

SEMICONDUCTOR INDUSTRY / TALENT MARKET ANALYSIS

The Semiconductor Talent Market

Workforce supply, hiring demand, and employee sentiment across 94,131 professionals, 79,822 job postings, and 35,682 employee and candidate reviews

Prepared by Public Insight Data Corporation

TalentView talent market intelligence / October 2026

www.publicinsight.io

Hiring is back, and it has moved

94,131 semiconductor professionals profiled, working for 4,635 employers	79,822 job postings from 2,882 employers, December 2020 to September 2026	+13% postings in 2026 through September against the same months of 2025
\$122K average estimated compensation in the workforce; the median is about \$114K	92% of workers with a stated attainment level hold a bachelor's degree or higher	97% of postings are not listed as remote; this is on-site work

This report reads the semiconductor talent market from both sides. Supply is 94,131 people currently in semiconductor roles, with their employers, pay, education, and work histories. Demand is 79,822 job postings and 1.1 million parsed attributes describing the skills, credentials, experience, and benefits those postings ask for and offer. A third lens, sentiment, adds 29,109 employee reviews and 6,573 interview reviews.

Demand is recovering, and broadening. Employers posted 14,354 jobs in the first nine months of 2026, 13% more than in the same months of 2025. The headline understates the change: one employer, Apple, accounted for 3,260 postings in the 2025 period and 340 in 2026. Every other employer combined posted 49% more. Micron, Qualcomm, Texas Instruments, and GlobalFoundries are all posting well above their 2025 pace, while Intel, the largest employer in the workforce data, is posting at a fraction of its 2021 volume.

There are two labor markets inside this industry. Engineering roles make up 79% of postings, advertise average pay between \$110,000 and \$190,000, and routinely ask for a master's or doctorate. Technician and operator roles advertise \$45,000 to \$65,000 and ask for a diploma or associate's degree. Technicians are where demand runs highest relative to the visible workforce: 51 recent postings per 100 profiled equipment technicians, against 10 to 15 for most engineering titles.

Hiring is not happening where the workforce sits. Portland and Phoenix hold 14% of the located workforce but only 7% of the last year's postings. Boise, Boston, Austin, San Diego, and upstate New York are hiring well above their share of current talent, which means those employers are recruiting from outside their own metro areas.

Employees like the industry more than they like their managers. The average employer rating is 3.83 out of 5 and 74% of reviewers would recommend their employer. Colleagues, benefits, and culture draw praise; management and advancement draw most of the criticism. The fab-side roles in highest demand are also the least satisfied.

In this report

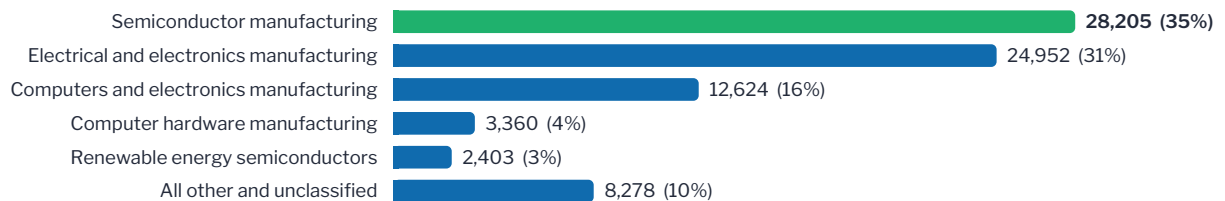
What this report covers	3
Demand: how much hiring, and by whom	4
Demand: the roles employers are filling	6
Demand: what the jobs pay	7
Demand: skills, credentials, and experience	8
Supply: the workforce today	10
Supply: what the workforce earns	11
Supply: education and where it came from	12
Supply: tenure and movement	13
Sentiment: how the workforce rates its employers	14
Sentiment: the candidate's view	16
Where supply and demand diverge	17
Hiring is not where the workforce sits	19
What this means, and about the data	20

What this report covers

The analysis draws on the TalentView Semiconductor scoped data warehouse, which packages ten linked tables: three describing people, two describing job postings, and five describing employee and candidate reviews. All of them share the same title and company reference data, so the lenses can be compared role by role and employer by employer.

Table	Records	What it describes
Profiles	94,131 people	People currently in semiconductor roles: title, employer, level, function, estimated compensation, location, start date
Work history	170,414 roles	Semiconductor roles held, past and present, by 133,468 people, including many who have since left the industry
Education history	134,023 records	Institutions, fields, and degree levels for 71,150 of the profiled workers (76%)
Job postings	79,822 postings	Postings from 2,882 employers, 31 December 2020 to 30 September 2026, with pay, location, and status
Posting attributes	1,114,023 tags	Skills, credentials, experience, benefits, and conditions parsed from 44,829 postings dated 2024 onward
Employee reviews	29,109 reviews	26,355 Glassdoor and 2,754 Indeed reviews, January 2021 to September 2026, with star ratings by dimension
Review opinions	52,585 opinions	Subjects that reviewers praised or criticized, each tagged positive or negative, extracted from the review text
Interview reviews	6,573 reviews	Glassdoor candidate reviews: interview difficulty, experience, and whether an offer was made

Job postings by employer industry



All 79,822 postings. Industry is the employer's LinkedIn classification.

