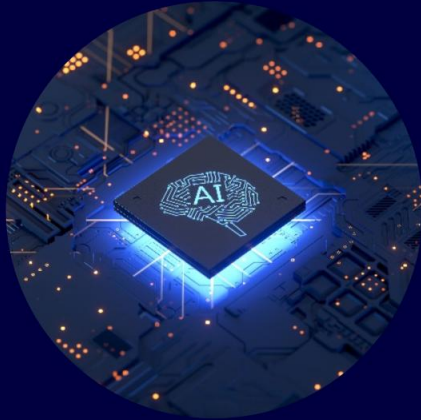


Talent Gap Impact on the EU Semiconductor Industry

Accelerating Europe's Tech Advantage

Laith Altimime
President, SEMI Europe





**Artificial
Intelligence**



**Sustainability &
Decarbonization**



**Geopolitical
Tensions & Resilience**



**War for
Talent**

		Expanded Programs and Scope			SEMI 2025 Top Priorities	
<div>3,500+ members worldwide</div> <div>Spanning the Semiconductor and Electronics Design and Manufacturing Supply Chain</div> <div>Driving Global Programs</div>	Thought Leadership	Advocacy & Public-Private Policies	Market Intelligence Reports	Tech partners: imec, Fraunhofer, CEA-Leti, IEEE, ITRI, AIST	Global Advocacy & SIPS Platform	Supply Chain Resilience
	Standards	Worldwide Offices			Workforce Development	
	SEMICON® Expositions/Conferences	170+ Tech Programs	Smart Initiatives	Strategic Tech Communities: ESDA, FOA, FlexTech, MSIG, SOIIC	Sustainability	
	EHS	20+ Tech Communities	Think Tanks		PFAS	
					Cybersecurity & AI	

A central white circle with the text 'UNPRECEDENTED SEMI ACTIONS' is surrounded by a dark blue ring. Four white checkmarks are placed at the top, right, bottom-right, and bottom-left of the ring. Lines connect each checkmark to a text block on the right side of the image.

UNPRECEDENTED SEMI ACTIONS

✓
GEOPOLITICS

SEMI INTERNATIONAL POLICY SUMMIT (SIPS)



TALENT SHORTAGE

WORK FORCE DEVELOPMENT INITIATIVES



CLIMATE CHANGE

SEMICONDUCTOR CLIMATE CONSORTIUM (SCC)



SUPPLY CHAIN DISRUPTIONS

SUPPLY CHAIN MANAGEMENT (SCM)



SEMI Europe Initiatives – Talent & Diversity

European Commission Funded Projects



- Innovative VET Courses
- Image Campaign
- Network of Stakeholders and Policy Advice



- Skills Intelligence
- E-learning Platform
- Led to European Chips Skills Alliance



- Talent Gap estimation and skills report
- Student engagement and education
- Educational Leaders Board



- Industry-led Data and Research
- Mentorship and Ambassador Programs,
- Online Training Platform

