

European Chips Diversity Alliance

Reviliani Gani
Senior Manager of Diversity and Workforce Development
SEMI Europe



EUROPEAN
CHIPS
DIVERSITY
ALLIANCE

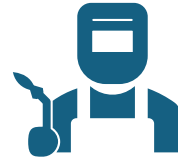


Co-funded by
the European Union

Current Challenges



The EU chips industry is undermined by skills shortages



Need to widen access to the sector to attract the “missing talent”



Lack of diversity prevents the sector to mobilize untapped talent

Women occupy only 22% of all tech roles across European companies, and the chips sector is undermined by an even lower participation rate.

At current rates, the share of women in tech roles in Europe is heading toward a decline to 21% by 2027

(Source: McKinsey “Women in tech: The best bet to solve Europe’s talent shortage” 2023)



EUROPEAN
CHIPS
DIVERSITY
ALLIANCE



Co-funded by
the European Union

European Chips Diversity Alliance

The Alliance will lower the barriers to enhance participation in the sector from under-represented groups by providing data, operational tools, trainings, and programmes.

Consortium Members



Funding: 1.5M€



Duration: 2024 to 2027

Associated Partners



EUROPEAN
CHIPS
DIVERSITY
ALLIANCE



Co-funded by
the European Union

OBJECTIVES AND GOALS

GOAL #1



Bring together industry and the world of education

GOAL #2



Develop an innovative methodology to gauge DEI* trends and dynamics in the EU chips sector

GOAL #3



Formalize the DEI* Advisory Council

GOAL #4



Produce two DEI* Reports and one Vision Paper

GOAL #5



Develop innovative training and operational tools to improve DEI* in the EU chips sector

GOAL #6



Develop engagement programs such as Mentorship, ambassadorship, pioneer awards

**DEI: Diversity, Equity, Inclusion*



EUROPEAN
CHIPS
DIVERSITY
ALLIANCE



Project Stages

STAGE 1

Data collection and analysis; assess the current state and challenges.

STAGE 2

Development of training, operational tools, and engagement programmes (ambassadorship, pioneer award, mentorship).

STAGE 3

Industry trial of all programmes and DEI reports publications.