The industry is drawn broadly here. Postings are selected by role as well as by employer, so the data reaches beyond chip makers into the electronics supply chain around them. Just over a third of postings come from employers classified as semiconductor manufacturers; the rest come from electronics, hardware, and equipment companies hiring for the same roles. Apple, Honeywell, Eaton, and Thermo Fisher Scientific all appear, as do contract manufacturers such as Flex, Jabil, and Sanmina.

That breadth is useful, because it reflects the real competition for a process engineer or a test technician. It also means a few employers at the edge of the definition carry weight. uBreakiFix, a device repair chain, contributes 1,537 postings for electronics technicians, most of them in 2021. Where a finding depends on the definition, the report says so, and the closing section lists the points a reader should keep in mind.

Average posted pay by employer industry



Average salary midpoint of postings that disclose pay. Semiconductor manufacturing highlighted.

How much hiring, and by whom

Posting volume has run between 3,700 and 5,200 a quarter since the start of 2024. The first quarter of 2026 was the busiest in the data at 5,199 postings, and the third quarter, at 4,916, was the third busiest. Through September, 2026 stands at 14,354 postings against 12,685 in the same months of 2025.

Job postings by quarter



By posting date. 2026 highlighted. 2021 and 2022 are shown lighter because coverage in those years is uneven: only 22% of 2021 postings carry a salary, and the 2022 dip may reflect collection as much as hiring.

Who is posting has changed more than how much. The table follows ten of the largest employers year by year. Apple dominated 2024 and 2025 with more than 3,600 postings in each year, then all but disappeared from the 2026 data. Memory, analog, and foundry employers took up the slack: Micron has already posted 761 jobs in 2026 against 284 in all of 2025, Qualcomm 511 against 283, Texas Instruments 372 against 157, and GlobalFoundries 256 against 114.

Postings by year, selected employers

Employer	2021	2022	2023	2024	2025	2026 to Sep
Apple	73	49	512	3,616	3,795	340
Micron Technology	52	6	31	837	284	761
Qualcomm	157	11	0	142	283	511
Texas Instruments	494	110	153	96	157	372
AMD	37	2	14	384	488	363
Skyworks Solutions	129	47	2	230	680	327
Applied Materials	399	117	155	263	188	261
Intel	1,495	176	494	642	134	256
GlobalFoundries	25	35	65	116	114	256
NVIDIA	179	17	174	284	255	195

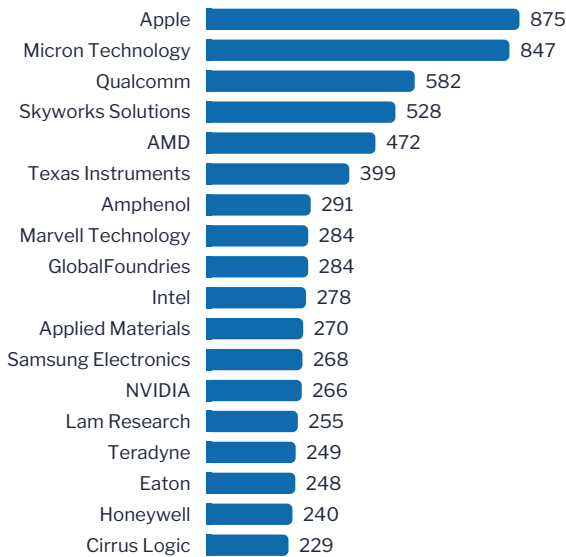
2026 covers January through September. Apple's drop may reflect a change in how its postings are collected as well as a change in hiring; the data cannot separate the two.

Intel is the other story. It posted 1,495 jobs in 2021, the most of any employer that year, and 134 in 2025. Its 2026 count of 256 through September is a recovery from that low, but Intel remains the largest employer in the workforce data by a wide margin while ranking tenth for postings over the last twelve months.

