

# Semiconductor Talent Insights for Lam Research

How industry insights can help transform your talent strategy



Read on for the latest insights from Eightfold AI's data on talent trends.



## Roles are changing in the semiconductor industry

### Fastest growing roles

(role prevalence 2000–2020)



Operations and Customer Quality Engineer

- Physicist
- Data Scientist
- DevOps Engineer
- Field Services Engineer II

### Fastest declining roles

(role prevalence 2000–2020)



Lead Event Specialist

- Customer Support Engineer
- NPI Buyer
- Club Supervisor
- Materials Handler



Eightfold AI helps identify the best talent to fill crucial roles, especially in highly competitive markets like semiconductor manufacturing.

## How Lam Research's skills in the workforce compare to global benchmarks

### Fastest growing skills within Lam Research:



Redux



- Tableau
- Machine Learning
- Data Analytics
- Analytics
- Talent Acquisition

### Fastest growing skills within the semiconductor industry:



TypeScript



- Tableau
- Machine Learning
- Data Analytics
- 3d Printing
- Git

Eightfold AI surfaces the top skills you need to stay at the top of your industry. By identifying these, you can focus on finding the people with the right skills and upskilling and reskilling your current workforce.

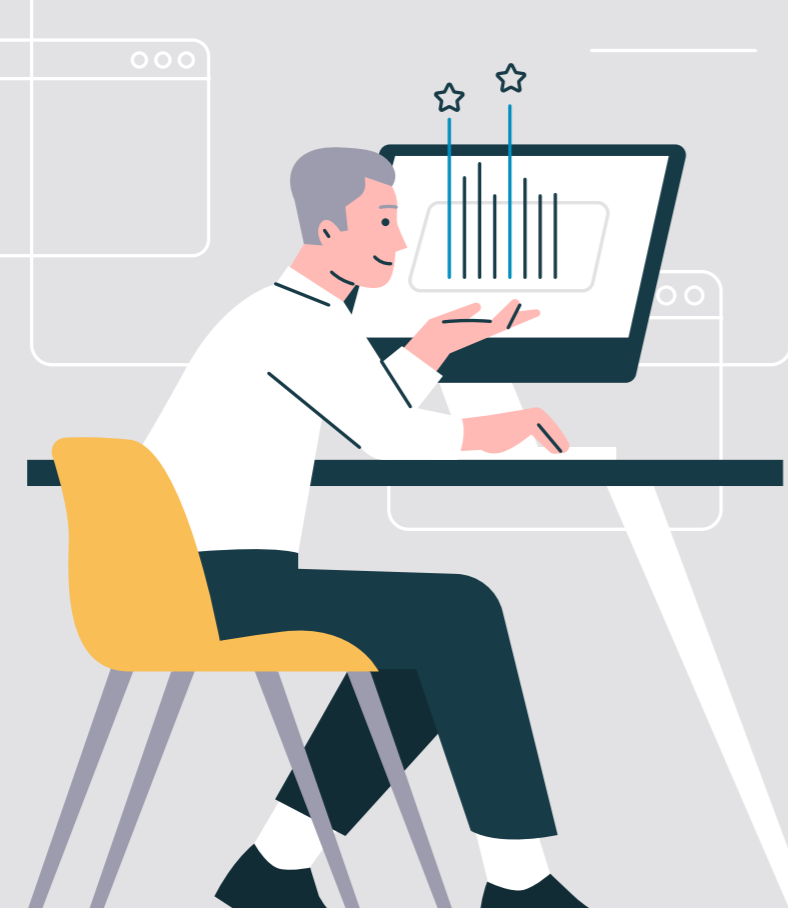


Is Lam Research focused on hiring for and developing these skills? Why or why not?

## Opportunities for Lam Research to advance skills

The semiconductor industry as a whole has a greater number of employees with these proficiencies:

- Photonics
- Simulations
- Process Control
- MATLAB



By identifying top talent and surfacing insights about skills gaps, you have a more holistic view of what needs to be done. Eightfold AI helps guide your talent acquisition and talent management strategies with real-time insights.

How could hiring these people help strengthen Lam Research's overall talent strategy?

## 4 ways Eightfold can help Lam Research build a stronger workforce



**Attract a larger, more diverse talent pool**  
Find highly skilled people faster who have the advanced technical experience you need.



**Close the skills gap**  
AI helps find the best candidates with the aptitude to develop the skills you need in the future.