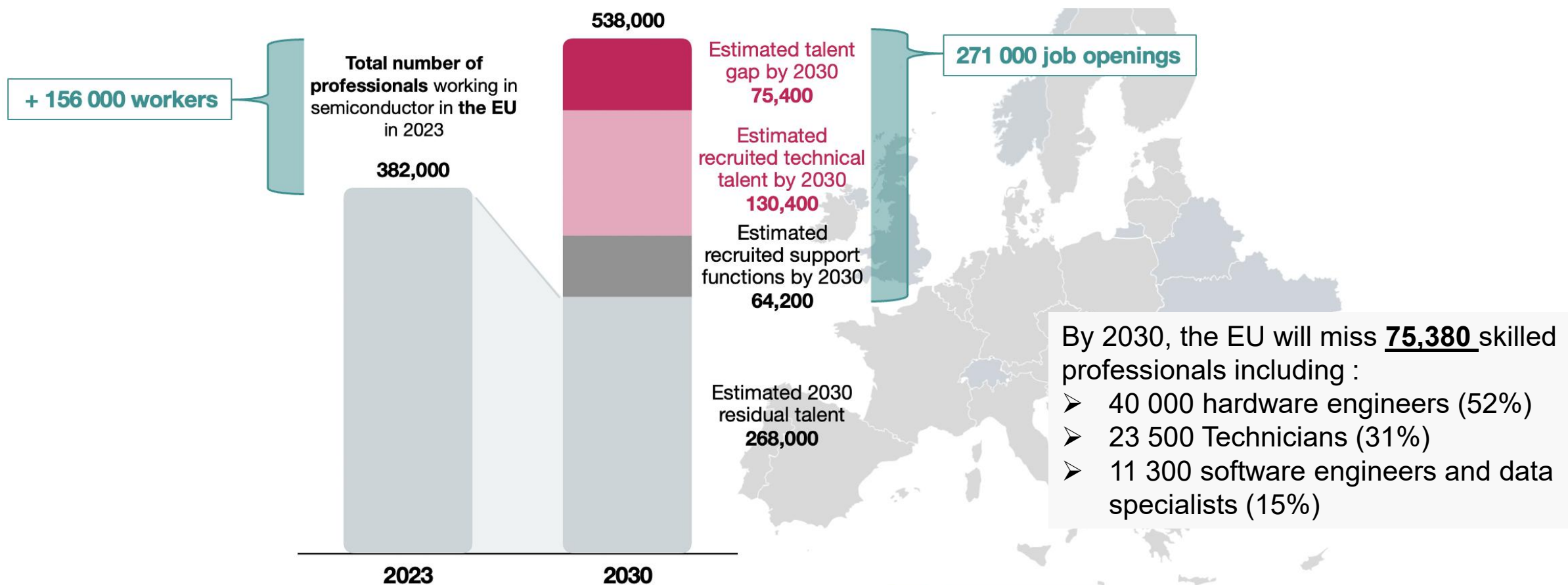


- Double-degree MsC in Embedded Systems
- SEMI and Higher Education Institutions from 5 Countries
- Student Exchange and Scholarship Programs

SEMI Initiatives

- #SEMIONcampus
- 20 Under 30 Award
- ChipQuest Challenge
- Talent Forum
- High Tech U
- SEMI University
- Careers Platform
- Award, Industry Leader in DEI
- Podcast & Webinar Series
- Blog Series, Role Models & Rising Stars
- Event Video Testimonials
- Chip In Documentary Film

