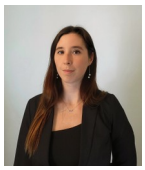
Future of Work

Opening remarks



V. Cummings
Senior Manager, Workforce Development and EU Projects
SEMI Europe, Brussels, Belgium

Abstract
Europe's semiconductor industry will face a talent gap of 75,000 professionals by 2030. Addressing skills shortages, attracting and retaining talent, and fostering diversity are essential to sustaining innovation and competitiveness. At the same time, global collaboration is key to building resilient supply chains and advancing technological leadership through the Pilot Lines. This session will explore practical approaches to education, workforce development, cross-border cooperation, and inclusive talent strategies to secure Europe's position in the semiconductor ecosystem.

Biography
Since joining SEMI Europe in 2023, Victoria manages projects that support workforce development, including the development of educational materials, awareness raising, and programs to improve DEI in the semiconductor sector. Currently, she oversees the European Chips Skills Academy (ECSA) and European Chips Diversity Alliance projects and is involved in several European projects related to skills development and education in microelectronics. Through these projects, Victoria contributes to the creation of targeted programs to attract and upskill talent for the most critical job shortages, assess employment trends and identify barriers to entry for underrepresented groups. Prior to entering the semiconductor industry, Victoria worked as a policy adviser for regulation on financial services and energy markets. She received a master's degree in political science from Boston University in 2018.

References

Horizon Europe ICOS : International Cooperation on Semiconductors for European Economic Resilience

F. Balestra
Director of Research
Grenoble INP-CNRS-SiNANO Institute, Grenoble, France

Abstract
This presentation will deal with the ICOS CSA project dedicated to International Cooperation On Semiconductors. International cooperation is key for speeding up technological innovation, reducing cost by avoiding duplicated research, boosting the resilience of the semiconductor value and supply chains, and is one of the objectives of the EU Chips Act. The final ICOS results will be highlighted, including the analysis of the semiconductor economic and technological landscapes in Europe and leading semiconductor countries, the identification of the most promising emerging technologies, the proposal of areas for potential cooperation and the opportunities for bilateral or multilateral research collaborations in the fields of advanced functionalities and computing.

Biography
BALESTRA Francis, CNRS Research Director at CROMA, is Director Emeritus of the European SiNANO Institute and Chair of IEEE Electron Device Society France, and has been Director of several Research labs. He coordinated many European Projects (ICOS, NEREID, NANOFUNCTION, NANOSIL, etc.) that have represented unprecedented collaborations in Europe in the field of Nanoelectronics. He founded and organized many international Conferences, and has co-authored more than 500 publications. He is member of several European Scientific Councils, of the Advisory Committees of International Journals and of the IRDS (International Roadmap for Devices and Systems) International Roadmap Committee as representative of Europe.

References

J. Kinaret
Executive Director
Chips JU, Brussels, Belgium

Biography
Jari Kinaret was born in Finland and holds M.Sc. degrees in Theoretical Physics and Electrical Engineering from the University of Oulu in 1986 and 1987, respectively, and a Ph.D. in Physics from the Massachusetts Institute of Technology (MIT) in 1992.
Prof. Kinaret has worked in various roles at research institutes and universities in Copenhagen, Denmark, and Gothenburg, Sweden. From 2013 to 2023, he served as the Director of the Graphene Flagship, a one-billion-euro research project dedicated to exploring the potential of graphene. In October 2023, Prof. Jari Kinaret assumed the role of Executive Director at Chips Joint Undertaking (Chips JU), a European public-private partnership that supports research, development, innovation, and future manufacturing capacities in the European semiconductor ecosystem.

References

European Pilot Lines: Aligning Strategy, Efficiency, and Implementation

S. Guttowski
Managing Director
Research Fab Microelectronics Germany (FMD),
Berlin, Germany

Abstract
Panel discussion

Biography
Stephan Guttowski studied electrical engineering at TU Berlin and subsequently earned a doctorate in the field of electromagnetic compatibility. This was followed by a postdoctoral position at Massachusetts Institute of Technology (MIT) in Cambridge, USA. After his return, he initially worked in the Electric Drives Research Laboratory of DaimlerChrysler AG before moving to the Fraunhofer Institute for Reliability and Microintegration IZM in 2001. At IZM, he was initially head of the Advanced System Development Group before taking over at the System Design & Integration department. From June 2017 to December 2020, he was Technology Park Manager for Heterointegration at the Research Fab Microelectronics Germany (FMD). Since January 2021, he has led the joint office of the Fraunhofer Group for Microelectronics and FMD.

