

# SEMICON® EUROPA

NOV 15-18, 2022 | MUNICH, GERMANY



## The Future of Work

### Opening Remarks



C. Melvin  
Senior Director of Business Development and  
Operations SEMI Europe  
SEMI Europe, Berlin, Germany



### Abstract

Opening Remarks

### Biography

Cassandra joined SEMI Europe in 2018 to lead its operations, business development and strategic initiatives related to diversity and inclusion. In this role she is responsible for leading a culturally diverse team, enhancing member value, and directing operations for optimized financial performance. Prior to joining SEMI, she held the position Global Product Manager at Atotech for its semiconductor division. She began her career at the SUNY Polytechnic Institute as a Business Manager focused on technical programs for chemistry and equipment manufacturers and held project management roles in clean room operations and IT. Cassandra's written work has been published in leading technical magazines and presented at conferences globally. She holds a BS in Business Management, and Minor in Neuropsychology from Rensselaer Polytechnic Institute.

## **The Work Force Supply-Chain Crunch and Need for a Diverse and Innovative Workforce Development.**

M. Williams-Vaden  
Deputy Director  
SEMI Foundation, Milpitas, United States of  
America

### **Abstract**

Companies across the globe are experiencing significant talent shortages that threaten their ability to thrive and compete. To address this challenge, major investments are being made in workforce development, with a focus on populations that have historically been underrepresented in the industry. If these investments are successful, microelectronics will have a larger and dramatically more diverse workforce, which brings many proven benefits: higher creativity, innovation, productivity, and profits. However, to retain this changing workforce, companies will need to change their cultures and practices to ensure that all their employees – from all backgrounds – feel welcome and as though they can advance and thrive. Otherwise, the industry will lose this new talent it is working so hard to recruit.

Michelle Williams-Vaden, Deputy Director of the SEMI Foundation, will share information on how companies can create stronger diversity, equity, inclusion, and belonging (DEIB) at member companies to increase job performance and retention. She will describe tools and practices as well as SEMI Foundation DEIB initiatives designed to expand and diversify the global talent pipeline. The Foundation's work includes the Industry Image and Awareness Campaign, including a powerful career portal ([careers.semi.org](https://careers.semi.org)) and a documentary about the microelectronics industry; VetWorks, which helps companies attract talented individuals transitioning out of the military; High Tech U, which brings immersive STEM experiences to students worldwide; the SEMI Career and Apprenticeship Network (SCAN) which helps companies grow their own workforce through apprenticeships; SEMI University, designed to help train and upskill talent; the American Semiconductor Academy, an effort to unite higher education around microelectronics training and learning; and the Foundation's extensive DEIB programs, events, and tools. Learn more about the Foundation's initiatives at <https://www.semi.org/en/workforce-development/semi-foundation>.

### **Biography**

Michelle Williams-Vaden is Deputy Director of the SEMI Foundation. Michelle is responsible for the organization's storytelling and communications, scaling strategies, resource generation, and working toward diversity, equity, and inclusion in the industry. In this role, Michelle has supported the launch and scaling of numerous national workforce development initiatives and helped secure funding for programs that support industry image and awareness, welcome more women and people of color to the industry, and help veterans and those transitioning out of the military find careers in microelectronics. She also developed a first-of-its-kind diversity, equity, and inclusion roadmap and toolkit specifically for the microelectronics industry. Previous to SEMI, Michelle spent 15 years as CEO of nonprofit organizations dedicated to strengthening local communities and positively impacting policy and program development on regional, state-wide, and national levels. Her ability to bring together and facilitate large-scale public/private partnerships to address pressing community needs has garnered her numerous accolades and awards. Michelle's diverse professional background includes working as a professional musician, performer, and writer; Emergency Medical Technician; and emergency services responder in disaster relief.

## Accelerating Gender Balance in the Semiconductor Talent Pool

F. Chombar  
Chairwoman  
Melexis, Ypres, Belgium



### Abstract

Coming soon

### Biography

Françoise Chombar is Chairwoman and co-founder of Melexis. She served as the CEO of Melexis for 18 years (from 2003 to 2021). She is currently a member of the Board of Umicore, the Board of Soitec, Chairwoman of the Board of BioRICS and member of the advisory Board to Byteflies. As of May 1 2022 , she has joined the Board of Antwerp Management School. She is equally president of the STEM platform, an advisory board to the Flemish government, aiming to encourage young people to pursue a Science, Technology, Engineering, or Mathematics education. Françoise Chombar's long-term commitment to actively advocating more STEM and more gender balance is driven by the profound belief in their positive societal impact. She is the recipient of numerous awards including the Vlerick Award, the Global Prize for Women Entrepreneurs of BNP Paribas, ICT-Personality of the Year by Datanews, Science Fellowship at the VUB, Honorary Award by the Flemish Community, the Computable Lifetime Achievement Award and a Honorary Award by the KUL. Ms. Chombar holds a Master's Degree in interpreting (Dutch, English, and Spanish) from Ghent University.

