



VetWorks Webinar

Hiring from the Military Community

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Global Talent Shortage: nearing 1 mil by 2030

Worldwide, an estimated almost 1,000,000 positions will need to be filled by 2030

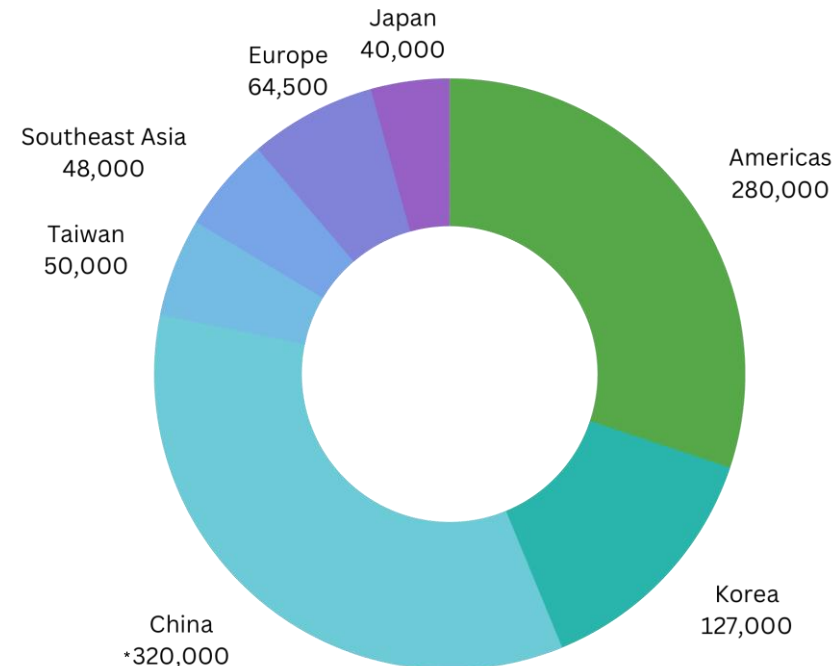
Significant talent shortages already exist in each of the regions, with public investment adding increased urgency and demand

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

SEMI's Holistic Workforce Development Plan

CHIPS Application Support
Providing application and programmatic support to members

SEMI High Tech U
Connects industry professionals to middle and high school students, demonstrating educational and career paths in STEM

Industry Image and Awareness Campaign
Attracts talent with CAEL career exploration site and Roadtrip Nation documentary

ASA Partnership, Mentoring & University Connections
Creates formal partnerships with universities to provide industry access and collaboration opportunities

Apprenticeship Initiatives - SCAN
Collaborating with federal & state agencies to provide earn-and-learn models that fulfill entry-level workforce needs



Primary School

High School

Community College

University

Certifications

Re-Skilling Returning Workers & Veterans

Career & Beyond

High Tech U in the Classroom Kits and Curriculum
Provides experiential learning that engages K-12 students and promotes STEM careers

Community College Program
Aligns industry workforce needs with community college program offerings

Global Workforce Development Pavilions
Connects employers and talent at all SEMICONs

SEMI / IEEE Joint Certificate Program
Provides access to training to ensure competency

VetWorks
Supports pathways to recruitment, hiring and retention

SEMI University Online Learning Platform Launched in February 2023

*Excite and inspire early...
...3rd grade onward*



Attract and motivate ... K12-college



Pathways to professional careers



Continuous learning

Widening the talent pipeline

Strengthen the foundation
(7-15 years)

Mid-term
(2-6 years)