EUROPEAN
CHIPS
DIVERSITY
ALLIANCE



Co-funded by
the European Union

Planned research



Current

Survey
Executive Interviews



Future

Focus Groups
Survey
Case Studies
Secondary Research



EUROPEAN
CHIPS
DIVERSITY
ALLIANCE



Co-funded by
the European Union

Survey

June- September 2024

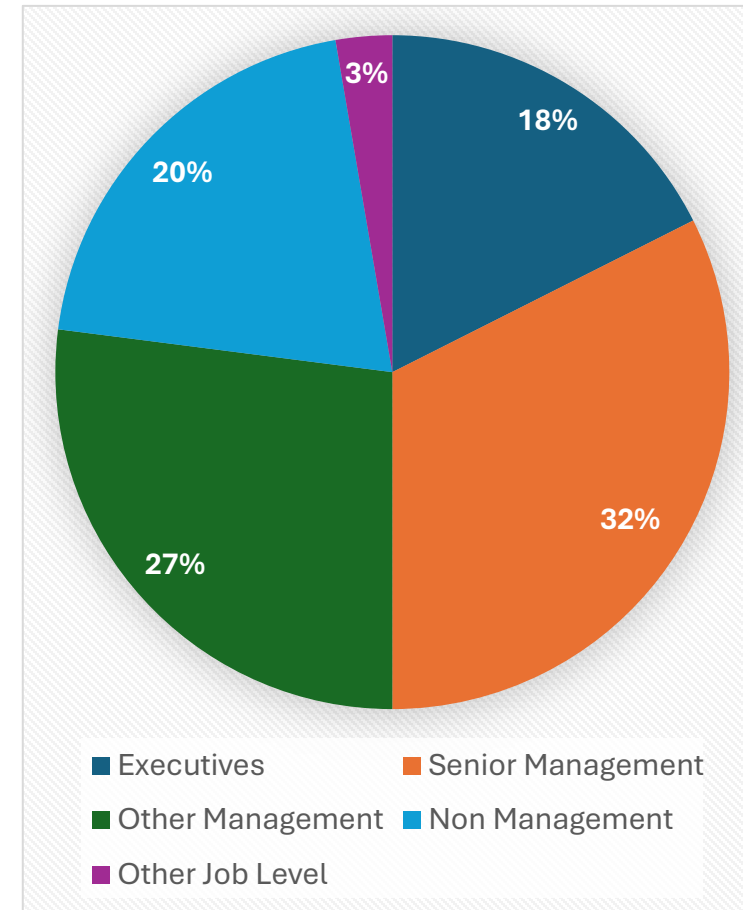


EUROPEAN
CHIPS
DIVERSITY
ALLIANCE



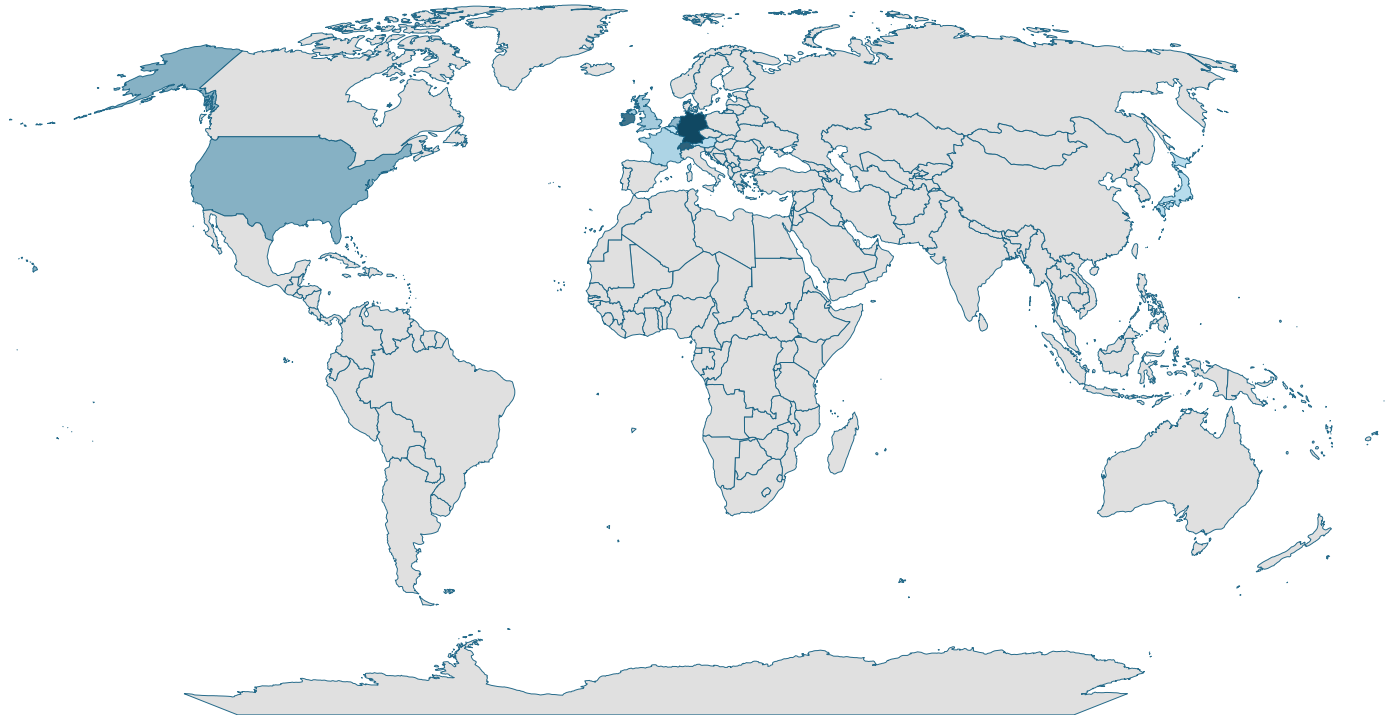
Research Participants

- 74 participants
- 50% Executives or Senior Management
- Diverse roles across the sector in Europe



Survey Demographics- Organisations

- 10 countries (HQ)
- Global presence outside EU:
 - -80% Asia-Pacific
 - -80% North America
 - -15% Latin America
- Diverse organisation size
 - -47% (1,000-10,000)
 - -27% (less than 500)