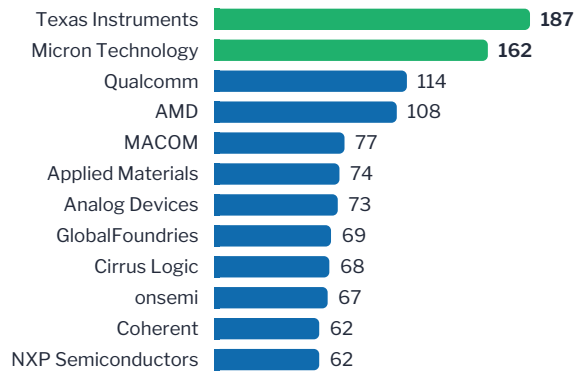
The employers behind the postings

Hiring is concentrated but not closed. The ten largest posters account for 29% of all postings since 2021, and 1,068 different employers posted at least one job in the last twelve months. Public companies account for 71% of postings and privately held companies for 26%.

Most postings, last 12 months



Most postings still open



4,092 postings flagged open, from 626 employers.

The open list is the nearest thing to a live view. Texas Instruments and Micron lead it, and it is almost entirely chip makers: Apple, which leads the twelve-month count, has 57 open postings.

October 2025 through September 2026; 18,058 postings from 1,068 employers.

How postings resolve



Fill status of all 79,822 postings.

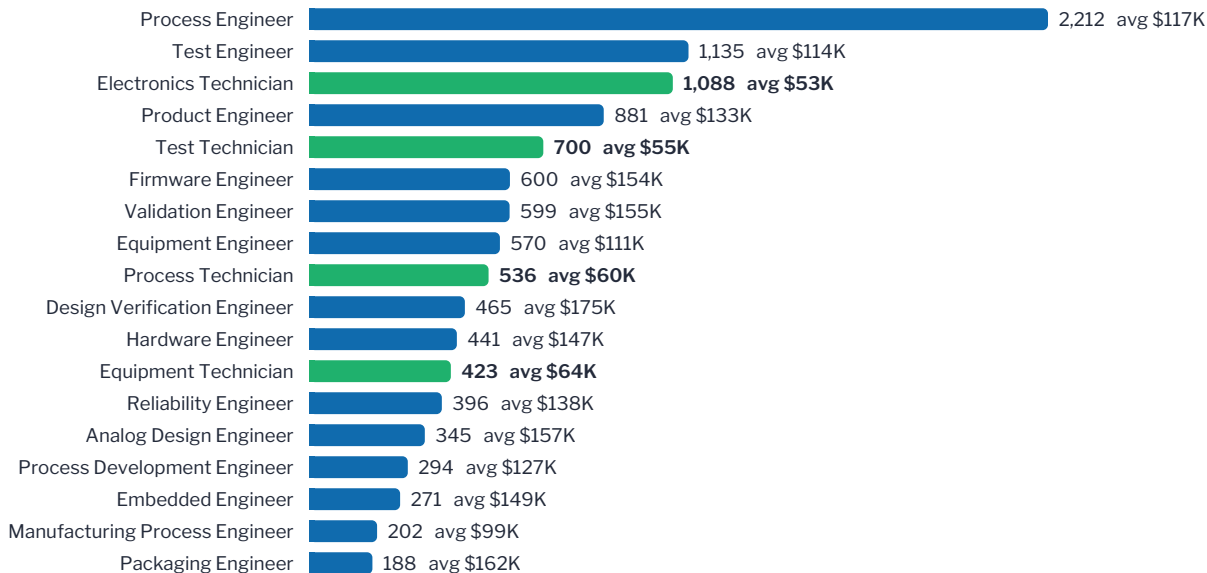
More than a third of postings are reposts, a sign that many requisitions run longer than a single listing or are refreshed to stay visible. Only 4% of postings carry an urgent-hiring flag. Employers in this industry tend to keep roles open and wait for the right candidate rather than signal urgency.

Recruiting technology offers one more view of who is hiring. Where the applicant tracking system can be identified, Workday handles 6,204 postings, more than the next four systems combined (Oracle Cloud 1,821, ADP 1,078, Eightfold 939, Greenhouse 823). That is the footprint of large public employers.

The roles employers are filling

One role stands above the rest. Process engineers account for 2,212 of the last year's 18,058 postings, about one in eight, and nearly twice the next title. Process engineers run and improve the manufacturing steps inside a fab, so their demand tracks production capacity rather than chip design.

Most-posted roles, last 12 months



October 2025 through September 2026. Technician roles highlighted. Average is the mean salary midpoint of postings that disclose pay.

The list divides cleanly into two kinds of work. Four of the twelve most-posted roles are technician roles, and together they account for 2,747 postings, 15% of the total. They advertise average pay between \$53,000 and \$64,000. The engineering roles around them advertise between \$111,000 and \$175,000.

Within engineering there is a second divide, between the fab and the design center. Fab-side roles (process, equipment, product, test, reliability) are the volume. Design-side roles (design verification, analog design, firmware, validation, physical design) are fewer but better paid, and they are where the highest advertised salaries sit: physical design, CAD, and circuit design engineers all average above \$184,000.

