



Demystifying Microelectronics: Innovative Strategies for Attracting Talent

Michelle Williams
Deputy and Senior Director, Partnerships & Strategy
SEMI Foundation



Global Talent Shortage: nearing 1 mil by 2030

Worldwide, an estimated 900,000+ positions will need to be filled by 2030

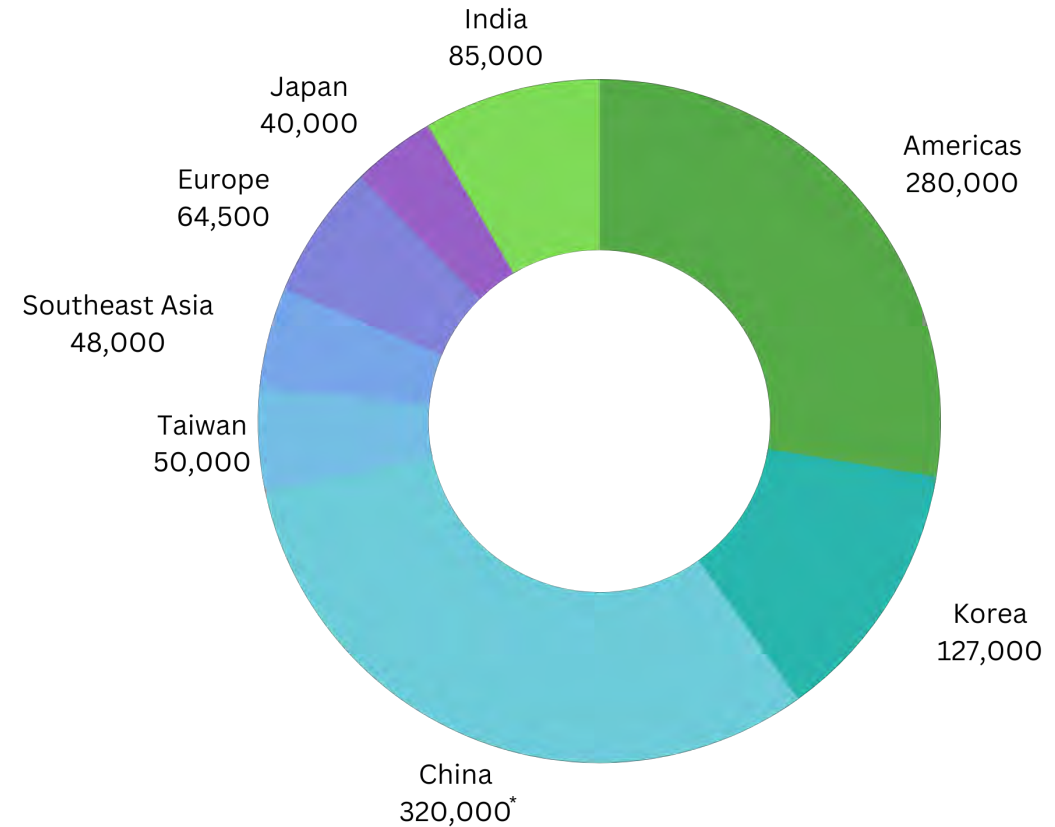
Significant talent shortages already exist in each of the regions, with public investment adding increased urgency and demand

Globally, production and engineering occupations are identified as high-need

Systemic challenges seen globally include falling enrollment in STEM education

Talent shortages in the Americas, Europe, and Japan led by re-shoring efforts and lack of educational investment

Other regions (China, SEA, Korea) talent shortages driven by strong worldwide semiconductor demand



*Estimate through 2025

What are students or potential employees looking for?

Diversity/Inclusion – representation in company, leadership

Sustainability – impact on community, society, world

Transparency – expectations, salary, expected travel

Work/Life balance – quality of life, remote work

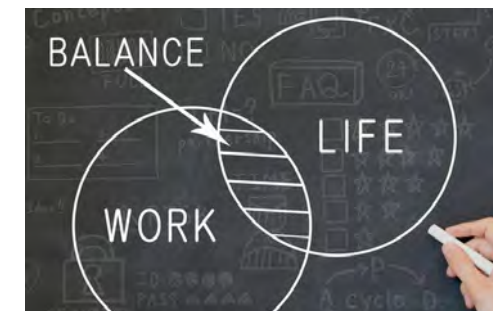
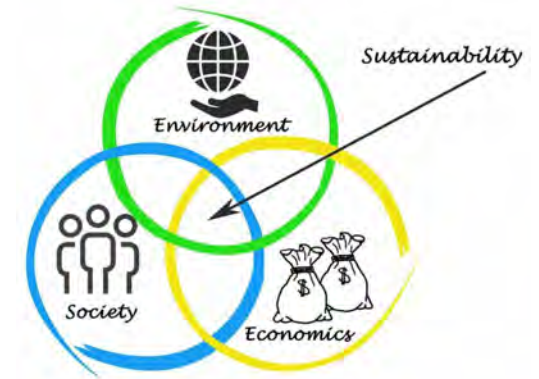
Growth – pathways to success, training, mentorship/sponsorship

