

ARIZONA SEMICONDUCTOR WORKFORCE BRIEF™

September 2026 Workforce Snapshot



THE SEPTEMBER SIGNAL:

Arizona's semiconductor workforce story is moving from projected growth to measurable workforce demand.

September 2026 establishes the first WFR Hiring Index baseline, tracking active online job postings across 40 semiconductor, supplier and adjacent advanced-industry employers connected to Arizona's economy.

The baseline identified 1,701 observed postings across the full employer cohort. Because the total includes some U.S.-wide, remote and multi-location postings, it should be viewed as a workforce-demand signal versus 1,701 Phoenix-area jobs.

DEMAND SIGNAL:

Current hiring activity reaches well beyond semiconductor engineering.

We've covered 40 employers for the WFR September 2026 volume and will continue to track monthly.

The September job mix shows demand across the following job categories:

- Engineering & Product Development
- Equipment & Field Service
- Manufacturing & Production
- Facilities & Construction
- Quality & EHS
- Supply Chain & Logistics

Semiconductor growth is creating interconnected demand for engineers, technicians, skilled trades, facilities professionals, manufacturing talent and supporting occupations across the broader ecosystem.

Arizona's workforce response is also becoming more employer-driven.

The Greater Phoenix Chamber Foundation's (GPCF) employer-led workforce collaboratives include Advanced Manufacturing, Construction and Information Technology, three areas that intersect directly with occupations visible in the WFR Hiring Index.

The GPCF workforce strategy uses the U.S. Chamber of Commerce Foundation's Talent Pipeline Management® model to connect employer demand with education and workforce preparation.

SUPPLY-SIDE SIGNAL:

Workforce demand isn't concentrated only among the largest chip manufacturers.

The September baseline shows hiring activity across equipment, materials, engineering, facilities and service companies throughout the supplier ecosystem.

At the same time, employers such as Honeywell, Northrop Grumman, General Dynamics, Siemens, Schneider Electric, Medtronic, Dexcom and Raytheon compete for many of the same engineering, technician, facilities, quality and manufacturing skills.

THE SYNCHRONIZATION QUESTION:

The emerging workforce question isn't simply:

Do we have enough workers?

Alternatively, the key question should be:

Are we developing the right workers, with the right skills, as employer demand emerges?

That means looking at employer demand and workforce development together, while also accounting for infrastructure, construction schedules, project timing and competition from adjacent advanced industries.

WORKFORCE OUTCOMES TO WATCH:

Enrollment → Certifications / Micro-credentials → Placement → Retention → Wages → Role Progression

These measures are not yet consistently available across workforce programs. The Workforce Register™ will distinguish between data we have, data we are beginning to collect and intelligence gaps still to be filled.

WHAT WE'RE WATCHING NEXT:

- Hiring velocity • Occupational movement • Supplier hiring • Workforce response
- Infrastructure & timing • Talent competition