

PEOPLE | INDUSTRY | EDUCATION | SUPPLIERS | COMMUNITIES | OPPORTUNITY

The Workforce Register™

VOLUME 2 | SEPTEMBER 2026 EDITION

Connecting Workforce • Industry • Education • Economic Development

DEMAND. RESPONSE. SYNCHRONIZATION.

A STRONGER ARIZONA
THROUGH A STRONGER
WORKFORCE.

ARIZONA
TALENT
FUELS
TOMORROW

INNOVATION
PEOPLE
SKILLS
SUPPLY CHAINS
COMMUNITY

A BRIGHTER
TOMORROW

INDUSTRY GROWTH

SKILLED TALENT

EDUCATION & TRAINING

A STRONGER TOMORROW

INSIDE THIS ISSUE

- Arizona Semiconductor Workforce Brief™: September Workforce Snapshot
- The Workforce Lens: Synchronization
- WFR Hiring Index — September 2026 Baseline
- What Employers Are Asking For
- Building the Supply Side of the Equation
- Workforce Development in Action
- Supplier & Ecosystem Workforce Demand
- Infrastructure, Growth & Timing
- Arizona Workforce Watch

"When industry, education and community move together, opportunity multiplies."

THE WORKFORCE REGISTER™ (WFR)
Published by Top Source Talent, LLC
Denise Chaffin, Publisher

THE WORKFORCE LENS

The Workforce Synchronization Discussion

Arizona's semiconductor workforce story is no longer simply about how many workers will be needed for current and incoming business... and please note that we may see a lot of it! This current story is about the vast ecosystem that is generating new growth in Arizona and how can move together at the right time to support it.

The pace of workforce growth is tied to the ecosystem that supports it.

Power, water, housing, transportation, permitting, construction capacity, education and training, employer demand and timing all influence when jobs emerge, where they emerge and what skills employers need.

ARIZONA'S WORKFORCE CHALLENGE: SYNCHRONIZATION

Arizona's workforce challenge isn't limited to how many workers we need. The challenge is synchronization:

- Which industries need which workers first?
- What skills are needed?
- Which skills overlap across industries?
- Can infrastructure support continued growth and expansion?
- Are we preparing workers for the jobs employers actually need?

Volume 2 begins looking at those questions from both sides of the equation: the jobs employers are advertising today and the workforce systems we're building to respond.

WORKFORCE REGISTER™ INSIGHT

Workforce capacity is not a single pipeline.

It is a connected system of employer demand, skills, training, infrastructure and timing.

The question is not only whether Arizona can build talent. That's a no brainer.

The question is how are we developing the right talent as demand emerges?

EXECUTIVE SUMMARY

Demand. Response. Synchronization.

Volume 1 of the Workforce Register (WFR) established the scale of Arizona's semiconductor growth and the workforce challenge behind it. Volume 2 begins measuring the system itself.

DEMAND

The inaugural WFR Hiring Index establishes a September 2026 baseline across 40 semiconductor, supplier and adjacent advanced-industry employers. The Index is designed to track active online job postings over time and identify changes in hiring volume, occupations and skill demand.

RESPONSE

Arizona's workforce organizations, employers and education partners are building training, apprenticeship, internship and career-pathway strategies intended to connect people with high-demand work.

The Greater Phoenix Chamber Foundation, for example, convenes six employer-led workforce collaboratives and uses the Talent Pipeline Management® model to align educational outcomes with employer talent demand.

SYNCHRONIZATION

The deeper workforce question is whether employer demand and workforce development are moving together. The WFR Hiring Index provides one view of current demand.

Workforce programs provide a view of the response. Over time, The Workforce Register™ will track both.

TIMING

Growth also depends on the systems surrounding the workforce.

Infrastructure, construction schedules, project sequencing, supply chain, and operating timelines can accelerate, delay or shift when workforce demand appears.

VOLUME 2 SIGNAL

September 2026 is the baseline.

