Skills and Workforce Development

Opening Remarks & The Future Semiconductor Workforce: Skills, Inclusion and Retention

K. Srivastava
Manager, EU Projects
SEMI Europe, Berlin, Germany

Abstract
Europe’s semiconductor ambitions depend not only on technology and investment, but on having the people and skills needed to support a growing and rapidly changing industry.

Drawing on the work of three European initiatives: the European Chips Skills Academy, the European Chips Diversity Alliance and RESCHIP4EU - this opening presentation will explore some of the key workforce challenges facing the semiconductor sector, from developing the right skills and attracting new talent to creating workplaces where people can progress and stay.

The presentation will also share findings from ECDA’s latest research on employee retention, highlighting the factors that influence people’s experiences and decisions to remain within the sector. Together, these perspectives will set the scene for the wider discussion on how AI is changing skills, recruitment and the workplace and what this means for the future semiconductor workforce.

Biography
Kartikey Srivastava is EU Projects Manager at SEMI Europe, where he coordinates the European Chips Diversity Alliance, an Erasmus+ project supporting skills and inclusion across Europe's semiconductor ecosystem. He has worked on a range of Erasmus+ and Horizon Europe initiatives in the semiconductor sector, focusing on project coordination, stakeholder engagement, and strategic communications. Kartikey works with partners from industry, academia, research organisations, and public authorities across Europe to deliver collaborative projects with long-term impact. He holds an MBA from ESMT Berlin and a Master's degree in International Political Economy from King's College London.

References

I. Da Pont
Senior Coordinator (EU projects)
SEMI Europe, Brussels, Belgium

Biography
Irene is Senior Coordinator for EU Projects at SEMI Europe in Brussels, where she leads initiatives focused on workforce development and talent growth in the semiconductor industry. Her work centers on building stronger links between industry and education through European-funded projects that promote skills development, upskilling, and reskilling across the sector. She coordinates the European Chips Skills Academy project and plays an active role in shaping new talent-focused initiatives and strategic project proposals. Irene holds a degree in European Law and a Master's in EU Policies, Projects and Funding.

References

'Prompt or Perish? How AI is Revolutionising Skills, Hiring & Workplace Ethics'



N. Deo
Startup Advisor
Silicon Catalyst, NA, Santa Clara, United States of America

Abstract
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Biography
Navneeta Deo is a semiconductor industry leader with 15 years of experience spanning hardware design, product definition, and product management across low-power, connectivity, computing, and security applications, including senior product leadership roles at ams OSRAM and Infineon Technologies.
Navneeta currently serves as an Advisor at Silicon Catalyst, mentoring early-stage deeptech semiconductor startups on translating technical ideas into scalable, market-ready products and product strategy.
In parallel, she is pursuing independent PhD research on AI-based security for resource-constrained and embedded devices, exploring the intersection of machine learning, side-channel security, and energy-constrained system design.
She also shares her perspective on semiconductor topics through her own publication, reaching audience interested in semiconductors, hardware, and AI.

References

Prompt or Perish? How AI is Revolutionising Skills, Hiring & Workplace Ethics



D. Filip
Deputy CEO
JA Europe, Brussels, Belgium

Abstract
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Biography
Diana Filip is a C-level executive and technology leader who has been with JA Europe since 2004, currently serving as Deputy CEO & Chief Development Officer. With 25+ years of experience across entrepreneurship, digital transformation, education, innovation, and youth employability, she drives European-scale growth, governance, capital mobilisation, and AI-enabled transformation. She began her career as a digital marketing entrepreneur before moving into European leadership. With a background in Informatics, she leads Code Week, the EU's largest digital skills initiative, and created the EU's first forward-looking AI & Entrepreneurship programme, recognised by the World Economic Forum among its Top 8 Global Best Practices. She has scaled complex, multi-country organisations, mobilised €250M+ in capital, and led Boards and executive teams with accountability for strategy, capital allocation, performance, and institutional credibility. A recognised thought leader at the intersection of AI, technology, skills, policy, and societal transformation, Diana operates across European institutions, business, education, and technology ecosystems. She serves on the boards of Global Women TechLeaders and Rise and Lead Women and holds an MBA from Vlerick Business School and executive certificates from Harvard University.