## A Vital Investment in Challenging Times: Developing Inclusive Leadership



C. Pelissier  
Business Line Manager and Diversity Champion  
Edwards Vacuum, Burgess Hill, United Kingdom

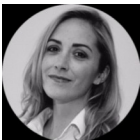


### Abstract

Coming Soon

### Biography

Christine Pelissier, Business Line Manager and Diversity champion, Edwards Vacuum, will talk about how nurturing inclusive leadership practices is an essential ongoing investment, especially in challenging times. Sharon will share how proactive leaderships programmes are at the heart of Edwards' commitment to build a supportive and inclusive culture and the importance of continuing with these programs through periods of uncertainty. She will touch on some of the programmes already underway in the business including; the mandatory Unconscious Bias training sessions and the creation of their Semi People Leadership Essentials program which are challenging and developing everyone in the organisation with hiring power; how the programme to develop a comprehensive Wellbeing Framework includes the importance of the role of leaders and Inclusion; and how Diversity and Inclusion champions on every site help to challenge leaders and deliver bottom up change. Sharon will also talk about some of the future ideas to continue this journey and bring in best practice from around the semiconductor industry and beyond.



C. Melvin  
Senior Director of Business Development and  
Operations SEMI Europe  
SEMI Europe, Berlin, Germany



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## Panelist



P. Matthes  
Head of Global Human Resources, Semiconductor  
Materials  
Merck KGaA, Electronics, Darmstadt, Germany



## Abstract

not applicable

## Biography

In Merck since 2010. Since October 2019, Executive Director, Global Head of Human Resources for Semiconductor Materials Business Unit at : Merck Group, Darmstadt, Germany. Leadership of all HR topics for a global business of over 1,5 bn EUR sales and over 4,000 employees. Leads HR workstream for "Level Up Growth Program"; ambition to hire 1000 additional FTEs in 3 years and building digital capability in U.S., Taiwan, Korea & China. Lead post-merger organizational integration of Versum Materials into Merck. Lead the organizational response to COVID 19 in terms of virtual/home office as well as concepts for manufacturing and R&D.

## Panelist



M. Aguja  
Project Technician  
Edwards Vacuum, Leixlip, Ireland



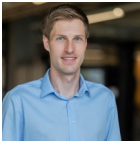
## Abstract

Not Applicable

## Biography

My name is Mark Aguja. I am a current employee within Edwards Vacuum in Ireland. I am 24 years old and joined the company in June of 2022. As a representative of both the Edwards Vacuum team, here in Ireland, and as a representative of the Generation Z speaker in this session, I am honoured and eager to discuss the topic of 'Future of Work' with everyone involved and to hear from the other individuals representing the other generations and their insights on the given topic.

## Panelist



M. Fasel  
Industrialization Team Leader  
Comet PCT, Dresden, Germany



## Abstract

Coming Soon

## Biography

Marco, a qualified Mechanical Engineer, joined Comet PCT in 2018 as Development Engineer & Project Manager. In 2022, he was promoted to Team Leader Industrialization and now leads a team responsible for New Product Introduction and Product Support for vacuum capacitors.

Marco has just completed his EMBA in General Management from the Berne University of Applied Sciences. He lives and works in Switzerland where Comet has its headquarters.

## Welcome Remarks



C. Frieling  
Director Advocacy and Public Policy  
SEMI Europe, Brussels, Belgium



## Abstract

Welcome Remarks

## Biography

Christopher Frieling is Director for Advocacy and Public Policy at the SEMI Europe Brussels Office. Christopher has a background in EU affairs, innovation, and tech policy. Prior to SEMI he worked at the Brussels office of Fraunhofer in several roles including most recently as Senior Advisor. Christopher holds an MSc in Economics of Science and Innovation and a Bachelor of Business Administration.



## Talent & Skills



M. Stöckl  
Senior Vice President / Global Head of HR People  
and Organization Effectiveness  
Infineon Technologies AG, Neubiberg, Germany



### Abstract

Talent situation, strategic talent demand, cooperation requirements between academia, economy and government to assure talents and attractiveness of the location

### Biography

#### Education

- ›General Management Program (Harvard Business School)
- ›M.Sc. Management & Organization Analysis (Warwick Business School)
- ›B.Sc. Business Psychology

#### ›Infineon:

- 2019 – now: **Senior Vice President** - Global Head of People & Organization Effectiveness
- 2018 – 2019: Vice President - Global Head of People & Organization Effectiveness
- 2017 – 2018: Senior Director - Head of Organization, Culture & Change

#### ›Deloitte Consulting

#### ›Accenture Strategy



C. Frieling  
Director Advocacy and Public Policy  
SEMI Europe, Brussels, Belgium



### Biography

Christopher Frieling is Director for Advocacy and Public Policy at the SEMI Europe Brussels Office. Christopher has a background in EU affairs, innovation, and tech policy. Prior to SEMI he worked at the Brussels office of Fraunhofer in several roles including most recently as Senior Advisor. Christopher holds an MSc in Economics of Science and Innovation and a Bachelor of Business Administration.