The value of the Index will grow with each edition as the same employer cohort is tracked and changes become visible.

ARIZONA WORKFORCE SNAPSHOT

WFR Hiring Index — September 2026 Baseline

The WFR Hiring Index (or Index) is a recurring Workforce Register™ measure designed to monitor active online job postings across a fixed cohort of employers connected to Arizona's semiconductor and advanced-industry economy.

EMPLOYERS MONITORED	SEPT. 2026	MONTHLY
Employers monitored	Baseline month	Tracking cadence

Methodology

Counts represent a point-in-time review of active online job postings identified through employer career sites and related research. They are a hiring-demand signal, not a measure of total planned jobs, unique hires made or future headcount commitments.

Geography varies by employer and is noted in the Index. September 2026 will serve as the baseline for future comparisons. This baseline provides an observable demand baseline. However, the baseline does not reveal confidential employer hiring forecasts or 'true expected hiring' that companies have not publicly disclosed.

Important: the raw posting total includes some roles outside Greater Phoenix, including multi-Arizona locations and U.S. wide counts. For that reason, the Index should not be interpreted as a total number of Phoenix area jobs.

WHAT WE WILL TRACK

- Changes in posting volume by employer
- Movement in high-demand occupations and skill families
- Supplier hiring activity
- Competition for overlapping technical talent
- Changes in the mix of engineering, technician, manufacturing and infrastructure roles

WFR HIRING INDEX

September 2026 Employer Baseline

Employer	Location / Scope	Observed Postings	Types of Openings
Acter Group	Coming to Phoenix	TBA	manufacturing, cleanroom, electro-mechanical
Air Liquide Electronics	Phoenix	6	I&E technician, TGCM operations technicians, manager, project director, gas plant production
Amkor	Peoria	52	facilities, engineering, finance, supply chain
Analog Devices	Tempe	17	design, analog, power IC, RF/MMIC, and field applications engineers
Applied Materials	Arizona	74	product operations, equipment and manufacturing, mechanical engineering, systems, process, technology
ASM	Phoenix	8	mechanical engineering, field service, electrical engineering
ASML	Phoenix	3	install and integration engineers
Benchmark	Chandler	50	supply chain, administrative, welding, facilities, programs, finance
Dexcom	Mesa	30	manufacturing, quality, sensor automation, finance, document control
Ebara Technologies	Chandler	4	field service, sales, systems specialist, process applications engineer
Edwards Vacuum	Chandler	8	technicians, planning, scheduler
Entegris	Remote	2	customer enablement operations, field service engineer
FM Industries	Phoenix	65	manufacturing, machinists, maintenance, entry-level semiconductor production technicians, production, planning, program management, HR
Foxsemicon	Phoenix	3	procurement specialist, interpreter/translator (English/Chinese), electrician
General Dynamics	Scottsdale	121	hardware, space systems, test, business development, AI governance, leadership
Gudeng Precision	Glendale	2	CNC manufacturing engineer, technical assistant engineer
Hermes-Epitek	Phoenix	5	entry level field operations technicians
Honeywell	Phoenix, Tempe	139	systems and software engineering, R&D, manufacturing and assembly mechanics, IT and cybersecurity
Intel	Chandler	170	design, software, chemical, mechanical, methodology, applications, facilities and product development engineers
KLA	Phoenix	45	supply chain, customer support/engagement, product support, technical training
L&K Engineering	Phoenix	4	electrical, mechanical, HVAC engineers
Lam Research	Arizona	17	configuration, business operations, logistics, field service, facilities, quality, planning
Linde	Phoenix	10	operations executives, capital & energy management, production associate, frontline designer, gas & equip sales
Marktech International	Phoenix	65	facilities operations and maintenance, electrical and QC engineers, sales & bilingual sales, semiconductor construction, project leads / foremen; EHS, material controller
Medtronic	Phoenix	16	clinical, sourcing, field education, quality, engineering, internships (several)
Microchip	Phoenix	71	hardware engineering, supply chain, quality, product design, marketing, planning, sales, yield
MKS Instruments	Phoenix	5	IT hardware asset leader, trade compliance, systems engineer, electronic engineer, sr. embedded firmware test engineer
Northrop Grumman	Chandler	137	electrical, systems, assurance, design, RF engineers; supply chain
NXP Semiconductor	Chandler	36	analog design, equipment maintenance, sales, maintenance tech, test, development, facilities, field applications
OnSemi	U.S.	236	marketing, engineering, compliance, program management, fab operations, equipment maintenance, quality
Raytheon	Tucson, Sierra Vista, Phoenix	35	mechanical, thermal, software, electrical, and systems engineering; security / IT infrastructure, and operations
Retronix	Chandler	3	dock worker, manufacturing technicians
Schneider Electric	Goodyear	18	field service, engineering, plant procurement, supply chain, commissioning, HVAC/cooling
SCREEN Semiconductor Solutions	Phoenix	3	field service engineer, technical instructor, track / process equipment
Siemens	Phoenix	92	field service, engineering
Texas Instruments	Phoenix	16	analog design, test and validation engineering; design verification; product engineering
Tokyo Electron (TEL)	Phoenix	4	field service engineers, import/export contractor
Topco Scientific	Phoenix	0	No positions currently
TSMC	Phoenix	125	facilities, engineering, HR, materials, process, construction, EHS
United Integrated Services (UIS)	Phoenix	4	BIM & modeling, project support & logistics, field construction

