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[mmeconsortium.org](http://mmeconsortium.org) :: [info@mmeconsortium.org](mailto:info@mmeconsortium.org)

## WORKFORCE DEVELOPMENT OVERVIEW:

Workforce Development (WFD) supports career development, productivity, and the success of employees and organizations by offering training, developmental opportunities, and continuing education to maximize sustainability and retention of the workforce. WFD is a critical element for every organization, focusing on intentional growth of the employees, highlighting them as an asset, and identifying the needs of an industry now and in the future. Awareness of industry needs must be started before future industry workers enter college. The goals of Midwest Microelectronics Consortium (MMEC) and the WFD program is to start awareness at a young age, bridging the knowledge gap of what semi-conductors and microelectronics are by bringing activities into elementary schools. Awareness initiatives for K-12 not only introduce students to the fundamentals of semiconductors and microelectronics, but also inspire curiosity and interest in STEM fields from an early age, laying a solid groundwork for future career paths and provide a foundation to the microelectronics industry.

## MMEC WORKFORCE DEVELOPMENT STRATEGY:

The MMEC's strategy is to align WFD efforts with the US Government goals to leverage and build strategic infrastructure, WFD materials, and infrastructure tools. This will support further development and knowledge transfer in a range of area including:

- STEM/Workforce focused path (K-12, Community College, Home Schooling, Universities, and Technical Educational Training Centers)
- Awareness training, skill training, and educational resources with a system oriented, multi-disciplinary hands-on experience utilizing existing and future infrastructure
- Research, mentoring, coaching, internship, and fellowship opportunities throughout the region and with MMEC member companies

## MMEC TRAINING & EDUCATION SOLUTIONS:

The MMEC will advance the development of our collective workforce strategy as well as further the overarching WFD goals for our nation's industrial base. This will be done through:

- Assessment of skills and needs - identifying an organizations competencies, strengths, and gaps
- Collaboration with industry, government and academia
- Development of a systematic road-map for K-12 students with age-appropriate activities & projects
- Leveraging existing Technical, College, and University programs to develop a pipeline of skilled microelectronic professionals
- Creation of internships with exposure to real-world applications developing theoretical knowledge, developing practical skills, and connecting with industry experts
- Creation of apprenticeships for aspiring professionals for training, mentorship, and practical experience
- Foster collaboration with industry through resource sharing, knowledge transfer, and regional growth
- Provide targeted up-skilling training programs, workshops, and seminars for advancing competencies
- Integration of Veterans into the career field through partner organizations
- Collaborate with HBCUs and minority institutions to advance opportunities in all communities
- Ongoing research into needs and requirements for a successful workforce