Postings by department, all years



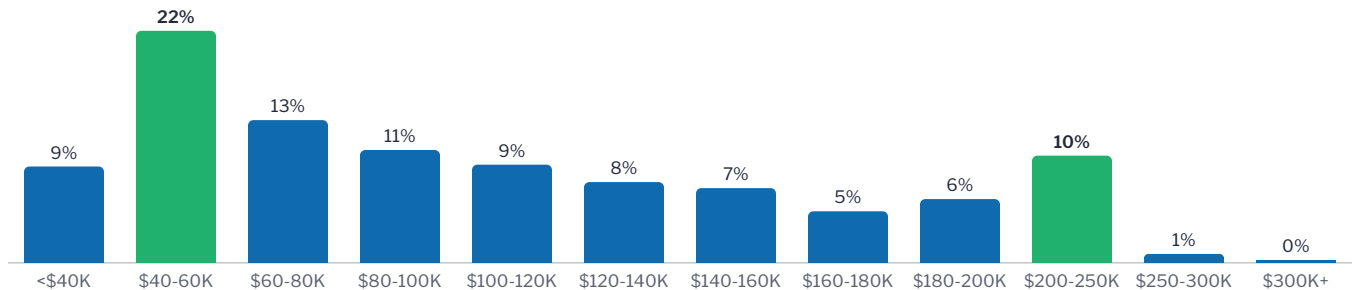
Department is assigned from the job title. Remaining departments total 3,640 postings.

Almost all of this is full-time, on-site work. Fewer than 2% of postings with a stated job type are part-time, temporary, or contract, and 1,241 are internships. Only 1,558 postings are listed as hybrid and fewer than 1,000 as remote in any form.

What the jobs pay

Sixty percent of postings disclose pay, 47,759 in all. Their average salary midpoint is \$106,800 and the median falls near \$91,000. Neither number describes a typical job, because the distribution has two peaks.

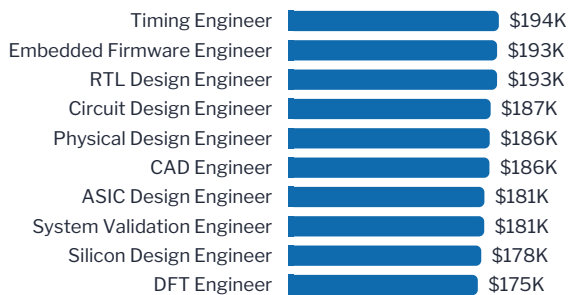
Posted salary midpoint, share of postings that disclose pay



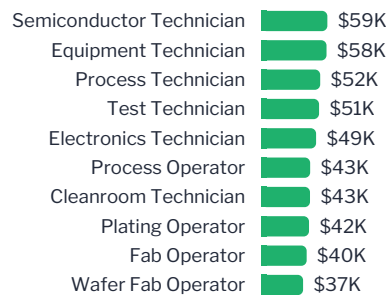
47,759 postings with a salary. The two largest bands are highlighted. Bands above \$200K are wider than the rest.

The first peak, at \$40,000 to \$60,000, is technician and operator work and holds 22% of postings. The second, at \$200,000 to \$250,000, holds 10% and is senior design engineering, much of it in California, where employers must publish pay ranges. Fewer postings fall in each band between \$100,000 and \$180,000 than at either peak.

Highest-paid roles

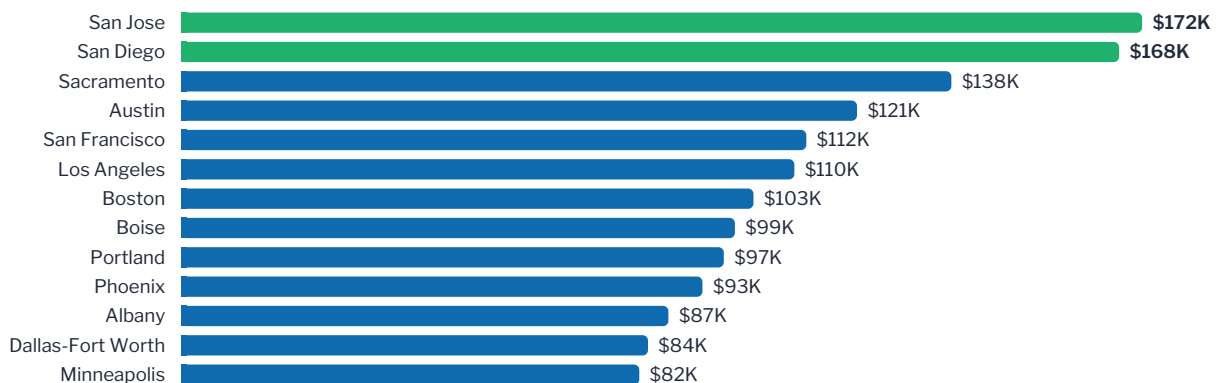


Technician and operator roles



Average posted salary midpoint, all years, drawn from the 70 most-posted roles. Both charts share one scale.

