

ANALOG DEVICES, INC.

ADI Expands Oregon Semiconductor Workforce with a People-first Vision for the Future

Analog Devices, Inc. (ADI), a global semiconductor leader, is making an exciting stride to contribute to the talent hub in Beaverton, Oregon, emphasizing the company's commitment to strengthening the regional workforce and supporting the broader U.S. technology sector.

"We're committed to building the talent that will drive the productivity of our new facilities," said José Garcia, Managing Director of Wafer Fab Sustainability and Autonomous Enterprise. "Having the right skilled workforce is essential for turning our cutting-edge fabs into thriving hubs of innovation."

Beaverton: A Thriving Tech Ecosystem

Beaverton has quickly become a key player in the semiconductor industry, with ADI's recent expansion building on the city's rich ecosystem of semiconductor talent. This growth is supported by local and state investments, such as Oregon's \$12 million from the CHIPS Act funding, which will help improve energy efficiency and reduce water usage at ADI's Beaverton facility. Additionally, the city of Beaverton has offered property tax incentives through the Beaverton Enterprise Zone, further enhancing the appeal of the area for high-tech companies.

"As a city, we are laser-focused on creating

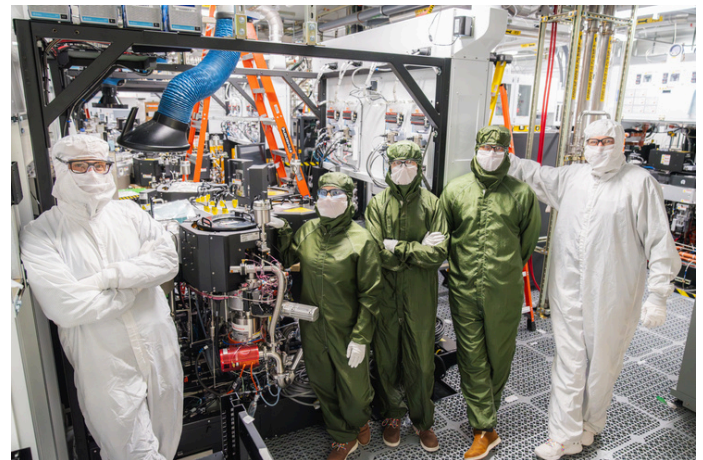


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an environment that supports innovative companies like ADI," said Mayor Lacey Beaty. "ADI's expansion not only creates employment opportunities for our community today but it helps position our region as the next world-leading hub for robotics and innovation."

Beaverton is not only enhancing its business environment but also improving the quality of life for residents. The city has invested in revitalizing its downtown area, adding new restaurants, multi-modal transit options, and extensive parks and trails—creating an appealing destination for both talent and businesses.

"The city's growth complements the expanding tech scene," said Daniel Burlingame, Managing



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Director and General Manager of ADI's Beaverton Wafer Fab. "A vibrant city with diverse offerings helps attract top talent, which in turn fuels business growth and community prosperity."

Training Next Gen Semiconductor Talent

As part of its ongoing commitment to workforce development, ADI is investing heavily in training initiatives to ensure that the local workforce continues to flourish. The Greater Portland area already hosts 15% of the U.S. semiconductor workforce, according to the Semiconductor Industry Association, and ADI is playing a vital role in ensuring that this number continues to grow.

"The demand for highly skilled equipment technicians is at an all-time high," said Burlingame. "This training program is a vital part of meeting that demand."

One of the shining examples of this initiative is Elisa Abts, a three-year ADI veteran who recently participated in the company's on-site training academy. Abts joined the 8-week program to deepen her technical skills.

"It's not just a job—it's the beginning of a career," said Abts. "The academy is the first step, and ADI is with you every step of the way, helping you grow." Abts also used her passion for workforce development to excite children and educators about semiconductors and robotics by creating a [comic book](#).

The program, called Semiconductor Advanced Manufacturing Upskilling (SAMU), which includes hands-on training with high-tech tools like wafer steppers and plasma etchers, equips employees with the skills needed to operate and maintain the specialized equipment essential to semiconductor production.

Another example includes graduate Daniel Friesen, who graduated as a Valedictorian from a Beaverton-Area High School. He applied for the program in its first year, but did not make it into the first cohort. However he persevered and applied again and graduated as part of the latest cohort. He said, "At first, those complex tools might seem overwhelming, and a technician might

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- Daniel Burlingame
ADI Beaverton General Manager

think, 'Something's bound to go wrong, and I'll need help fixing it.' But after the training, you realize it's actually something you can handle."

Expanding Opportunities

ADI's training efforts are not only addressing internal needs but are also helping to meet the broader demand for semiconductor workers. As the company accelerates its use of robotics and cutting-edge manufacturing techniques, the need for employees with specialized skills continues to grow. ADI's program is part of a larger effort to provide alternatives to traditional, long-term educational paths, offering intensive, accelerated training that equips workers to hit the ground running.

"We've proven that with the right focus and resources, we can fast-track the development of highly skilled technicians," Garcia said.

Looking ahead, ADI is exploring opportunities to work with other companies to accelerate the transformation of Beaverton into a global robotics and semiconductor hub. "By working with other companies, we can create a thriving ecosystem where innovation flourishes," said Garcia. "Together, we can build a powerful future for the region and the broader semiconductor industry."

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