

# ADDRESSING THE SEMICONDUCTOR TALENT SHORTAGE

## VIDEO TRANSCRIPT

**Patrick Moorhead:** So we're building all these fabs. We have this deep and wide ecosystem. But what I've seen, though, and I've talked with companies, is regardless of how much money or how many fabs was becoming apparent in certain places in the world is we have a talent drought, right. There is even a value chain of people in in the fabs all the way from designing it all the way to the end of getting rid of the chemicals. So can you can you talk about this drought we have of talent?

**Syed Alam:** Yes. Actually, we are concerned that we will transition from supply shortage to talent shortage. And because all of these fabs coming online, investment in the semiconductor, whether it's manufacturing or design, and also a lot of OEMs, some of them designing their own chips, they are trying to do more in the chips themselves. So there's a need. For talent and it's increasing exponentially. And there is demand across the board also for this talent, whether it's for design or it's for somebody working on the shop floor or worse, there's somebody working behind the scenes in the technology enablement or testing. So we will see a wide variety of requirements coming in for talent, and we have to take steps to make sure, as I said earlier, that we don't go from supply shortage to talent shortage. There are some short term things that we can do. Plus look at also the long term, the things that we can do. And we are seeing industry taking initiative, also helping with the coursework in universities or in community colleges and helping design some of the curriculum.

And but there should be a partnership with the education institutions and the industry to make sure we are producing the talent in this space.

**Patrick Moorhead:** Yeah, it's interesting. My first question about Intel's 100 \$100 billion investment in Columbus, maybe it's 20, but anyways.

**Syed Alam:** 20 and then...

**Patrick Moorhead:** Lot of billions.

**Syed Alam:** And 20 and they rate around increase it to 100 billion over many years.

**Patrick Moorhead:** Yeah. My my first question was, how are you going to bring the talent in now? This isn't a big question at all. I grew up in Ohio. I lived there for 26 years. Yes. Very talented. But when you're talking about being able to stand up a huge fab like this, you have to ask the question. I was and I was really happy to see a multi-million was about \$100 million investment in Ohio schools to make that happen. And if I look, I know the United States a little bit better, but if you look at where each all the mega fabs are, they have public and private initiatives, whether it's in New York or Phenix or Portland or here in Austin. You're right to be able to create the talent for for that to happen.



**Syed Alam:** Yeah, you're absolutely right. I think that's that's a very important aspect. You know, we in the industry, we talk about this that what do you need for a fab? You know, you need the real estate, you need the equipment. You need access to power and water and talent.

**Patrick Moorhead:** So that's why I forgot about the water, which was an issue in a certain part of the world. Yes. For some time.

**Syed Alam:** Yes, exactly. So, the talent is is the most important aspect. And it's something that you cannot do it in the short term. You have to plan in advance and you have to cultivate it. One of the things that we see in the semiconductor industry is wherever there are large fabs placed, there is an ecosystem that happens around it. Also, you have the suppliers. Yes, they're there shops over there. They're supplying workshops over there. That's why you see there's a concentration of these kind of know Phenix, you know, Portland and Austin to some extent, also Silicon Hills. Right. And and then, you know, we suspect Ohio is going to be, you know, with all these investments, we will see the rest of the industry will come there, too, because there'll be a demand if there's such a large complex of fabs there.

**Patrick Moorhead:** As a fellow Ohioan, it's really glad to see because that that part of the country needs jobs and it's just super to see.