
SEMI Career and Apprenticeship Network (SCAN)



Through SCAN, the SEMI Foundation develops customized, in-classroom, and on-the-job training programs for the microelectronics industry. The Foundation provides entry-level and upskilling/reskilling training in both foundational and specialized skills needed for high-demand jobs. Based on employer needs, trainings range from two-week boot camps to six-month, intensive trainings to full Registered Apprenticeships. This program is offered to all industry companies with costs varying by the type of training, number of enrollees, location, and more. For more information, please visit semiscan.org.

SEMI University

SEMI University is an online learning platform with more than 360 courses ranging from entry-level safety trainings to advanced technology courses. The curriculum targets employees of varying levels, from new operators to experienced technicians to non-technical staff. SEMI University is affordable, with subscription and à la carte pricing, and supports multiple languages. Find more information at <https://store-us.semi.org/collections/elearning-products>.





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