Raw observed postings across the full 40-employer baseline: 1,701. This raw total includes U.S.-wide, remote and multi-location counts and therefore should not be read as 1,701 Phoenix-area jobs.

WHAT EMPLOYERS ARE ASKING FOR

The Demand Side of the Equation

The first WFR Hiring Index does more than count postings. The job mix begins to show which capabilities employers are competing for across the semiconductor ecosystem and neighboring advanced industries.

ENGINEERING & PRODUCT DEVELOPMENT

Electrical, mechanical, systems, software, analog, RF, process, test, validation, product and applications engineering appear across the employer cohort.

EQUIPMENT, FIELD SERVICE & MAINTENANCE

Field service engineers and technicians, installation and integration specialists, equipment maintenance, operations technicians and technical support roles reflect the workforce needed to install, operate and sustain increasingly complex production environments.

MANUFACTURING & PRODUCTION

Manufacturing technicians, machinists, production associates, assembly and mechanical roles, CNC talent and semiconductor production positions remain an important part of current demand.

FACILITIES, CONSTRUCTION & INFRASTRUCTURE

Facilities engineering, HVAC, electrical, BIM/modeling, project support, construction leadership, gas systems and commissioning roles show how workforce demand extends beyond the fab floor.

QUALITY, EHS, SUPPLY CHAIN & LOGISTICS

Quality, environmental health and safety, compliance, procurement, materials, inventory and logistics roles form another essential layer of the operating workforce.

WORKFORCE REGISTER™ INSIGHT

The workforce story is not one occupation or one employer.

Semiconductor growth creates interconnected demand across engineering, technicians, skilled trades, facilities, manufacturing, quality and supply chain.

WORKFORCE DEVELOPMENT IN ACTION

Building the Supply Side of the Equation

If the WFR Hiring Index represents the demand side of Arizona's workforce equation, workforce development represents the supply side: how people are prepared, trained and connected to the jobs employers need.

The Greater Phoenix Chamber Foundation describes talent availability as an important factor in company expansion and relocation decisions. Its workforce strategy convenes six employer-led collaboratives: Advanced Manufacturing, Construction, Cybersecurity, Financial Services, Healthcare and Information Technology.

Three of those collaboratives: Advanced Manufacturing, Construction and Information Technology, intersect directly with occupational demand visible in the WFR Hiring Index.

AN EMPLOYER-DRIVEN MODEL

The Foundation follows the U.S. Chamber of Commerce Foundation's Talent Pipeline Management® model, applying supply-chain principles to align educational outcomes with employer talent demand.