Impact – cutting edge technology for good

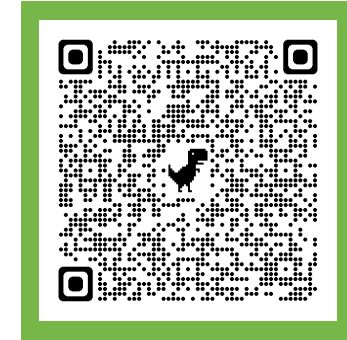
Equity - recruit for potential, especially for women, under-represented populations (promotion rates)

Autonomy and Trust – not slackers, will do hard work and want to be trusted to do so, don't require micromanagement

Continuous feedback and coaching - informed if work falls short, want coaching to improve



Chip In! Watch Parties & Educational Events



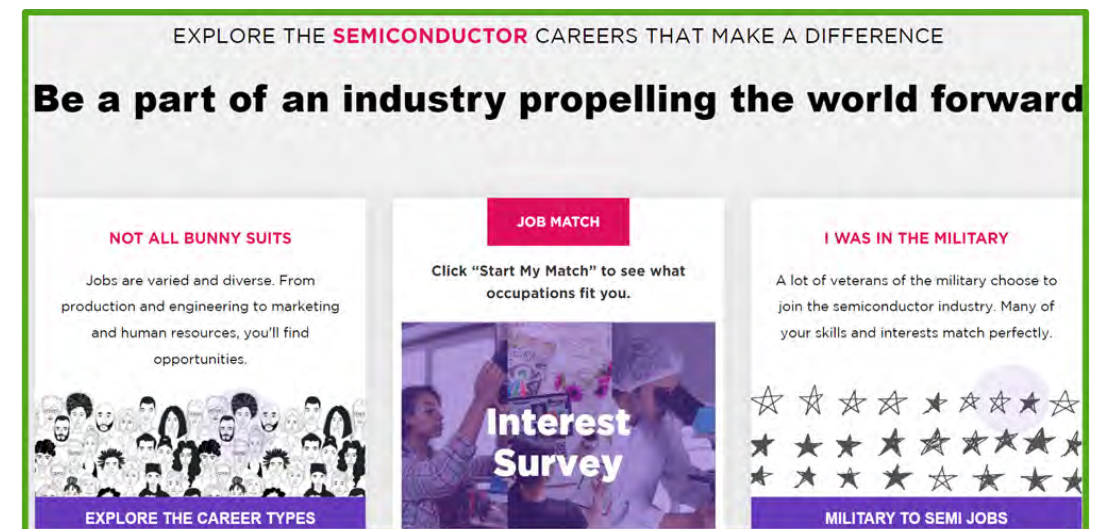
- Screenings at college/high school campuses
- Panel discussions with industry leaders
- Food and swag!
- Chip Challenges
- Lesson plans + resources for educators



Career Portal: careers.semi.org



- Tool for job seekers to learn, explore and find employment in the industry
- Interest and Skills assessment tools
- Videos from industry leaders
- Member company spotlights
- Links to job board listings



SEMI HIGH TECH U IN THE CLASSROOM

Goal: Raise K-12 awareness of the often-invisible semiconductor industry, informing students about chips and their crucial role in daily life

- Hands-on STEM kits providing engaging experiences relevant across grade levels
- Comes with relevant K-12 resources

Flexible Implementation – Built to be a supplement and additive to existing curriculum

