



Thank you Chair Noose and members of the House Rules Committee,

For the record, I am Kristi Wilson, Workforce Development Manager for the City of Hillsboro.

I am here today to speak to the importance of strengthening K-12 STEM education and career-connected learning experiences.

We know that Oregon's education systems are producing high-quality graduates, but the current pipeline is not enough to meet the semiconductor's large and growing workforce demand.

We know that that existing semiconductor workforce demographics do not reflect our diverse communities and the traditional workforce systems have foundational barriers to access these livable wage careers.

We know that in the next five years, the State's number of jobs in semiconductor manufacturing and related industries is expected to grow by 8% (*Lightcast, 2023*), further expanding the existing talent gap.

And we know that by working in silos and competing for the same limited resources will not make Oregon a competitive state to further expand this industry.

For the last two decades, the City of Hillsboro has collaborated with education partners to design a workforce development strategy to develop a sustainable pipeline of diverse, local talent. We have had extensive success in co-creating STEM learning experiences, career-related learning opportunities in career technical education fields and placing local talent into livable-wage careers.

Through our work, we have learned that the semiconductor industry is often invisible in the K-12 system and that these pathways to careers often have unnecessary barriers to historically underserved communities. With recently awarded Future Ready Oregon funds, Hillsboro is further researching related career pathway awareness, developing culturally and linguistically relevant outreach strategies, and reimagining college and career advising for students and families throughout the entire education system.

Hillsboro's forward thinking has filled a gap in the workforce system and has demonstrated how to create and implement a collective workforce strategy that is responsive and agile to the semiconductor workforce needs. In 2018, Hillsboro convened the Advanced Manufacturing Workforce Partnership, an industry-led consortium that includes 20 industry partners ranging from Davis Tool to Jireh Semiconductor and Intel. Other partners include Hillsboro School

District, Portland Community College, Oregon State University, Centro de Prosperidad, IRCO, the Washington County Chamber of Commerce and the Northwest Regional ESD.

With these partnerships, we have launched successful programs such as:

- Hillsboro WORKs, placing students ages 16-24 in manufacturing internships with the opportunity to be hired full-time with opportunities for additional education to promote career advancement.
- Oregon's first Registered Advanced Manufacturing Youth Apprenticeship Program at Hillsboro School District that has recently expanded to support three local companies: Tosoh Quartz, Jireh Semiconductor, and Cascade Technology Systems.
- Intel's QuickStart program in partnership with Intel, Portland Community College and Work Systems, Inc. This program has an 80% placement rate after completion with over 60% of participants identifying as a person of color, woman and/or low-income individual.

We have figured out what to do locally. We have proven success that demonstrates the critical need of K-12, community college and higher education partners working together to meet the industry's growing demand and support our historically underrepresented communities. This work can be replicated and scaled to serve other communities throughout the region and state. Our strategic roadmap can help position the state to ensure we have the diverse talent needed to promote economic vitality for our residents and semiconductor industry.

HB3254 can help us achieve these goals and I would like to thank you for the opportunity to speak with you today.

Thank you,

Kristi Wilson  
Workforce Development Manager  
City of Hillsboro, Economic Development