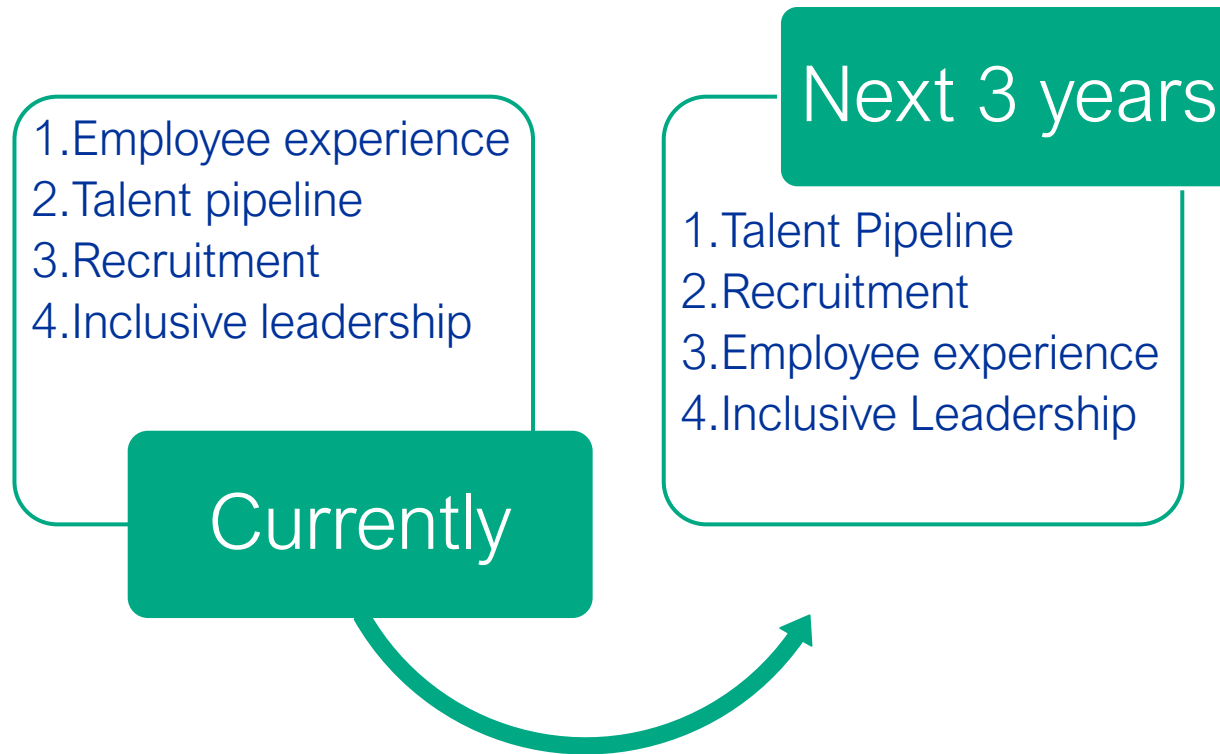


1

Research findings- Motivators



Research findings- Priorities for Initiatives



Research findings- Diversity Dimensions

- Gender diversity consistently the highest priority.
- Age diversity, skillset and racial & ethnic diversity score highly.
- Disability and neurodiversity are emerging areas for focus for organisations.

Research findings- Successes & Challenges

Successes

- Innovation & product development initiatives rated high
- Employee experience initiatives rated as performing well

Challenges

Top rated challenges:

1. Lack of goals and metrics
2. Budgetary and time resources
3. Lack of data and insights



EUROPEAN
CHIPS
DIVERSITY
ALLIANCE



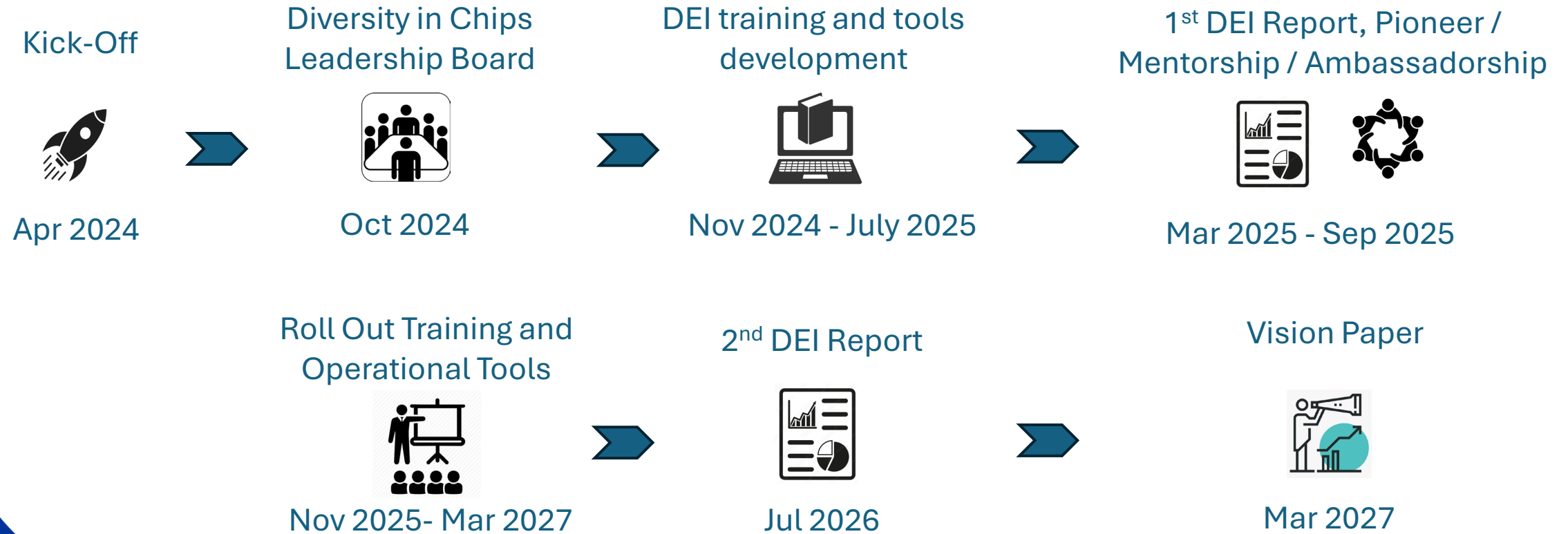
Next Steps



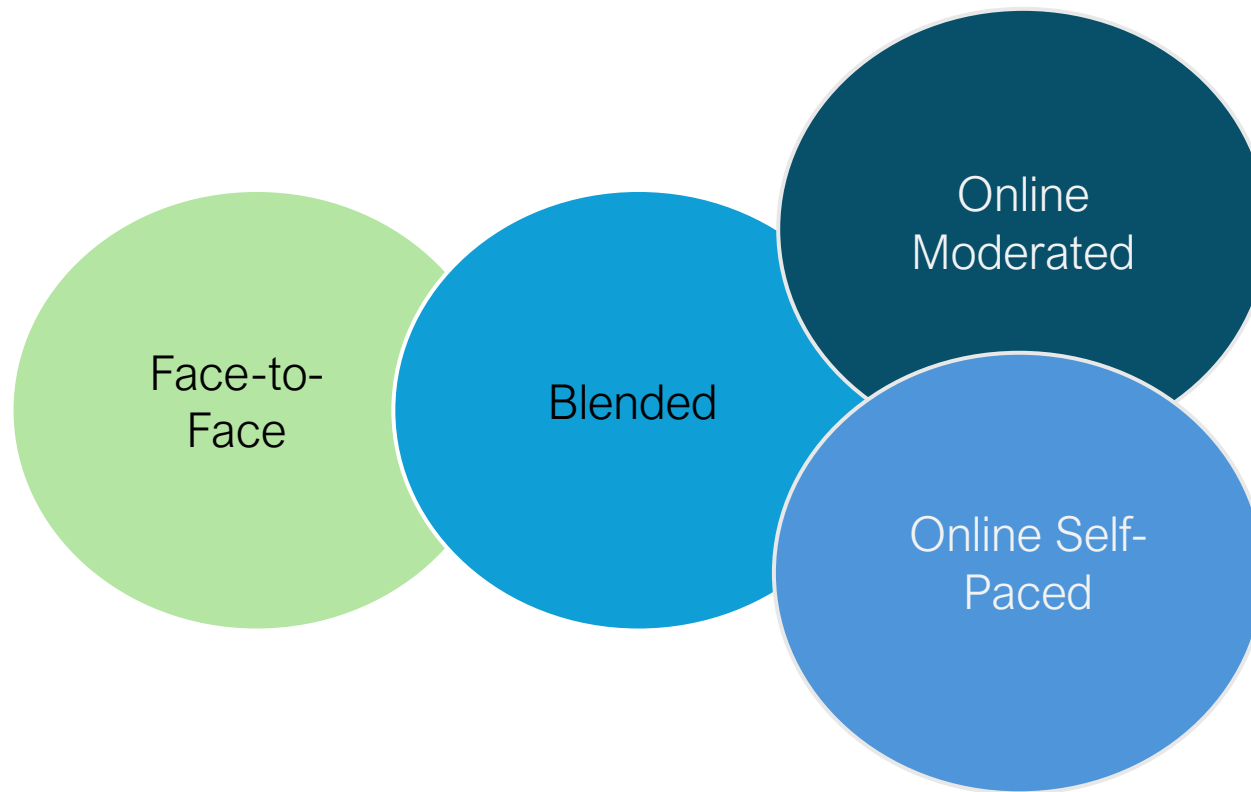
EUROPEAN
CHIPS
DIVERSITY
ALLIANCE



Project Timeline



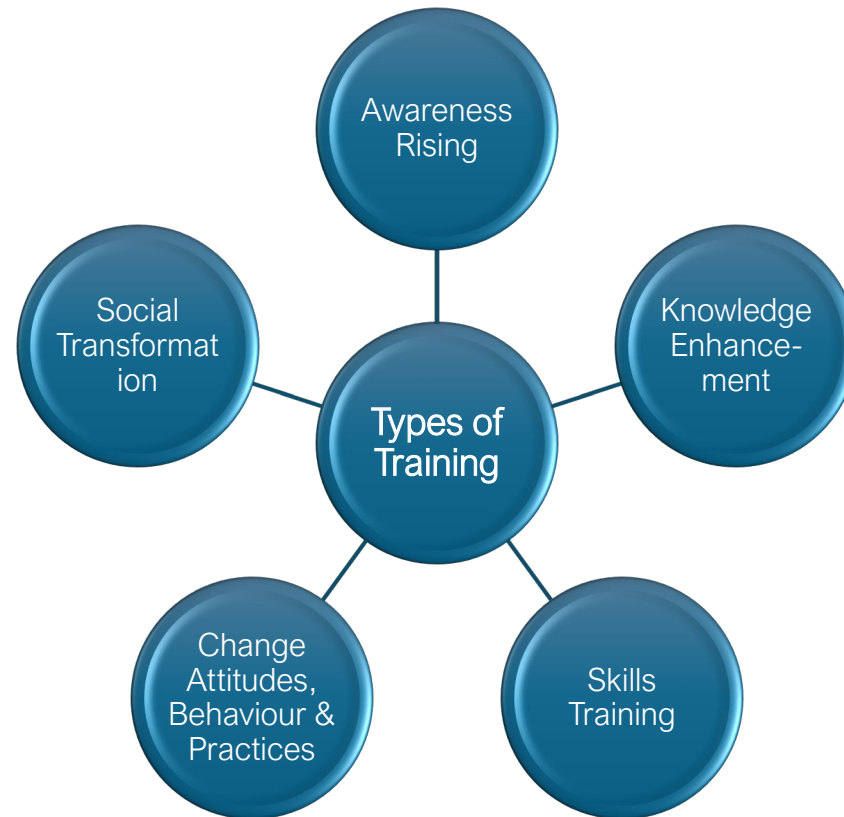
Modalities of Training



EUROPEAN
CHIPS
DIVERSITY
ALLIANCE



Types of Training



EUROPEAN
CHIPS
DIVERSITY
ALLIANCE



Co-funded by
the European Union

Opportunities to Collaborate



Becoming
Associated Partners



Take part in our
research



Test the trainings
and tools and share
your feedback



Participate in our
engagement
programmes

Get involved: Reviliani Gani | rgani@semi.org



EUROPEAN
CHIPS
