

An Initiative of the California Workforce Development Board

The High Road to Microelectronics (HRTM) will bring employers, training providers, labor, workforce development boards, and community organizations together to connect Bay Area workers to quality jobs. This project will create customized trainings and certificate programs that prepare participants to move into industry careers and to create a microelectronics-focused workforce development network. HRTM includes the design, development, and execution of two stackable training pathways: 1) An Introductory Semiconductor Course offered through community college partners or community-based organizations tied to an industry-recognized SEMI Certificate; and 2) Customized training programs in conjunction with employers that quickly upskill or reskill incumbent workers or those in need of extended onboarding.

All customized programs will be company-specific and worker-centric and of varying length, based on employer needs, and may include online, classroom, and on-the-job training. Participants will have access to supportive services, including wrap-around services, HRTM job fairs, career advice, access to further training, and job interviews with partner companies.

---

### TARGET POPULATION

This project will serve low-income workers, unemployed individuals, veterans, and communities of color – all of whom are underrepresented in the industry.

### PROJECT HIGHLIGHTS

- Develop 4-6 customized training/certificate programs at community colleges and other training partners in the region to support the entire semiconductor industry.
- Enroll 358 participants in training / certificate programs; 249 individuals will receive a portable credential or certificate that allows for further training and employment opportunities for workers in the industry.
- 150 participants will access supportive services.
- 95% of program completers will engage with career coaches.
- Expose 200 new candidates to semiconductor industry.
- 130 participants will complete customized training.
- 100% of participants employed at HRTM partners will earn a living wage.

### KEY PARTNERS

- KLA Corporation
  - Advantest
  - Synopsys
  - Onto Innovation
  - Infinera
  - Skyworks
  - Analog Devices Inc.
  - Foothill College
  - Mission College
  - Chabot-Las Positas Community College District
  - International Association of Machinists and Aerospace Workers District Lodge 190
  - work2future
  - NOVA Workforce Development Board
  - Milpitas Unified School District
-