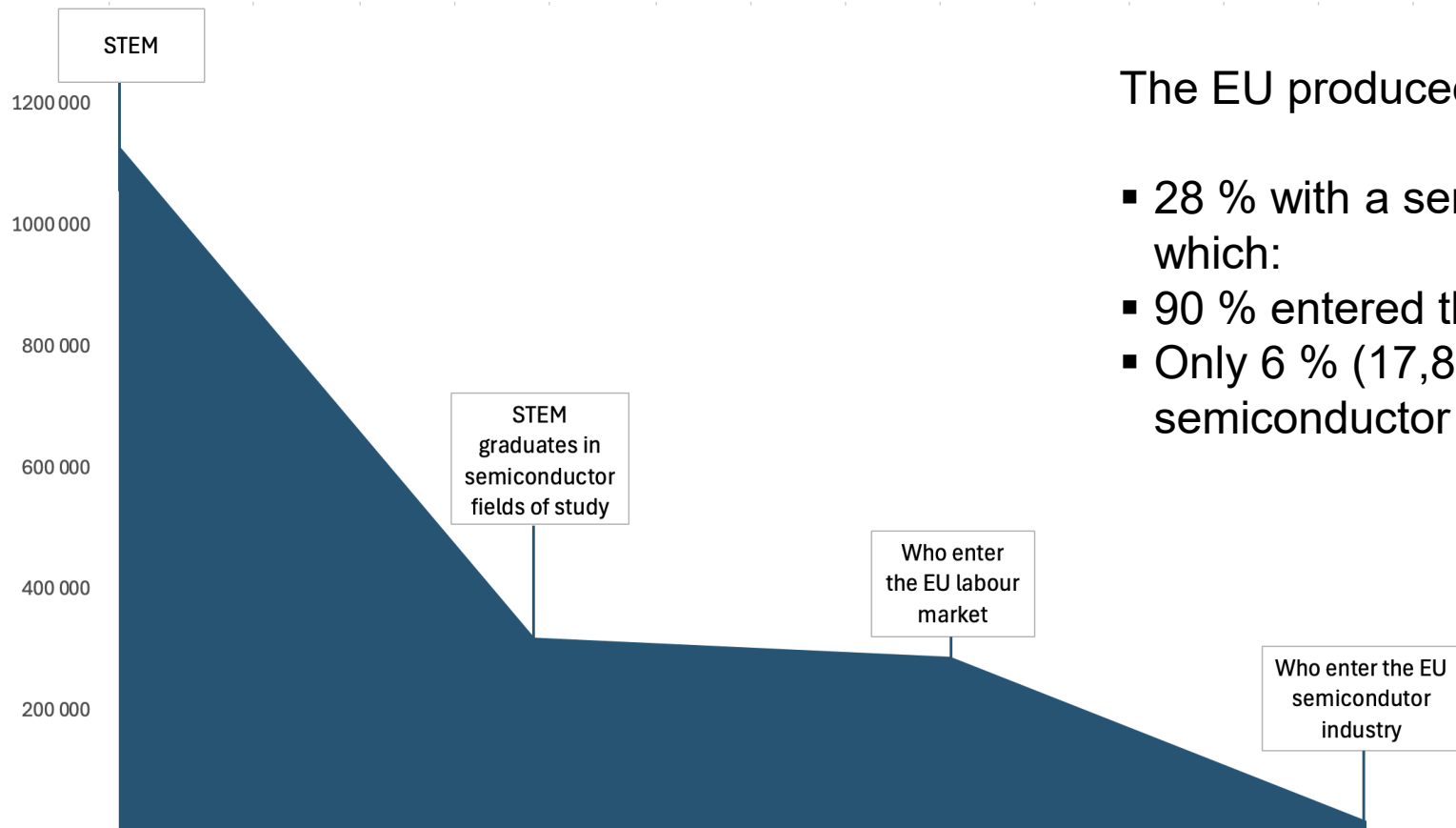
Estimating the talent gap (2023-2030)



Source: DECISION Etudes & Conseil

* Employment data from SEMI's forecasts (June 2024) of installed production capacity for the period 2024-2027

