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EUROPEAN SEMICONDUCTOR FEDERATION

CONNECT • TRAIN • CERTIFY • ADVANCE

CONNECTING VET PROVIDERS ACROSS EUROPE

DEVELOPING SPECIALISED TRAINING

CERTIFYING SKILLED TECHNICIANS

Problem Statement

Why a Semiconductor VET Federation?

- **Fragmentation across Europe**
  - each country and region operating its own systems, standards, and approaches, leading to inconsistencies and lack of coordination

- **Limited comparability and mobility**
  - the absence of a unified framework/body makes it difficult to compare curricula and recognise competences across borders, hindering workforce mobility and skills transfer

→ These are critical barriers which contribute to **lack of visibility** of technical career pathways, difficulty in **accessing upskilling programmes**, lack of agility to respond to **changes in labour market needs**

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Needs analysis

From industry

- Challenges in **recruiting/retaining** sufficient technical talent (namely maintenance technicians, process technicians, operators)
- Significant need for **upskilling** existing workforce → evolutions in equipment, increased automation require different skillset than traditional training provides
- Need to decrease **time to work-readiness** of new graduates

From VET

- Inconsistent collaboration with industry could be harmonized, particularly when concerning **access to tools** for training
- **Lack of visibility** / attractiveness of training programs
- Differences in certification requirements can be a challenge for **curriculum updates** & cross-border mobility for students

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Our ambition

Coordination

- Bringing VET into the loop, providing framework for collaboration
- Central issuing body for certification and micro-credentials

Harmonization

- What are the commonalities in training programs
- What skills are required for these job profiles

EU-level certification

- Developing a common standard for training programs
- Industry involvement in quality assurance

Upskilling

- Targeted training co-developed with industry to support continuous professional development of staff

Visibility

- Helping learners find relevant programs
- Awareness of scholarship and support opportunities for EU and non-EU students

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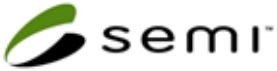
Consortium: Current Status

Industry:



VET / Training:

What we're looking for in partners:

Areas of expertise:

- **Training delivery and design** (interpreting industry needs)
- Experience with **micro-credentials** (i.e. general knowledge, issuing, etc)
- Experience with **non-EU recruitment** campaigns
- Experience with recruiting from **underrepresented groups**
- **Main industry employers** who are experiencing shortages in this area
- **Relevant service providers** (i.e., translations, curricula design, marketing, IT)

Long-term goal: all 27 Member States represented in the Federation

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Concerns & open questions

- 50% funding rate and uncertainty regarding national funding is a serious concern and a barrier to participation for some interested partners

- Can certain activities be commercialised / generate revenue? e.g., paid training programmes which issue micro-credentials

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Thank you!

Anyone interested is welcome to contact me: **vcummings@semi.org**

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