



SEMICONDUCTOR WORKFORCE DEVELOPMENT COLLABORATIVE

Thursday, December 5th, 2024



CONNECT - COLLABORATE. - INNOVATE. - GROW. - PROSPER

Welcome!

Introduce yourself (name, organization)

If you were at the last meeting, share: what did you take away from our last meeting? If you were not at the last meeting, share what you had (or wish you had) for breakfast.



**SEMICONDUCTOR WORKFORCE DEVELOPMENT
COLLABORATIVE MEETING**

Housekeeping

- The breakout sessions will not be recorded
- Slides will be shared after the meeting
- Invite you to join us on camera
- Mute your microphone when not speaking
- Use the chat feature to ask questions

AGENDA

- 1 Welcome and introductions
- 2 Reflections from Q3, SEMI Foundation updates
- 3 Panel discussion: Applied Materials, Infinera, Lam Research, Onto Innovation, Synopsys
- 4 Breakout discussions: cross-sector collaboration
- 5 Reflections and next steps

Meet the Team



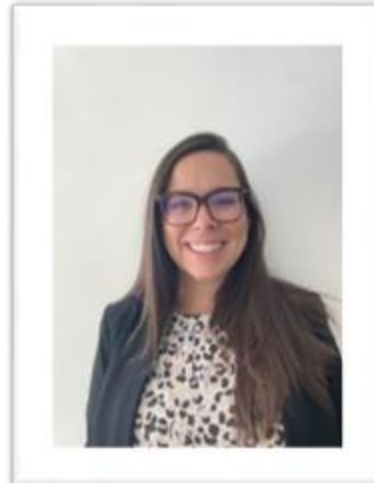
Omar Baza

Sr. Specialist, Workforce
Training & Operations



**Berton
Mahardja**

Director, Global
Education Initiatives



**Anissa Hamdon-
Morison**

Manager, Curriculum and
Training



Purvi Rami

Program Manager,
Registered
Apprenticeships



Robert Sanger

Program Manager,
Workforce Training &
Operations

Semiconductor Workforce Development Collaborative

Purpose

Identify employer needs and areas of collaboration with community-based organizations and education and training providers to build a thriving microelectronics workforce development network in California.

Objectives

- Build and facilitate relationships between employers and the community for collaborative problem-solving that incorporates worker voice into program design
- Identify employer's hiring and upskilling needs in Northern California
- Create more efficient pathways into microelectronics roles

Reflections from our last meeting (9/18)

Learnings and Highlights

Thank you for the feedback!					
"I know more about the semiconductor industry now than I did prior to this call"					
Agree:	35%	Neutral:	40%	Disagree:	25%
"I made new connections today"					
Agree:	65%	Neutral:	35%	Disagree:	5%

We hear you!

"I will be reflecting on our conversations today, and thinking about strategies for best outreaching to and engaging industry leaders, and facilitating opportunities for open and transparent communications."

"We all want to connect with each other to collaborate on grants, develop more career awareness/clarity on job requirements for job seekers and connect with those in industry in order to do that- what's the next step?"

"What is a question that you are going to be thinking about when you leave today?"

- Leveraging good resources
- Working w/ SEMI to understand ecosystem
- Nonprofit networks, knowing initiatives
- Better understanding hiring needs
- Offer tools to employers to reevaluate hiring needs based on currently successful employees
- Collaborating on grants, securing funding
- Communicating information to participants
- Career awareness, career options
- Workforce training options beyond apprenticeships
- Strategies for outreach and effectively engaging industry leaders

SEMI Foundation Updates



Foothill College SNAP graduation for first cohort of registered apprentices

SEMI Foundation Updates

Semiconductor Nanotechnology Apprenticeship Pioneers (SNAP)

- Working with Applied Materials, Western Digital, Infinera and others to build and expand apprenticeship network.
- First cohort has completed the program, second cohort is in progress and third cohort is set to start early 2025.
- Collaborating with Mission College to launch a hardware technician apprenticeship program.

High Road Training Partnership

- Hosted first quarterly virtual Semiconductor Workforce Collaborative in September. Over 40 attendees representing 24 community organizations and education providers shared best practices and core questions. Future convenings will connect them to industry employers.
- Working with Bay Area companies like Onto Innovation to upskill workers through certifications.
- Teaming up with JobTrain and Ohlone College to launch multi-week courses to educate potential workers about the industry.

Irvine Grant

- Partners in Learning and Evaluation Workgroup to inform strategies on grant-making and evaluation.
- Meeting with CBOs in the Bay Area to gain insights and improve program design, providing participants with tools and resources needed for successful completion.

SEMI Foundation Updates

Academia-Industry Partnerships

Last quarter, we cohosted the Semiconductor Curriculum Summit with Micron in Boise, ID. Over 120 attendees representing 50 universities and colleges, state and federal government agencies, and member companies shared best practices, new resources, and effective strategies to align and modernize curriculum. Attendees at the summit also provided insight into and gained information about the upcoming SEMI Certificate program.

Last month, we traveled to Austin to announce our support for Austin Community College's Advanced Manufacturing Production (AMP) Program. Developed with industry input from local semiconductor companies, AMP is offered locally by ACC and will be launched nationally in partnership with Merit America and America's Frontier Fund in 2025. The SEMI Foundation has reviewed the program and awarded it with SEMI's Fundamental Semiconductor Knowledge Certification.

College/university partnerships

- National Network for Microelectronics Education
- European University Alliance
- Initiatives planned for additional regions

Meet the Employers



Michael Hill
Applied Materials

**Sr. Director of Talent
and Organizational
Development**



Andy Scott
Infinera

**Staff Learning &
Development
Program Manager**



Brian Clay
Lam Research

**Workforce
Development &
Training Program
Manager**



Jorge Villalobos
Onto Innovation

**Sr. Director of
Mfg. Operations**



Katy Crist-Barrett
Synopsys

**Director, Workforce
Development**



Breakout Room Overview

Instructions

- Navigate to your assigned breakout room
- 30 minutes total
- Optional discussion questions
- Fluid discussion

Best Practices

- Be mindful of airtime
- We encourage you to share what is on your mind
- Use the chat and engagement feature

Breakout Discussions

Small group discussions with industry panelists, CBOs and education partners:

- What first thoughts, ideas, or questions emerged from the panel discussion?
- What would you like to know about ways of working among your colleagues in other spheres?
- What do you want to communicate about your challenges and experiences as it relates to this work?

Breakout Reflection

In the breakout groups, what came up for you?

Examples of things to share:

- 1) What you noticed (aha moments, connections across comments, etc.)
- 2) What is resonating
- 3) What inspired you
- 4) Your questions
- 5) Any other thoughts, observations or reflections

Drop your ideas in the chat or raise your hand to share out loud

Closing

- We want to hear from you
- Short 10-question survey
- Influence and shape future collaboratives
- Bridge the gap and connect dots
- Future convenings



THANK YOU