References

European Pilot Lines: Aligning Strategy, Efficiency, and Implementation

D. Noguet
FAMES Pilot Line Project Coordinator
CEA-Leti, Grenoble, France

Abstract
FAMES Pilot Line

Biography
Dominique Noguet holds an engineering degree of the National Institute of Applied Sciences (INSA) in electrical engineering in 1992, and a PhD from National Polytechnic Institute of Grenoble (INPG) in 1998 (awarded best INPG PhD of the year). He started his carrier as a digital IC designer for telecommunication applications and then project manager in the same field. He led many projects at a national level (coordination of ANR projects) and in several European frameworks (FP5, FP6, FP7) He has been a key member of several IEEE standard groups and was subsequently elevated to the grade of IEEE Senior Member for his contributions. In parallel he held managerial positions at CEA-Leti as lab manager and department manager. In January 2023, he was appointed project manager for the French ‘France 2030’ flagship project NextGen on FD-SOI advanced nodes and reports to CEA-Leti’s CEO since then. He is currently the project coordinator of the Chips JU FAMES Pilot Line. Dominique has authored or co-authored more than 100 scientific papers (several best paper awards), book chapters and holds 20 patents.

References

European Pilot Lines: Aligning Strategy, Efficiency, and Implementation

I. Asselberghs
Strategic Development Director
IMEC, Leuven, Belgium

Abstract
Coming Soon

Biography
Inge Asselberghs currently holds a position of Strategic Development Director at imec. She received the M.Sc. and Ph.D. degrees in chemistry from the University of Leuven, Leuven, Belgium in 1998 and 2003, respectively. After finishing a post-Doctoral Fellowship in nonlinear optics, she joined imec in 2011. Since 2017, she has held roles including program manager beyond CMOS, program manager Exploratory Logic, and program manager Process and Module Innovation. In 2023, she moved to the position of senior manager public funding.

She has a strong background in interdisciplinary collaboration, often working closely with international partners and cross-functional teams. Her commitment to advancing semiconductor technology is reflected in her numerous presentations at leading conferences and contributions to peer-reviewed journals. She currently coordinates the 2D-pilot line, an horizon Europe project working on advancing industry-ready 2D materials device fabrication, and the NanoIC pilot line project, which develops beyond-2nm system-on-chip technology—covering advanced logic, novel memories, and interconnects—enabled by the Chips Joint Undertaking.

References

European Pilot Lines: Aligning Strategy, Efficiency, and Implementation

V. Pruneri
Director
PixEurope, Barcelona, Spain

Abstract
Soon

Biography
Soon

References

European Pilot Lines: Aligning Strategy, Efficiency, and Implementation

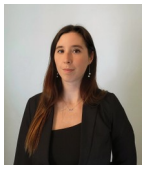
F. La Via
Research Director
SiC Epitaxial Growth; Coordinator WBG Pilot LINE,
Catania, Italy

Abstract
Soon

Biography
Francesco La Via was born in Catania, Italy, in September 1961. He received the M.S. degree in physics from Catania University, Catania, Italy, in 1985. From 1985 to 1990, he had a fellowship at STM, Catania. In 1990, he joined the CNR IMM in Catania as a researcher. During this time, he was a Visiting Scientist at Philips NatLab, Eindhoven, The Netherlands. In 2001 he became senior researcher of the CNR IMM and he was responsible of the research group that work on the new metallization schemes for silicon and silicon carbide. From 2003 he was responsible of the division of CNR-IMM that developed new processes for silicon carbide epitaxy and hetero-epitaxy. From 2020 he become Research Director. He was responsible of several industrial research projects and coordinator of two European projects: CHALLENGE (http://h2020challenge.eu/) and SiC Nano for picoGeo (http://picogeo.eu/). From 2025 he is coordinator of the WBG Pilot Line(https://www.wbg-pilot-line.eu/). In this period, he has published more than 450 papers on JCR journals and 4 edited books. He has presented several invited contributions to international conferences and has organized several conferences and tutorials. He is in the Advice Committee of the ICSCRM. He has 6 patents on SiC technology and growth. The main research interests are in the field of silicon carbide growth, power devices, detectors and MEMS.