EU graduates entering the EU semiconductor industry

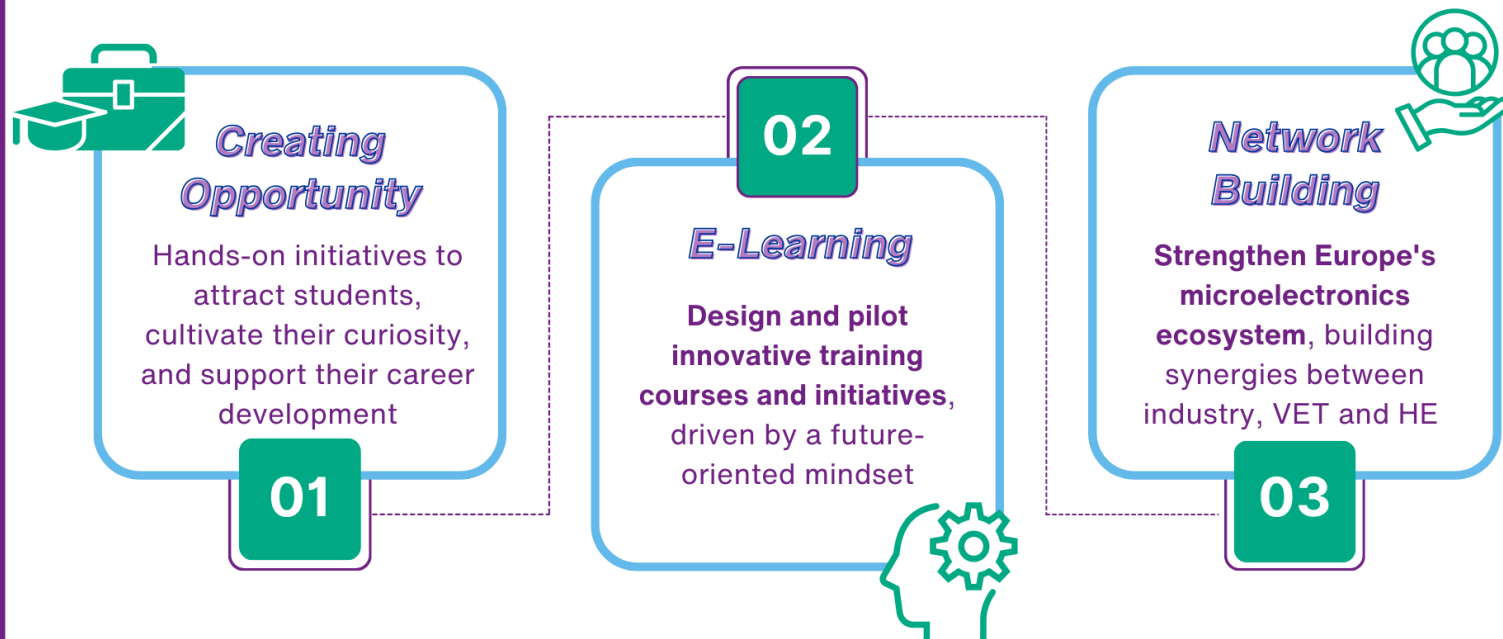


Source: DECISION Etudes & Conseil

The EU produced 1.2 million **STEM** graduates in 2022

- 28 % with a semiconductor-related field of study, of which:
- 90 % entered the EU labor market, of which:
- Only 6 % (17,800 graduates) entered the EU semiconductor industry.

European Chips Skills Academy



- 58 Student ambassadors
- 800+ e-learning users
- 40 students at annual summer school
- 62 courses by 2030
- 200+ members of ECS Alliance

European Chips Diversity Alliance

The European Chips Diversity Alliance is a Europe-wide initiative working to make the microelectronics sector more inclusive.

Our mission? To ensure the future of chips is built by everyone, not just the few.

Empowering Change through Engagement Programs:

- European MentorChip Exchange
- Ambassadorship Program
- Spark Excellence Award



Multiple organizations united by one purpose: inclusion



Funding: € 1.5M



Duration: 2024 to 2027

Consortium Members



EUROPEAN
CHIPS
DIVERSITY
ALLIANCE



Key Patterns from ECDA DEI Report

ECDA conducted comprehensive research to understand the state of DEI in Europe's semiconductor sector:

73	17	12
professionals	executives	early-career professionals

Findings:

1. Diverse teams produce the best results
2. However, only a minority see DEI efforts as visible
3. The sector has an opportunity to position Inclusion part of company culture



EUROPEAN
CHIPS
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CHIP QUEST

**Compete, Create, Connect
with the ChipQuest Challenge!**

Dive into the exciting world of semiconductors and showcase your creativity by participating in the ChipQuest Challenge. Get a chance to win amazing prizes, gain exclusive industry insights, and kickstart your career in technology!

How to participate?

Submit a two-to-five-minute video to spark the interest of young children about semiconductors

Prizes

- **Cutting-edge device**
(i.e. Meta Quest 3, Ray-Ban Meta Smart Glasses, drone, or 3D printer)
- **Exclusive company tour**
- **Mentorship session** with industry experts
- **Four-day ticket** to SEMICON Europa

Learn more:



semi.org/eu/chipquest

Scaling up for Europe's Tech Future

- Expand collaboration between education and industry to build the chips talent pipeline and scale best practices
- Embed inclusion to ensure the workforce reflects Europe's diversity and encourages innovation
- Strengthen STEM education already at a young age to support lifelong curiosity and fundamental engineering skill

...and finally:

- **Scale Up and Speed** EU and Industry investment to turn ambition into impact

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SAVE THE DATE!



Thank you!

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