Average posted pay by metro area



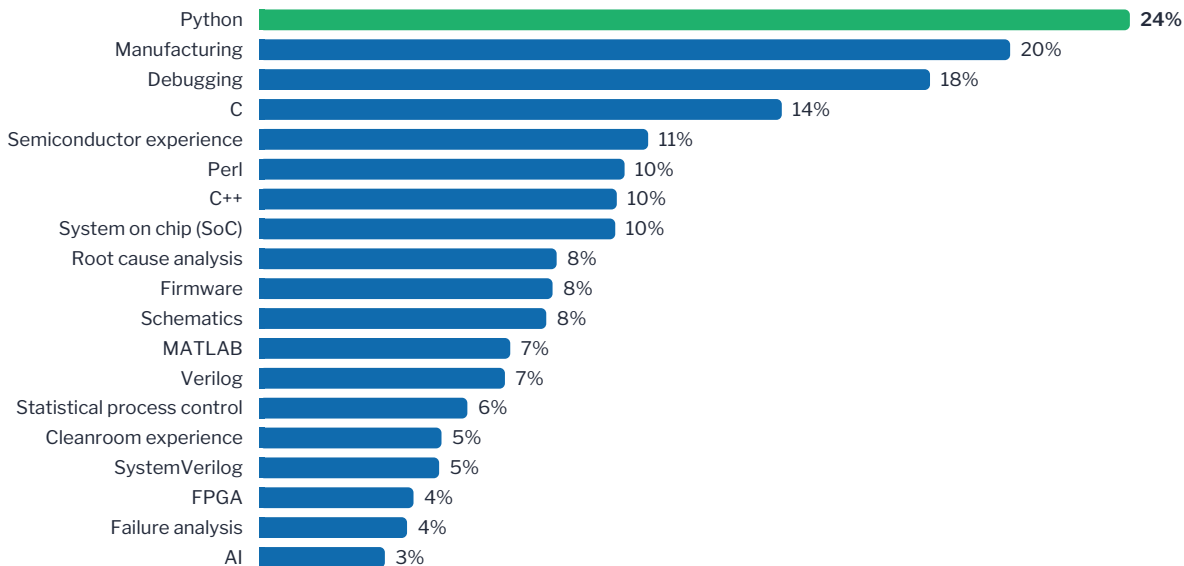
Largest metro areas by posting volume, all years, postings that disclose pay.

Place moves pay as much as role does. San Jose and San Diego average above \$168,000, roughly double Dallas-Fort Worth and Minneapolis. Part of that is the mix of work: the California metros are design centers, while Dallas, Phoenix, and Portland are manufacturing sites with large technician workforces.

The skills employers ask for

Skills, credentials, and conditions are parsed from 44,829 postings dated 2024 onward, about nine in ten postings from that period. The parser found 4,555 distinct skills. The most common is not technical: communication skills appear in 48% of postings, analysis skills in 23%, and cross-functional communication in 15%. Semiconductor work is team work across design, process, equipment, and quality groups, and employers say so.

Technical skills, share of postings



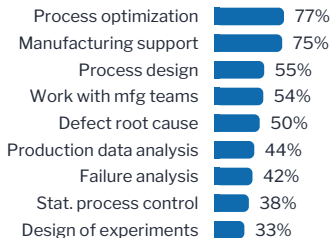
Share of the 44,829 postings with parsed attributes, 2024 to September 2026.

Python is the most requested technical skill, in 24% of postings, ahead of C (14%), Perl (10%), and C++ (10%). It has become the common language of the industry, used for test automation, data analysis, and design scripting alike. Perl's standing is particular to chip design, where decades of tooling depend on it. Statistical tools form their own cluster on the manufacturing side: Minitab appears in 1,318 postings, JMP in 1,189, and statistical process control in 2,546.

The skills employers want differ sharply by role. The panels below take the most recent postings for three high-volume roles and show the skills that appear most often.