References

'Prompt or Perish? How AI is Revolutionising Skills, Hiring & Workplace Ethics'. In the Abstract field, please enter 'Coming Soon' or 'Panelist'



R. Barberis
Regional President Northern Europe & France
ManpowerGroup, Paris, La Defense Cedex, France

Abstract
Panelist

Biography
Riccardo Barberis was appointed Regional President, Northern Europe in May 2021, and in January 2025 expanded his responsibilities to include France, ManpowerGroup's largest market in the region. In this role, Barberis oversees all of ManpowerGroup's brands and offerings across the region – Manpower, Experis, and Talent Solutions. Barberis will lay the path to further accelerate ManpowerGroup's diversification, digitization, and innovation plans, creating even more value for clients and candidates and strengthening our performance in the region.
Riccardo joined ManpowerGroup in 1998 and has held numerous leadership positions in Europe and Latin America, most recently as country manager for ManpowerGroup Italy. With more than 25 years of experience including many international roles his deep industry knowledge and passion for a client-first, candidate-centric approach consistently delivers superior results.
An accomplished executive, Riccardo holds an Executive MBA from Bocconi University (Milan), has completed management programs at INSEAD and speaks five languages. Currently serving as Board Member of Junior Achievement Europe, he has previously held positions as Vice President of the Italian Industry Association (Assolavaro) and President of ManpowerGroup's Human Age Institute. Riccardo lives with his family in Paris.

References

Prompt or Perish? How AI is Revolutionising Skills, Hiring & Workplace Ethics



J. Sperga
Head of Semiconductor Partnerships
Riga Technical Unversity/Latvian Chip Competence Centre, Innovations, Riga, Latvia

Abstract
Panelist

Biography
Janis Sperga is Head of Semiconductor Partnerships at the Latvian Chip Competence Centre (LCCC) and Head of Semiconductor Partnerships and Strategy at Riga Technical University Innovations. He holds a PhD in Electronics and Electrical Engineering from the University of Strathclyde and an MSc in Materials Physics, with a focus on semiconductor physics, from Friedrich-Alexander University Erlangen-Nuremberg.
At LCCC, Janis leads ecosystem development and the expansion of the centre's partnership network. His work focuses on start-up support and workforce development through projects and initiatives that help establish new semiconductor ventures and strengthen Latvia's existing electronics industry.

References



N. Naik
Director, SEMI
SEMI, Inc., Milpitas, United States of America

Abstract
SEMI University: Your Gateway to Semiconductor Education and Global Workforce Development

As the global semiconductor industry continues to expand, the demand for skilled professionals is growing rapidly, with more than one million additional workers projected to be needed worldwide by 2030. Addressing this workforce challenge requires accessible, industry-relevant education, technical training, and professional certification programs.

This presentation will highlight how **SEMI University is helping bridge the semiconductor skills gap** through comprehensive online learning, instructor-led virtual and in-person training, industry-recognized certifications, and customized corporate training programs.

Attendees will learn about SEMI University's expanding educational offerings, including semiconductor fundamentals, manufacturing, advanced packaging, AI and data techniques, and emerging technologies. The session will also showcase strategic partnerships with leading academic institutions, including Purdue University and Arizona State University, and SEMI University's initiatives to support workforce development

globally.

Biography
Naresh Naik
Director, SEMI University | SEMI

Naresh Naik is the Director of SEMI University, where he leads global education, training, and workforce development initiatives supporting the semiconductor industry. With extensive experience in corporate learning and development, including leadership roles at Google, Workday, Autodesk, and Atlassian, Naresh brings a wealth of expertise in building and scaling innovative learning programs.

Under his leadership, SEMI University has expanded its global reach, offering online courses, instructor-led virtual and in-person training programs, and industry-recognized certifications. He works closely with semiconductor companies, academic institutions, industry partners, and government organizations to address critical workforce challenges and bridge the growing skills gap.

Naresh is passionate about making semiconductor education accessible worldwide and developing a skilled workforce to support the industry's rapid growth and technological advancements. His focus is on building strategic partnerships, expanding learning opportunities, and preparing the next generation of semiconductor professionals for success in an increasingly dynamic global industry.

References