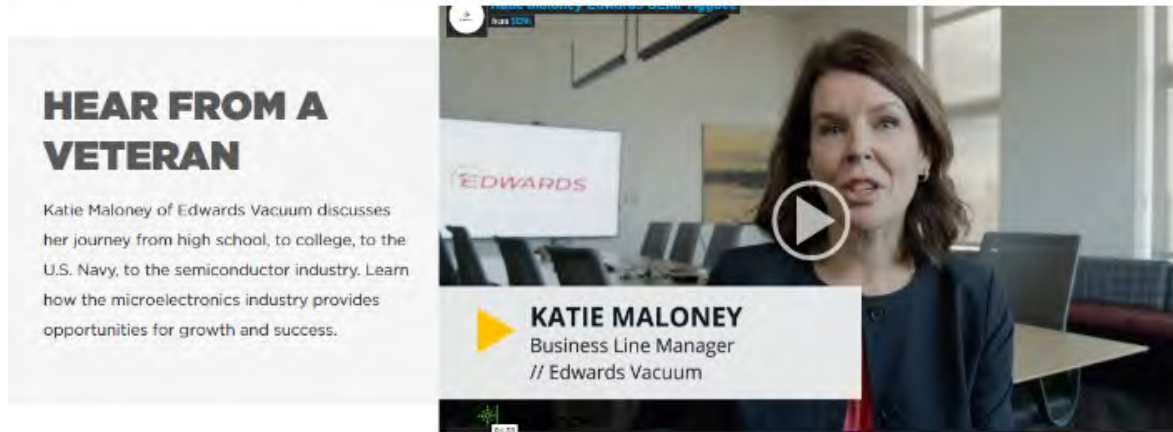
Kits can also be used as introductory activities at science fairs, career fairs, etc.



SEMI Stories: 1.5 million students!

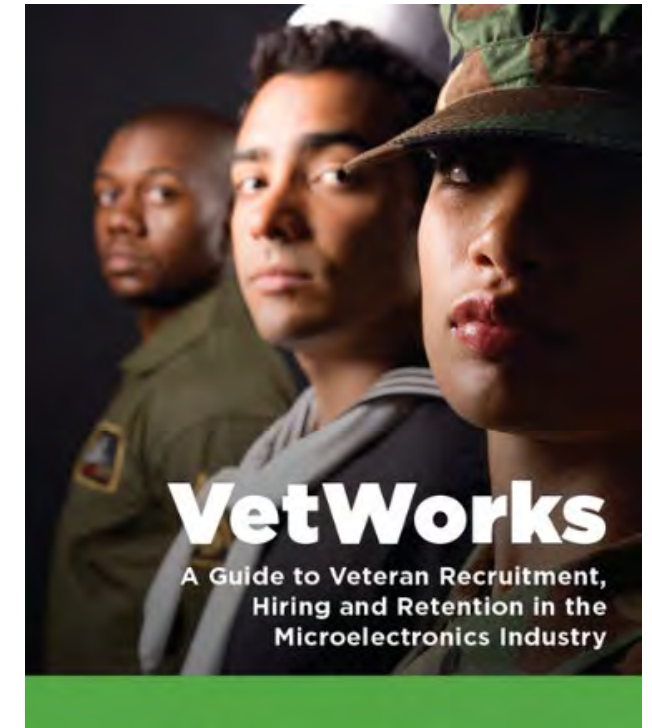
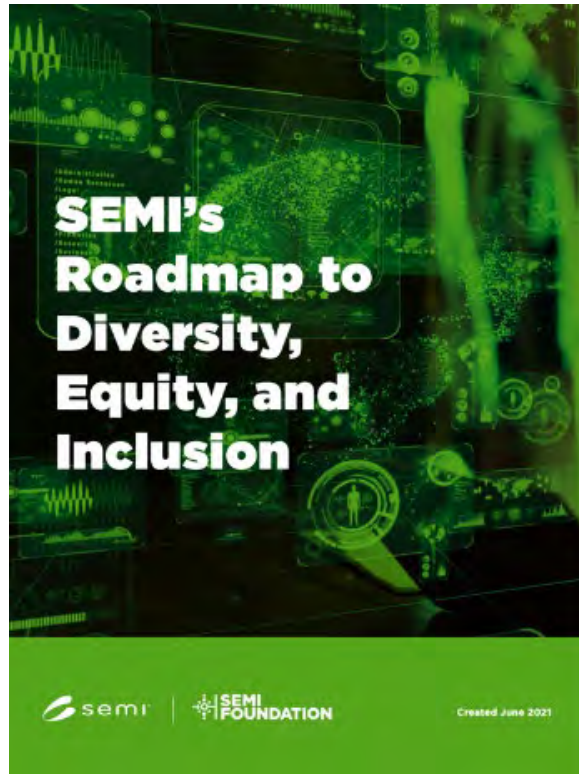
SEMI Stories [Videos](#)

- Created with Tiggbee, our video partner
- Feature veterans, women, and other professionals
- 1,497,381 viewer participants to date
- 80% youth of color
- 49% female





Diversity, Equity, and Inclusion Resources





THANK YOU

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mwilliams@semi.org