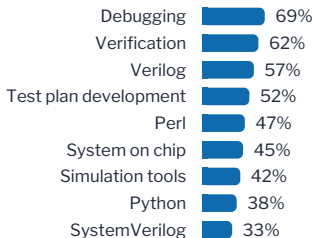
Process Engineer

about 300 postings, Jul to Sep 2026



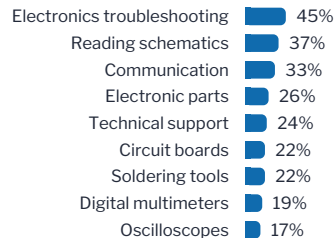
Design Verification Engineer

about 130 postings, Mar to Sep 2026



Electronics Technician

about 150 postings, Jul to Sep 2026

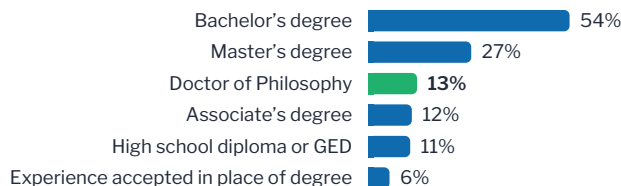


Share of sampled postings naming each skill. Samples are the most recent postings for each title.

Credentials, experience, and what employers offer

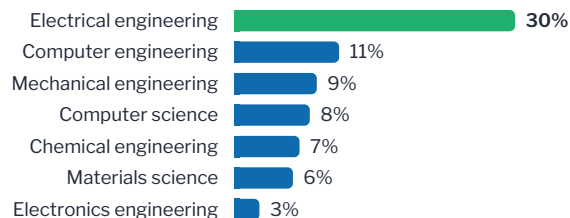
The degree requirements in postings restate the two labor markets. More than half of parsed postings name a bachelor's degree, 27% a master's, and 13% a doctorate, a very high rate of doctoral demand for any industry. At the other end, 12% name an associate's degree and 11% a high school diploma. Electrical engineering is the field named most often, in 30% of postings, more than the next three fields combined.

Education level named



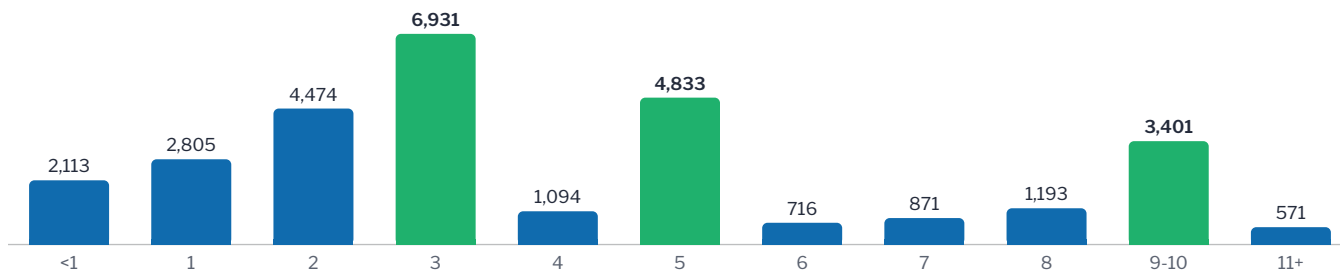
Share of 44,829 parsed postings. A posting may name several levels.

Field of study named



Share of 44,829 parsed postings.

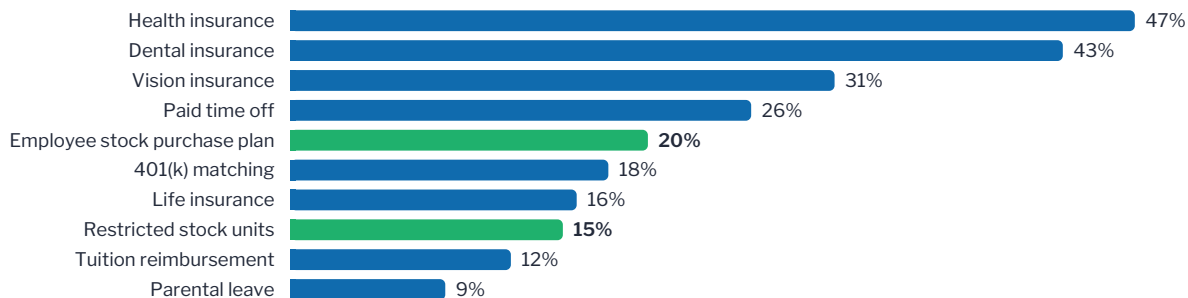
Years of experience requested



Count of postings naming each requirement, in years. 29,002 mentions in all.

Experience requirements cluster on round numbers: three years, five years, and ten. A third of the mentions ask for two years or less, 44% ask for three to five, and 23% ask for six or more. Where postings carry a seniority label, mid-level (15,247) and senior (14,170) are nearly even, and each outnumbers entry-level (5,643) by more than two to one. The industry is hiring experience far more than it is hiring potential, which matters for anyone building a pipeline of new graduates.