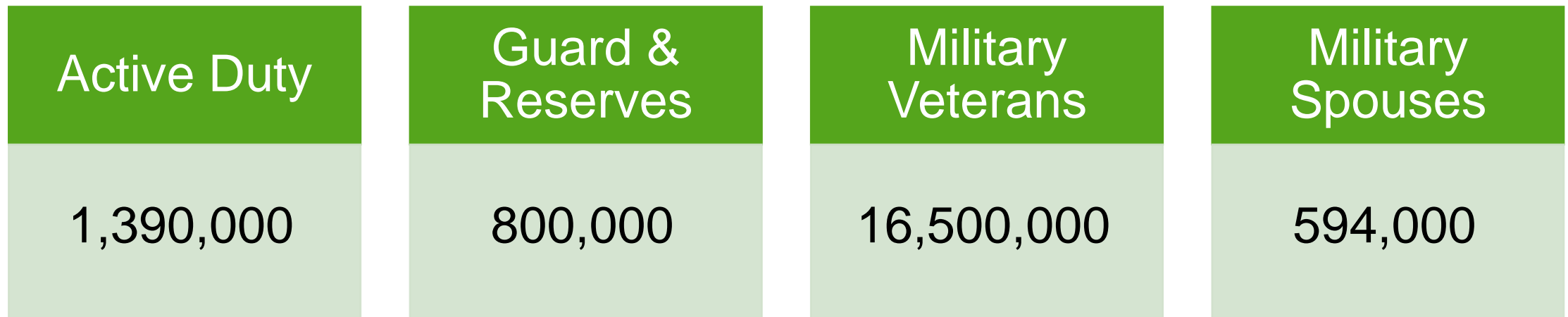
Near-term
(0-2 years)

Diversity, Equity and Inclusion

AGENDA

- 1 Who makes up the military community?
- 2 Key attributes
- 3 VetWorks overview
- 4 Best practices for:
 - Attracting
 - Hiring
 - Retaining
- 5 Getting Involved

Who makes up the US “Military Community”



Make up about 5.8% of Total U.S. Population

Active Duty Service Members

~160,000 will transition this year
 Less than 1% of Americans currently serving



Soldiers	Airmen	Guardians	Sailors	Marines	Coast Guardsmen
482,000	328,000	1,643	343,000	180,000	41,000

National Guard and Reserve Component

National Guard

- Each state, territory, and DC has a National Guard
- Each National Guard is composed of Army and Air forces
- Purpose is to respond to local and regional emergencies
- Fall under the Governor of their State/territory
- Most are part-time, but there are full-time personnel who maintain operations
- Can be deployed during times of war

Reserve Component

- Each branch of service has a reserve component
- Primary purpose is to provide forces to be available for active duty when needed
- On stand-by for times of war, national emergency, or as the need occurs based on threats to national security
- Trained same as active duty, but also have civilian career