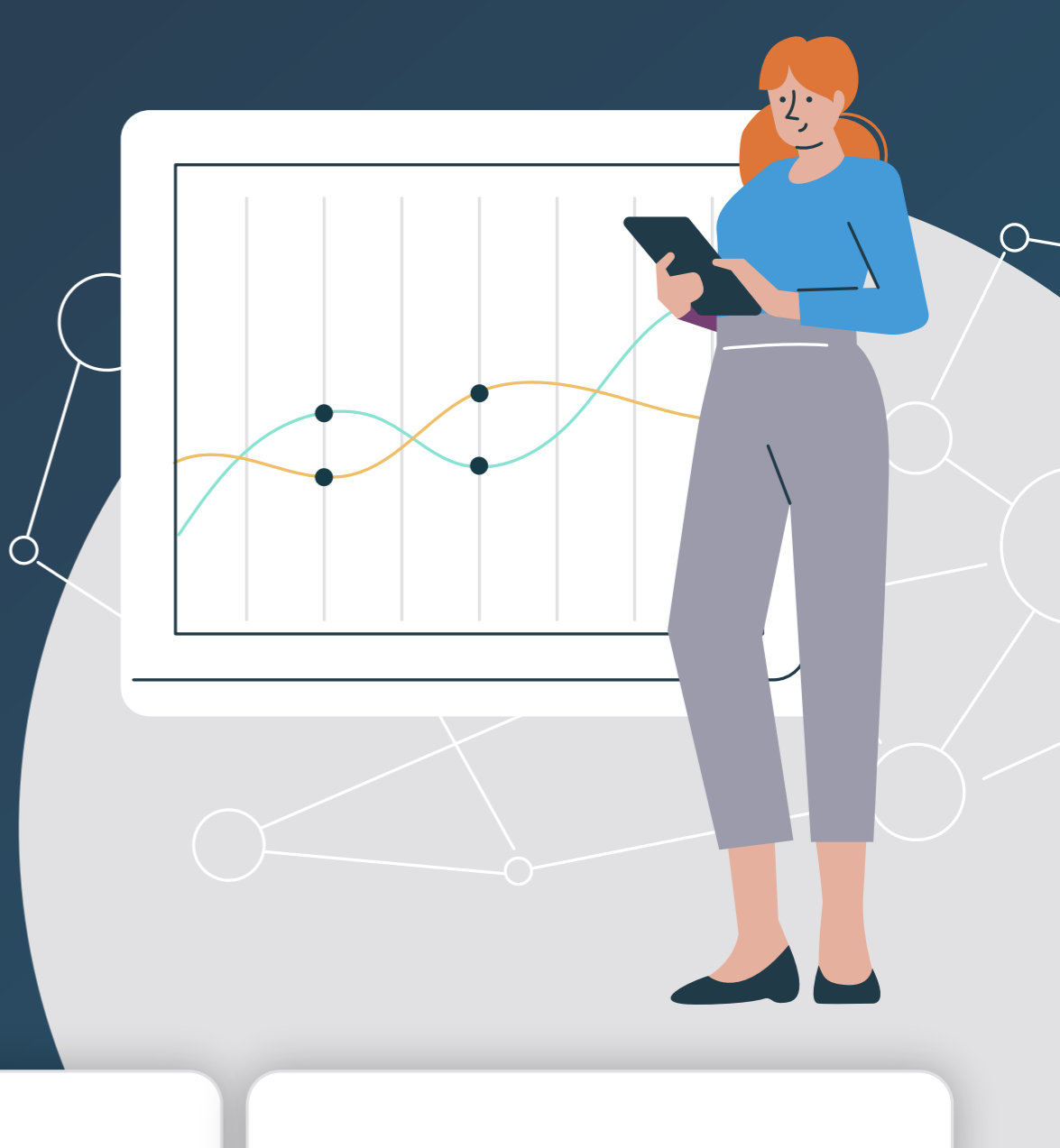


**Improve retention**  
Help people enjoy their careers by quickly identifying employees for upskilling, reskilling, and promotions.



**Transform your talent strategy**  
Surface real-time insights that empower your talent teams to find the right strategies to drive your business forward.

Outpace industry trends in hiring and retention by gaining more insights and visibility into your talent strategy. Building a stronger workforce requires an **AI-driven talent intelligence platform** that does more.



### Eightfold AI:



Delivers an efficient and effective new way to source talent



Increases retention by identifying opportunities for upskilling, reskilling, and promoting internal talent



Increases diversity by removing bias from the recruiting process

Enterprises can gain a remarkable competitive advantage in talent management with Eightfold AI.

Ready to learn more?

Talk to Josh for more info



**Josh David**  
jdavid@eightfold.ai  
(818) 469-1195