The Foundation collaboratives focus on aligning training to job skills, expanding work-based learning such as apprenticeships and internships, and increasing career awareness.

The Foundation also describes Connect to Work AZ as a jobs-first approach that works with employers to identify hiring needs and develop career pathways, then connects qualified unemployed and underemployed candidates directly with hiring managers.

WORKFORCE REGISTER™ INSIGHT

**Employer demand and workforce development cannot effectively operate as separate systems.
Job-posting data can show where demand exists today.**

Employer-led workforce initiatives help funnel hiring demands into different silos:

- Training
- Career pathways
- Apprenticeships
- Work-based learning

WORKFORCE ALIGNMENT

Are We Preparing Workers for the Jobs Employers Actually Need?

This question sits at the center of the WFR Volume 2.

The goal is not to compare workforce programs by size or declare whether Arizona has enough training. The available information does not yet support that conclusion.

Instead, The Workforce Register™ will begin tracking where employer demand and workforce-development activity appear to intersect — and where more data is needed.

Employer Demand Signal	Workforce Response to Watch
Equipment / maintenance technicians	Technical training, apprenticeships and employer-led work-based learning
Facilities / construction	Skilled-trades and construction pathways
Manufacturing technicians	Advanced-manufacturing programs and technician pathways
Engineering	University-industry pipelines, internships and applied learning
IT / software / digital roles	IT and technology pathways

THE DATA WE STILL NEED

- Enrollment and completion
- Certifications and micro-credentials earned
- Placement into relevant occupations
- Retention after placement
- Wage outcomes
- Role progression over time
- Earn & Learn, apprenticeship and work-based learning participation

These measures will help move the conversation from program activity to workforce outcomes.

SUPPLIER & ECOSYSTEM WORKFORCE DEMAND

WORKFORCE INTELLIGENCE PRIORITIES

What the Register Will Measure

The September framework also reflects workforce-intelligence priorities identified by SEMI Foundation leadership:

- Better visibility into employer hiring demand
- Career progression and the useful life of technical skills
- The effect of AI and automation on workforce needs
- Greater visibility for awareness, educator and community partnerships
- Measurable outcomes from Earn & Learn, apprenticeships, certifications and micro-credentials

THE WORKFORCE OUTCOMES TO WATCH

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

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

WORKFORCE INNOVATION TO WATCH

SEMIquest • NNME / ChipPath™ • Earn & Learn • Apprenticeships • Certification and micro-credential initiatives • Educator engagement • Community / CBO partnerships

THE WORKFORCE BEYOND THE FAB

Arizona's semiconductor workforce demand extends far beyond major chip manufacturers. Equipment companies, specialty materials providers, construction and engineering partners, facilities suppliers and service organizations all compete for talent needed to build and operate the ecosystem.

The September baseline shows meaningful activity across the supplier layer, including Marketch International and FM Industries at 65 observed postings each, along with hiring at Air Liquide Electronics, Linde, Hermes-Epitek, Ebara Technologies, Gudeng Precision, Foxsemicon, SCREEN Semiconductor Solutions, Tokyo Electron and United Integrated Services.

THE SUPPLIER BACKBONE

A major semiconductor investment creates workforce demand across multiple layers of the supply chain, referred to here as the supplier backbone.

Some of that demand appears in obvious semiconductor occupations; some appears in construction, facilities, field service, manufacturing, logistics and specialized technical support.

WORKFORCE REGISTER™ INSIGHT

The workforce impact of semiconductor growth cannot be measured only by hiring at the largest manufacturers. Supplier and service-company demand is a vital part of the same workforce equation.

COMPETITION DOES NOT STOP AT SEMICONDUCTOR

The Index also monitors adjacent advanced-industry employers such as Honeywell, Northrop Grumman, General Dynamics, Siemens, Schneider Electric, Medtronic, Dexcom and Raytheon because many of these companies compete for overlapping engineering, technician, facilities, quality and manufacturing skills.