Top Reasons They Join the Military



To Serve Their Country



To Learn New Skills



To Find Purpose



Job Stability

Key Attributes

Leadership

Integrity

Loyalty

Problem
Solving

Collaboration

Continuous
Improvement

Standard
Operating
Procedures

Curiosity

VetWorks Program Goals



Work with members to develop and/or expand military initiatives



Increase industry awareness across military community



Identify and help expand upskilling and training opportunities



Connect SEMI members directly with military talent

VetWorks Program Components



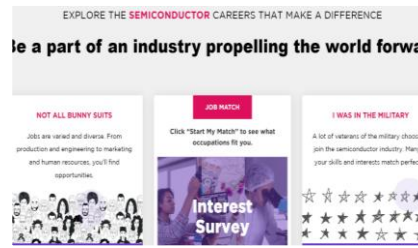
Military Hiring Events



VetWorks Guide for Employers



Career Portal



Strategic Partnerships



Workshops and Webinars

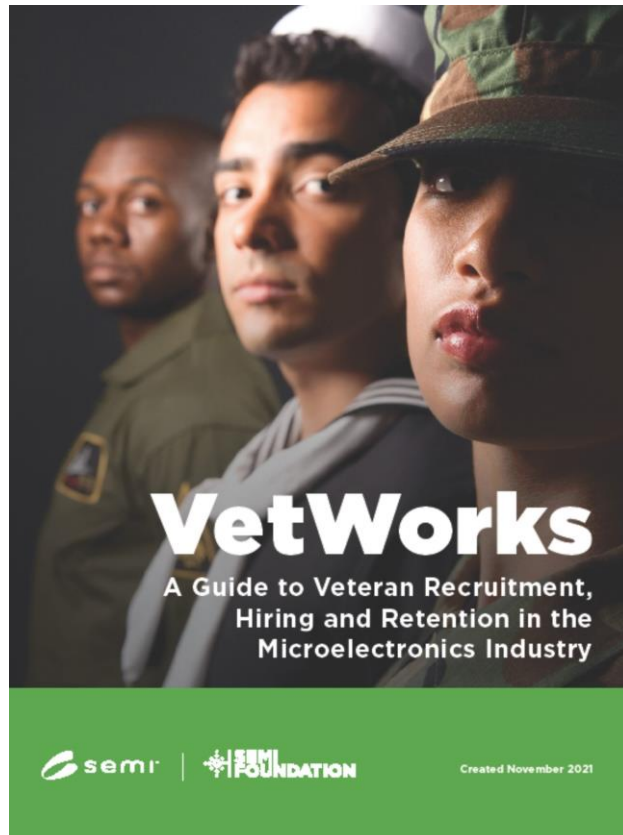


Military Hiring Events

- Goal is to increase awareness across the military community prior to them transitioning
- In 2023: 4 Hiring Events across the country in areas of high industry growth and high military presence
- Sample Agenda:
 - Industry Overview
 - Company introductions
 - Traditional Hiring Fair
- Follow-up with employers and job seekers to track interviews and hires



VetWorks Guide for Employers



- This guide serves as best practices and resources for employers as they implement or expand their Veteran hiring programs
- Our Veteran Working Group meets monthly to discuss specific aspects and share trends and identify updates.
- As government regulations are updated, we are positioning ourselves to be cutting edge and adaptable to support both the member companies and our military population.

Career Portal


- Tool for job seekers to learn, explore and find employment in the industry
- Military to Semi job matching tool
- Interest and Skills assessment tools
- Videos from industry leaders
- Member company spotlights
- Links to Dept of Labor Job board listings
- We will be able to track users and clicks through this site.

EXPLORE THE **SEMICONDUCTOR** CAREERS THAT MAKE A DIFFERENCE

Be a part of an industry propelling the world forward

NOT ALL BUNNY SUITS


Jobs are varied and diverse. From production and engineering to marketing and human resources, you'll find opportunities.



EXPLORE THE CAREER TYPES

JOB MATCH


Click "Start My Match" to see what occupations fit you.



Interest Survey

I WAS IN THE MILITARY

A lot of veterans of the military choose to join the semiconductor industry. Many of your skills and interests match perfectly.



MILITARY TO SEMI JOBS

Strategic Partnerships

To achieve the awareness we seek, we must leverage partnerships with a captive audience.

- Military Installations
- DOD Skillbridge
 - Heroes MAKE America
 - Vet STEP Program
- Higher Education Institutions
- Veteran Service Organizations



SEMI has hosted multiple workshops and webinars reaching over **10,000** members of the military community so far!

Best Practices

Tips to Create or Grow your Military Recruitment Strategy

Best Practices for Attracting

1. Identify a Champion
2. Attend Events- Increase Brand Recognition
3. Educate or have resources available for hiring managers
4. Military Centered Career Site
 - Adjust Job Descriptions!
5. Leverage Veteran Ambassadors for Outreach Events



Best Practices for Hiring / Onboarding

1. Buddy Program
2. Employee Resource Group Invitations
3. Mentorship Offerings
4. Clear Career Progression Roadmap
5. Regular Check-ins on Performance



Best Practices for Retaining

1. Military Focused Employee Resource Group
2. Celebrate Military Holidays
3. Volunteer Opportunities that Serve Military Community
4. Provide Feedback Regularly
5. Create a sense of Belonging!



Ways to Get Involved with VetWorks



Attend a Military Hiring Event



Download the VetWorks Guide for Employers



Volunteer to join a Webinar or Workshop










Opt-in to receive resumes once a month



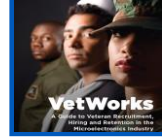





Reach out if you'd like to request training for your organization!

Workforce Development and Diversity, Equity & Inclusion (DEI) Initiatives in Delivery Phase

	High Tech U
	Mentoring Programs
	Semiconductor Career & Apprenticeship Network
	ASA/SEMI Partnership
	Workforce Pavilions
	Publications & Media
	SEMI U e-Learning

	DEI Roadmap and Toolkit
	CHIPS Application Support
	Excellence in Achievement Award
	Virtual Events
	Industry Image & Awareness
	DEI/WFD Events
	University Programs



	VetWorks
	Career Exploration Site
	Roadtrip Nation Documentary
	Women in Semiconductors
	Manufacturing Ownership Diversity
	SEMI / IEEE Certifications

Q & A



THANK YOU

Reach out to discuss your specific needs or to get involved! mgomez@semi.org