## Transition from the Chip and Talent Shortages to Shaping the Next Generation Skills & Talent Building



M. Helle  
CEO & Co-founder  
Summa Semiconductor Oy, Espoo, Finland



### Abstract

Coming soon

### Biography

Dr. Meri Helle is the CEO and Co-founder of Summa Semiconductor Oy.

Summa Semiconductor is a fully independent company providing semiconductor manufacturing services with the focus on specialized semiconductor devices tailored to customer needs – bridging the gap from prototyping to microelectronics and photonics manufacturing – providing a full pathway from R&D, prototyping and pilot production to high-volume manufacturing. Summa is an active partner in the microelectronics ecosystem and support our customers to find the right partners and talent to meet their needs.

Summa is also partner in Erasmus+ METIS consortium 2019-2023 - MicroElectronics Training Industry and Skills – <https://www.metis4skills.eu/>

METIS is bridging the skills gap in the microelectronics sector for a more competitive Europe. The Sector Skills Alliance, co-funded by the Erasmus+ Programme, brings together a consortium of 19 key partners to develop skills intelligence deliver the METIS curriculum and training and promote microelectronics as a career choice.

Before founding Summa, Dr. Helle worked for silicon wafer manufacturing company Okmetic. At Okmetic she held a Process Engineer position (2011-2012) at Okmetic's silicon wafer manufacturing fab in Finland and 2012-2015 she held a Technical Customer Support Engineer position at Okmetic's sales team with main responsibilities in Taiwan, Singapore and Malaysia. Prior joining Okmetic, Dr. Helle was also part of Nokia Research Center's graphene research team (2010-2011).

After finishing MSc (2001) and PhD (2006) in quantum physics in Aalto University, Finland, Ms. Helle continued her academic career in Low Temperature Laboratory, Aalto University as Academy of Finland Post-Doctoral Researcher Scientist (2006-2010). Her research consisted of superconducting nano electronics device fabrication in the Micronova cleanrooms and cryogenic-temperature measurements of quantum phenomena in superconducting nano-devices.

Selected publications:

Electronic refrigeration at the quantum limit, Physical Review Letters 102, 200801 (2009).  
<http://prl.aps.org/abstract/PRL/v102/i20/e200801>

Strong gate coupling of high-Q nanomechanical resonators, Nano Letters 10, 4884 (2010).  
<http://dx.doi.org/10.1021/nl102771p>

Graphene for future electronics, Proceedings of the Nobel Symposium on Graphene and Quantum Matter, Physica Scripta, Volume 2012, T146. Published 31 January 2012 • 2012 The Royal Swedish Academy of Sciences.  
<https://iopscience.iop.org/article/10.1088/0031-8949/2012/T146/014025/meta>



## ECoVEM European Centre of Vocational Excellence in Microelectronics



S. Malenkova  
Researcher  
Technical University of Sofia, Sofia, Bulgaria



### Abstract

The ECoVEM project brings together VET centres, polytechnics, industrial associations, and social partners into a European cooperation platform of vocational excellence in microelectronics to tackle the challenges in upskilling and reskilling, sustainable development, digitalisation and resilience. ECoVEM builds on and complements the strengths of national VET systems in countries with more-advanced VET and supports the not so advanced regions to achieve VET excellence. ECoVEM implements innovative instructional approaches towards life-long capacity to self-regulate learning, hard skills and soft skills using the ecosystems-based theoretical models and performance support systems. ECoVEM sets up and implements an action plan for business-science-education cooperation, as well as an action plan for collaboration for effective governance in the microelectronics sector.

### Biography

Slava Malenkova works as researcher and project manager at TU Sofia. She has a background of international education with a PhD in quantum physics from Austria, MSc in physics from Germany, and a dual French-German highschool education from France.

## Panelist at Future of Work.



C. Haubenwallner  
Student Assistant  
Graz University of Technology, Office of Student  
Counselling, Graz, Austria



### Abstract

Panelist at Future of Work.

### Biography

Clara Haubenwallner is studying Biomedical Engineering at TU Graz. Since 2018, she has been supporting the Institute of Electronics at TU Graz as a student assistant both in teaching and in the creation of digital teaching formats, e.g. ElectrONiX MOOC on iMooX.at as part of the METIS project. In addition, she has experience in the field of talent management through her part-time jobs in the Office for Equal Opportunities and in the Office of Student Counselling.