



Challenges and Opportunities Surrounding Your Talent Pipeline

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Agenda

- Challenges
- Building Awareness
- Career Entry Routes
- Importance of I&D

Challenges within the Talent Pipeline



Lack of public awareness – lack of applicants



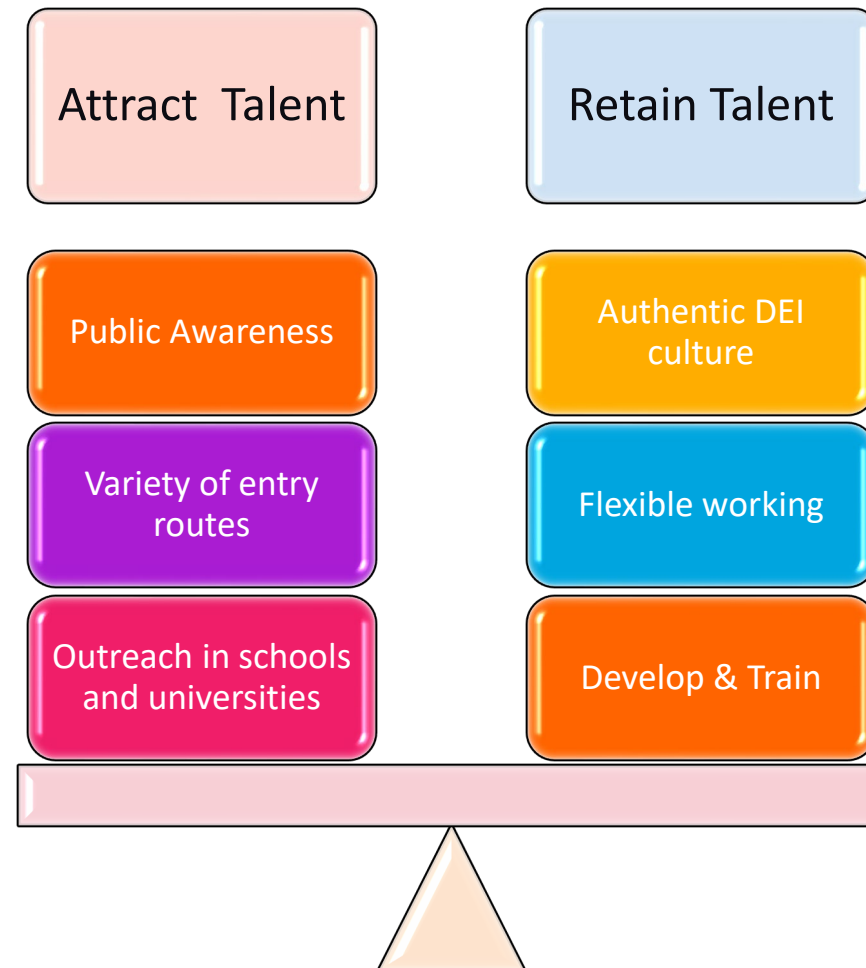
Lack of diversity in applicant pool



Lack of relevant (specialized) skills

Our Multi-Pronged Approach

Our “Multi-Pronged” Approach to Address Talent Pipeline Challenges



Increasing Public Awareness to Increase Applications

Applicants will be attracted to companies they recognise



Advertising on local buses

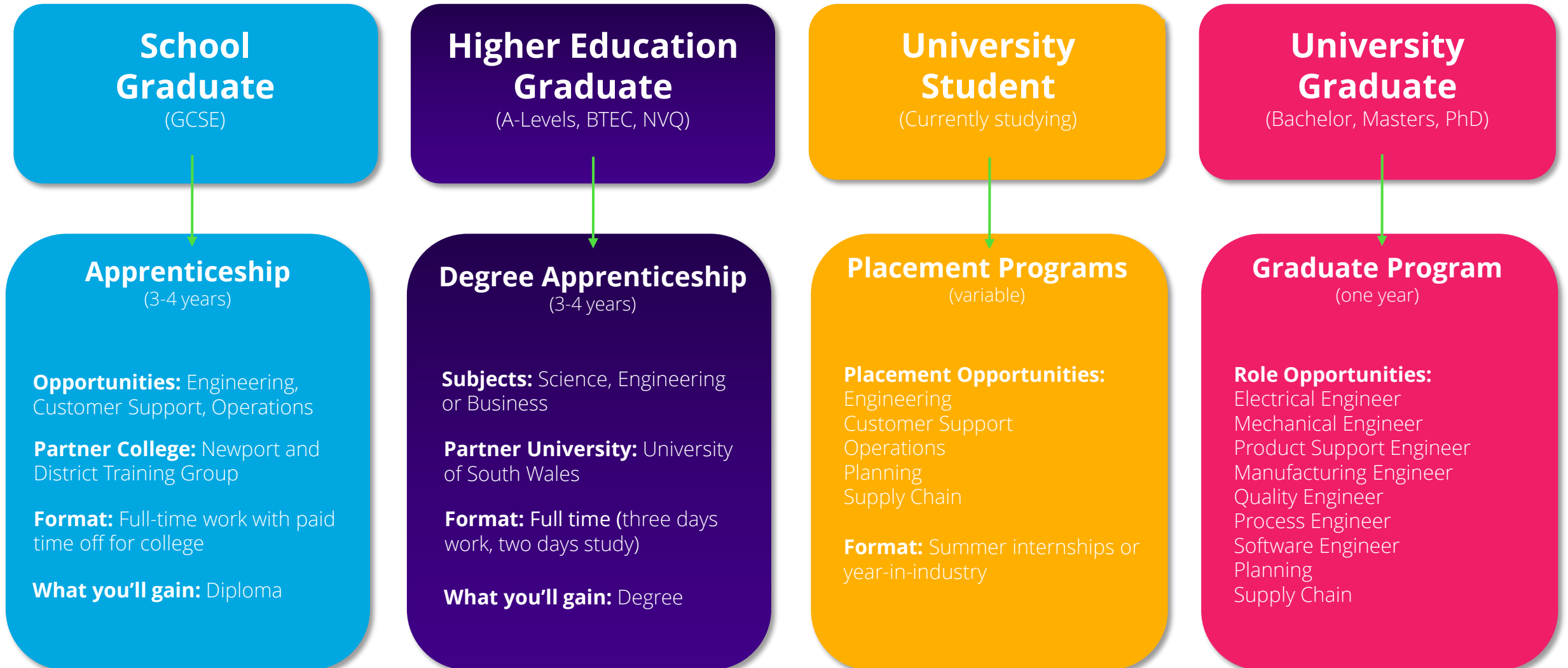


Classroom at Techniquest
(local science museum)



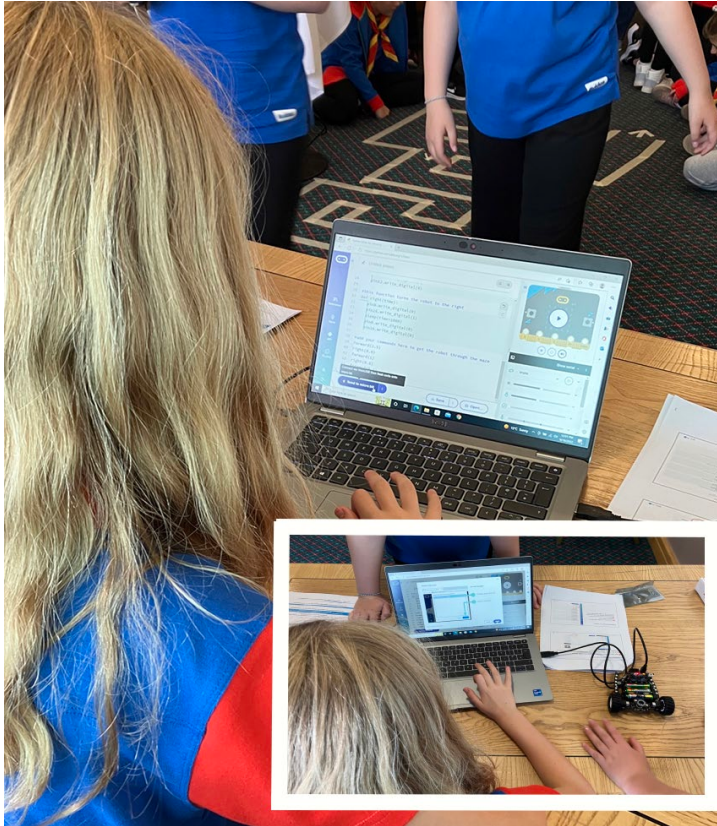
Sponsorship of community field at
Newport Dragons Rugby Club

Talent Pipeline – Routes into “Early Careers” within KLA



Outreach Within Schools and Universities

Inspiring and creating relationships with the engineers of the future



Girl Guiding activity day



School visits to KLA Newport



Systems installed in university labs

Increasing Diversity, Equity & Inclusion

..and why it's important

- Diverse teams improve innovation
- Equity - ensures people are fairly treated
- Inclusion - values differences but with a sense of belonging
- Flexibility in recruitment and workplace



KLA engineers host local girls school visit



KLA listed at #38 Top Female Friendly Companies



Graduate intake Oct 2023

In-House Training

Increasing skills, professionalism - improving staff engagement and ultimately retention



Management Training

Online and Hands-on Technical Training

Conclusions

- Demand for talent is a growing challenge
- In a competitive market, innovative initiatives can help to capture the attention of prospects – reduce time to hire
- Offer a variety of career entry points and paths to attract a diverse range of applicants
- Equity and inclusion need to be authentic and led from the highest level
- Invest in training & developing skills of staff
 - Helps fill skills gaps
 - Provide variety and career progression – retains talent