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SEMIEXPO VIETNAM

Powering Vietnam's Semiconductor Ambition

7-8 November 2025 | VinPalace Co Loa, Hanoi, Vietnam

Ms. Nina Lin

Vice President and
General Manager,
Taiwan & ASEAN
Siemens EDA

Interview with

SIEMENS

SEMIEXPO Vietnam 2025
VIP Luncheon & Industry Networking Night Sponsor

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Skilled design and engineering talent is essential to any EDA-driven ecosystem. What strategies do you think are most effective for Vietnam to accelerate the growth of its local semiconductor design talent pool?

We see Vietnam as a promising marketing and Vietnam's current talent pool is growing rapidly, data shows that the industry requires about 10,000 new semiconductor engineers each year. The government's strong focus and strategic investments in developing the industries, coupled with increasing interesting from global companies, are creating a fertile ground for growth.

At Siemens EDA, we believe collaboration is a part of the key. Siemens EDA has seen success working with universities across APAC to integrate real-world EDA tools and design flows into engineering curricula. In Vietnam, we collaborate with National Innovation Center Hanoi and Saigon Hi-Tech Park (SHTP) to train engineers, graduating students, and those in master's degree education to be competent in semiconductor circuit design using our best-in-class EDA tools, aims to nurture talent and promote workforce development for the semiconductor industry in Vietnam. These programs are scalable and can extend to front end foundry (FAB).

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Looking ahead, we see workforce transformation in many parts - experienced employees are reaching retirement or moving into new roles, software and electronics engineering skills are growing in demand, and the next generation of engineers want to work for companies that can demonstrate sustainability, corporate responsibility, and technological innovation.

Therefore, we believe that the transformation must balance people development with technology progress. Data of WEF Future of Jobs Report 2025 shows 59% of the workforce needs reskill/upskill by 2030. Siemens is the first Industrial software company to have an industry credential recognized by ABET. We are engineering the future workforce by addressing the skills gap in digital transformation with a focus on recognized credentials and advanced solutions.

Modern software incorporates AI/ML to learn command patterns of the user. As the AI system learns, it is then able to suggest subsequent commands based on steps the user has taken and actions they will likely wish to use next. Some companies have leveraged this technology to capture the patterns of their current employees to develop internal best practices. These best practices can then be used to help flatten the learning curve for new employees, bringing them up to speed with the rest of the team more quickly.

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Companies must develop methods of quickly training new employees on a variety of processes. The combination of smart, well-trained technicians and their robotic counterparts will enable agile production with high throughput, quality, and efficiency. These mixed human-robot production environments can be supported by digitalization of the production design and training programs.

Technology that is intuitive and easy to learn will help both new and existing employees come up to speed more quickly. An immersive training environment is also valuable. Technicians and manufacturing employees can benefit from virtual training sessions conducted in the metaverse that offer a learning environment where mistakes are far less costly. AR and VR enable trainees to gain hands-on practice in virtual scenarios occurring in the metaverse that are safe and easy to repeat for efficient training sessions. The industrial metaverse will change the way companies work by creating a virtual space to work on real-world projects that are more collaborative, interactive, and immersive.

Modern digital environments can create a continuous digital thread of engineering requirements, models, test results, and other information by way of a model-based systems engineering methodology. This digital thread ensures the traceability and accessibility of information across the product development lifecycle. A continuous digital thread can also ease the acclimation of new team members into development processes.

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Vietnam has attracted increasing attention from global semiconductor and electronics companies. From an EDA and design-centric viewpoint, what makes Vietnam an appealing location for future high-tech investments, and how can events like SEMIEXPO Vietnam foster deeper regional collaboration?

Vietnam's appeal as a future high-tech hub stems from a combination of strong government commitment, a fast-growing talent pool, and a significant potential in digitalization and industrial automation. From an EDA and design perspective, Vietnam is moving up the value chain - from assembly to design and verification - supported by investments in education, infrastructure, and international partnerships.

Siemens EDA a long-standing commitment to Vietnam. We are continuously evaluating opportunities to deepen our engagement and support the growth of the local ecosystem. Events such as SEMIEXPO Vietnam accelerate this momentum by uniting global and regional stakeholders to share knowledge, showcase breakthroughs, and forge partnerships. Through active participation and open innovation, we together will help Vietnam semiconductor industry advance.

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