Benefits named in postings



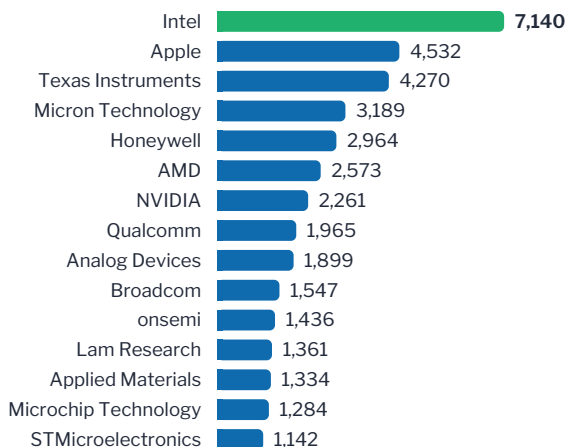
Share of 44,829 parsed postings. Equity benefits highlighted.

Equity is a standard part of the offer. One posting in five names an employee stock purchase plan and 15% name restricted stock units, so the salary figures in this report understate total compensation for many engineering roles. Tuition reimbursement appears in 12% of postings.

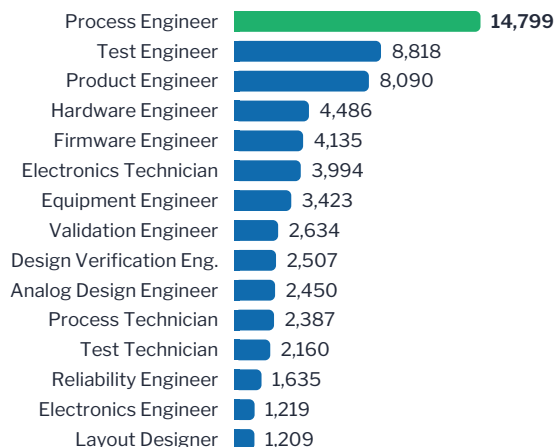
The workforce today

The supply side is 94,131 people currently working in semiconductor roles for 4,635 employers. Every profile carries a standardized title and employer; 85% carry a compensation estimate, 61% a location, and 58% a gender.

Largest employers of profiled workers



Most common roles

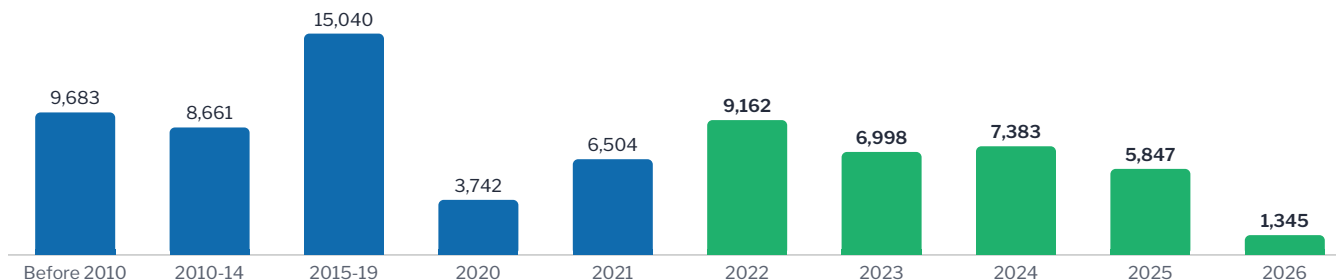


94,131 profiles. The ten largest employers hold 34% of the workforce; the three most common roles hold 34%.

Intel employs 7,140 of the profiled workers, more than half again as many as any other company. The role mix mirrors demand at the top: process, test, and product engineers are the three largest groups on both sides. It differs lower down. Technicians are a smaller share of profiles than of postings, in part because technicians are less likely to keep the kind of online professional profile this data draws on.

By function, 57% of the workforce is classed as engineering, 19% as technology and software, and 7% as quality assurance. It is overwhelmingly an individual-contributor population: 93% are staff level, 4% are managers, and about 1% are directors or above. Where gender is recorded, 82% are men and 18% are women.

When workers started their current job



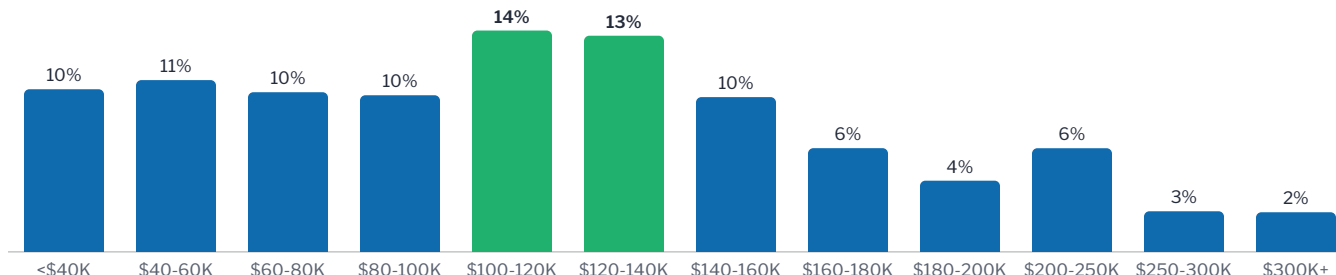
74,365 profiles with a dated start. Starts from 2022 onward highlighted. 2026 is a partial year.