References

European Chips Skills Academy



V. Cummings
Senior Manager, Workforce Development and EU Projects
SEMI Europe, Brussels, Belgium

Abstract
The European Chips Skills Academy (ECSA) continues to play a pivotal role in addressing Europe's microelectronics talent and skills challenges. In 2024, ECSA released its landmark *Skills Strategy*, providing the most comprehensive analysis to date of current and emerging skills needs across the semiconductor value chain. The report identifies critical gaps in advanced manufacturing, design, and systems integration, and outlines actionable strategies to strengthen Europe's semiconductor workforce pipeline. Now in 2025, DECISION has updated the report to follow up on emerging trends and streer ECSA's strategic vision.

Building on these insights, ECSA is expanding its collaborative ecosystem through the **European Chips Skills (ECS) Alliance**—a growing network of over **200 members** from industry, academia, and public bodies. The Alliance operates through **three dedicated working groups** focused on (1) skills intelligence, (2) education and training innovation, and (3) DEI which will launch at the end of 2025. Together, these initiatives aim to create a sustainable, competitive, and inclusive European semiconductor skills landscape that supports the ambitions of the EU Chips Act and ensures Europe's technological sovereignty.

Biography
Victoria Cummings joined **SEMI Europe** in 2023, where she leads initiatives in workforce development and coordinates European projects in the semiconductor sector.

In her current role, Victoria acts as the **Coordinator for the European Chips Skills Academy (ECSA)** project—overseeing its implementation, stakeholder engagement, and alignment with industry and institutional actors across Europe. She is also involved in multiple complementary efforts linked to skills development and diversity in microelectronics.

Before joining SEMI, Victoria served as a policy adviser working on EU regulation in areas such as financial services and energy markets. She holds a Master's degree in Political Science from Boston University (2018).

References

Embedding Inclusion in Europe's Semiconductor Strategy: Insights from ECDA

K. Srivastava
Senior Specialist, Communications
SEMI Europe, Berlin, Germany

Abstract
Europe's ambition to lead in semiconductors depends not only on growing the talent pool, but on ensuring that talent reflects the full diversity of Europe's population. The European Chips Diversity Alliance is tackling this challenge by working to build a more inclusive and equitable semiconductor ecosystem. Through collaboration between academia, industry, and underrepresented communities, ECDA is helping to dismantle barriers to entry, drive culture change, and ensure that opportunities in chips are open to all.

This talk will share findings from ECDA's first DEI Report, highlighting the current state of this topic in Europe's semiconductor industry and areas for action. It will also explore how ECDA is embedding inclusion into the future of chips, and how these efforts complement broader skills and sovereignty goals across the European semiconductor landscape.

Biography
Kartikey Srivastava is a Senior Specialist - Communications at SEMI Europe, where he focuses on strategic dissemination and exploitation efforts for several high-impact Erasmus+ and Horizon Europe projects, including HiCONNECTS, the European Chips Skills Academy, the European Chips Diversity Alliance, and METIS4Skills. His work has a strong emphasis on increasing the visibility, outreach, and long-term impact of EU-funded initiatives in the semiconductor and microelectronics sectors. At SEMI Europe, Kartikey develops and implements comprehensive communication strategies, creates compelling narratives for stakeholder engagement, and ensures alignment with project objectives and European Commission guidelines. He holds an MBA from ESMT Berlin, and a Master's degree in International Political Economy from King's College London.

References

The Beethoven program: A unique public-private symphony for semiconductor talent and skills in the Brainport area

M. Strijbosch
Program Manager "Beethoven Program"
TU Eindhoven, Eindhoven, The Netherlands

Abstract
The *Beethoven Program* is a unique public-private initiative aimed at attracting and retaining semiconductor talent and developing semiconductor skills in The Netherlands. By uniting industry, academia, and government, it builds a sustainable talent and skills pipeline aligned with Europe's strategic ambitions in the semiconductor field.

This presentation outlines the Beethoven approach, Eindhoven University of Technology's priorities and its commitment in strengthening the regional semiconductor innovation ecosystem.

Biography
The *Beethoven Program* is a unique public-private initiative aimed at attracting and retaining semiconductor talent and developing semiconductor skills in The Netherlands. By uniting industry, academia, and government, it builds a sustainable talent and skills pipeline aligned with Europe's strategic ambitions in the semiconductor field.
This presentation outlines the Beethoven approach, Eindhoven University of Technology's priorities and its commitment in strengthening the regional semiconductor innovation ecosystem."

References