

# The Talent Action Team Semiconductors Higher Education Initiative

## FAQ (I/II)

Question	Answer
<b>What is TAT Semis?</b>	TAT Semis is a concierge service for employers in the semiconductor industry, a priority industry for the State of Michigan. TAT works with higher education partners, training providers, K-12 schools, and recruiters to attract, recruit, train, and retain the talent needed to meet the workforce needs of semiconductor companies, facilitating business success and expansion in Michigan. TAT Semis also brokers R&D partnerships between industry and Michigan's multiple world-class research institutes, and funds expansion of research infrastructure where it is an industry priority.
<b>What is the goal of the TAT Semis pilot initiatives?</b>	<p>The TAT Semis pilot initiatives aim to meet workforce needs identified by TAT Semis industry partners in 2023. The team has identified 3 priority areas for 2023 pilots:</p> <ul style="list-style-type: none"><li data-bbox="621 601 2372 711">• Build a more diverse pipeline of job seekers by raising awareness of the semiconductor industry at a young age and increasing access to existing or future relevant education programs (e.g., engineering degree pipeline expansion through bootcamps and K-12 engagement, semiconductor programming and curriculum in K-12)</li><li data-bbox="621 715 2405 825">• Develop curriculum and flexible training models, particularly for technicians, that meet Michigan industry need now (&lt;500 FTEs annually), but that can be quickly scaled to train ~500-1,000+ technicians annually in future years to support business expansion</li><li data-bbox="621 829 2058 858">• Connect more of Michigan's top engineering talent with opportunities in the semiconductor industry</li></ul> <p>These pilot initiatives aim to support 2023 hiring needs across 5 priority roles for industry partners in 2023: Electrical Engineers, Computer Engineers, Process Engineers, Semiconductor Processing Technicians, and Maintenance and Repair Workers.</p>
<b>When will the grant application be available?</b>	The first phase higher education initiative grant application will be available on May 24, 2023.
<b>Who is eligible to apply?</b>	Michigan's higher education institutions (e.g., community colleges, 4-year colleges and universities) are eligible to apply for pilot funds in this initial application round.
<b>Who do I contact with questions?</b>	Please reach out to TAT Semiconductors Talent Solutions Specialist, Chelsey Averill at <a href="mailto:averillc@michigan.org">averillc@michigan.org</a> .

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<b>Are employer partnerships required for the application?</b>	Employer partnerships are not required for the application. Education institutions applying for funds are encouraged to consider which partners in their region / value chain focus may take advantage of the programming, but TAT will provide connections to in-demand employers. Applicants should <b>not</b> reach out to employers to ask for application support, as TAT has already worked with employers to identify demand and high-priority programs.
<b>Are other partnerships required?</b>	Other partnerships, such as with other higher ed partners or education / workforce partners (e.g., ISDs, MWA) are not required but are encouraged in the application.
<b>What timeframe are these programs to be implemented?</b>	Programs should be implemented in the 2023-2024 calendar years. Applicants are encouraged to consider this timeline when requesting funds and outlining anticipated outcomes. Programs should aim to kickoff development by Q3 2023.
<b>What can/cannot funds be used for?</b>	Funds can be used across recruitment, faculty / staff, program development costs, and student support. Out of scope costs include costs that have broad applications beyond the semiconductor industry and core employer needs (e.g., K-12 outreach focused on broad STEM application, faculty / staff in perpetuity, capital equipment or space with broad applications, program development not tied to serving semiconductor employer needs / priority roles, etc.)
<b>Are matching funds required?</b>	Matching funds from the applicant are not required but are encouraged.
<b>When are grant applications due?</b>	The first phase higher education initiative grant application will be due on June 14, 2023.
<b>When will I be notified?</b>	Notifications for grant acceptances will be shared via email by July 31, 2023. Prior to acceptance emails, applicants may have working sessions to clarify applications and proposed funds.
<b>When is funding distributed?</b>	Funding is anticipated to be distributed with 50% of funds being provided upfront and the remainder on a cost-reimbursement basis. Alternative funding distribution can be discussed on a case-by-case basis, as necessary.