ECOSYSTEM WATCH

Growth Doesn't Happen on a Single Timeline

Workforce demand is shaped not only by announced investment, but by when projects are designed, permitted, built, equipped and brought into operation.

That timing matters across Arizona's broader advanced-industry economy. A project that changes schedule can shift workforce demand from one period to another, while infrastructure constraints can influence the pace at which new capacity comes online.

A BROADER ARIZONA SIGNAL

Recent discussion around data-center growth provides one example of the connection between expansion, infrastructure and workforce timing. The Workforce Register™ is watching these adjacent developments because they can affect many of the same construction, electrical, mechanical, facilities, engineering and technical labor pools serving semiconductor growth.

**As Arizona balances extraordinary economic growth with the infrastructure required to support it -
*How will infrastructure capacity influence the pace and timing of workforce demand?***

WORKFORCE REGISTER™ INSIGHT

A delayed project does not necessarily eliminate workforce demand. It may change when the demand arrives, which occupations are needed first and how employers compete for available talent.

ARIZONA WORKFORCE WATCH

What We'll Track Next

September 2026 establishes the baseline. Future editions will focus increasingly on movement — not simply totals.

HIRING VELOCITY

Which employers are adding or reducing active postings?

OCCUPATIONAL MOVEMENT

Which job families and technical skills are gaining, sustaining or losing demand?

SUPPLIER HIRING

Is workforce demand spreading deeper into the semiconductor supply chain?

WORKFORCE RESPONSE

Are training, education, Earn & Learn and apprenticeship initiatives preparing workers for occupations employers are actively seeking?

INFRASTRUCTURE & TIMING

Are project schedules or infrastructure conditions shifting the timing of workforce demand?

TALENT COMPETITION

How much demand is coming from adjacent advanced industries for the same engineering, technician, skilled-trades and manufacturing talent?

THE VALUE OF A BASELINE

**Volume 2 cannot yet tell us what changed.
It gives us the starting point that will allow future editions to do exactly that.**

LOOKING FORWARD - *SKILLS EVOLUTION & AI*

A New Workforce Watch

How are AI, automation and emerging technologies changing job requirements? And, how quickly are technical skills evolving?

Volume 2 establishes this as a recurring intelligence question.

The September data is not sufficient to measure skill obsolescence or AI-driven workforce change. Yet, future editions will look for longitudinal changes in job families, technical skills, credentials and career pathways.

From Workforce Counts to Workforce Intelligence

The Workforce Register™ was created to connect developments across industry, education, workforce development and economic development through a workforce lens.

With Volume 2, that lens becomes more measurable. The WFR Hiring Index begins tracking current employer demand. Workforce-development initiatives show how Arizona is building the supply side of the equation. Infrastructure and project timing provide the context surrounding both.

The goal is not simply to report that Arizona is growing. It is to understand how that growth translates into people, skills, occupations, timing and opportunity.

COMING NEXT

- Month-to-month movement in the WFR Hiring Index
- Skills evolution, technical-skill longevity and role progression
- Workforce Innovation: SEMIquest, NNME/ChipPath™, apprenticeships, educator engagement and community partnerships
- Workforce outcomes: enrollment, certifications, placement, retention, wages and role progression
- Supplier workforce signals
- SEMICON West's permanent move to Phoenix beginning Spring 2027
- Employer and workforce-development perspectives

SOURCES & METHODOLOGY NOTES

Primary source material includes employer career-site research compiled for the September 2026 WFR Hiring Index; Greater Phoenix Chamber Foundation workforce-development materials; and The Workforce Register™ Volume 1.

Greater Phoenix Chamber Foundation workforce-development source:

phoenixchamberfoundation.com/workforce-development/

Because workforce is everyone's business.

The Workforce Register™
A Regional Workforce Intelligence Publication
Published by Top Source Talent, LLC
Denise Chaffin, Publisher