DIVERSITY
ALLIANCE



Students Focus Group

Make your voice count and shape the future!

Join our student focus groups and gain:

- Valuable industry insights
- Mentorship from professionals
- Networking opportunities
- Access to SEMICON Europa 2025



EUROPEAN
CHIPS
DIVERSITY
ALLIANCE



Co-funded by
the European Union

Stay up to date on our latest events and activities!

diversityinchips.eu



[European Chips Diversity Alliance](#)



[ChipsDiversity](#)



EUROPEAN
CHIPS
DIVERSITY
ALLIANCE



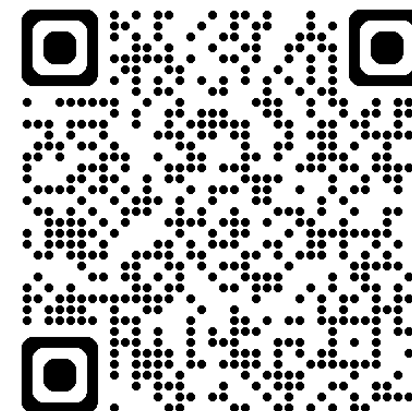
Co-funded by
the European Union



**EUROPEAN
CHIPS
DIVERSITY
ALLIANCE**



Co-funded by
the European Union



FOLLOW US!



**EUROPEAN
CHIPS
DIVERSITY
ALLIANCE**



Co-funded by
the European Union