Forty-one percent of the workforce started their current job in 2022 or later, and 2022 was the largest single hiring year in the profile data. A quarter have held the same job since before 2015. This is a workforce with a large, settled core and a substantial recently hired layer around it.

What the workforce earns

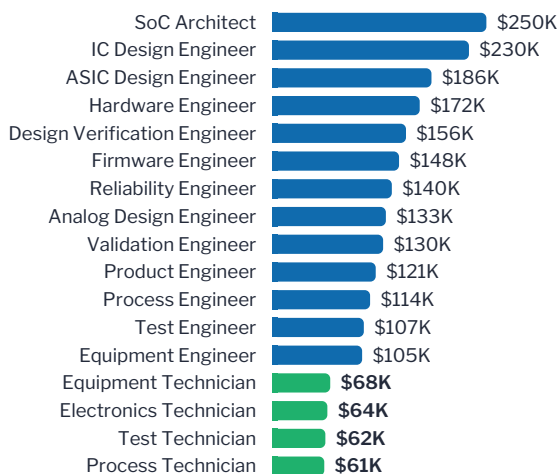
Estimated compensation is available for 80,218 workers. The average is \$121,695 and the median is about \$114,000. Unlike posted pay, the workforce distribution has a single peak, between \$100,000 and \$140,000, where 27% of workers sit. About one worker in nine is estimated to earn \$200,000 or more.

Estimated compensation, share of workers

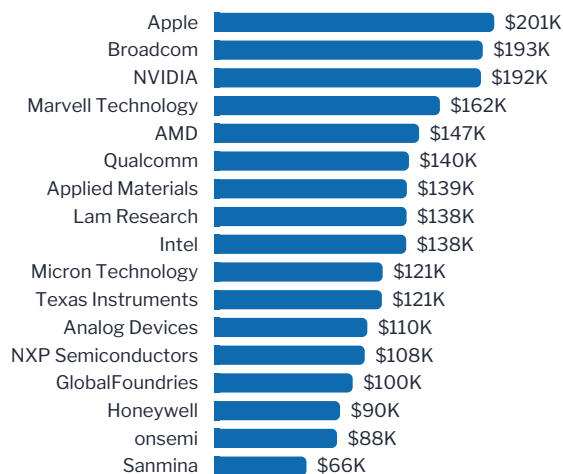


80,218 profiles with a compensation estimate. Bands above \$200K are wider than the rest. The lowest band includes profiles outside the United States.

Average compensation, selected roles



Average compensation, selected employers



Roles and employers with at least 100 profiled workers. Technician roles highlighted.

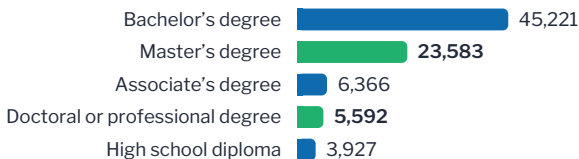
The spread between roles is wide, and the spread between employers is nearly as wide. Workers at Apple, Broadcom, and NVIDIA average above \$190,000. Those at the large integrated manufacturers (Intel, Micron, Texas Instruments) average \$120,000 to \$138,000. Contract manufacturers and diversified industrials sit below \$100,000. Much of this is role mix, since design-led companies employ few technicians, but it also describes where a mid-career engineer can expect the strongest offer.

Men in the data average \$127,034 and women \$119,812, a gap of about 6%. Measured at the median the gap narrows to roughly 3%. The comparison is not adjusted for role, level, or location, and gender is unrecorded for 42% of profiles.

Education, and where it came from

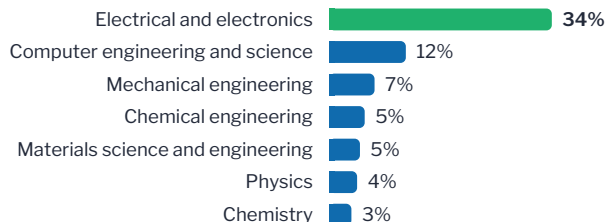
Education records exist for 71,150 of the profiled workers, and 56,036 of them state at least one degree level. Among those, 92% hold a bachelor's degree or higher and 47% hold a master's or doctorate. One in ten holds a doctoral or professional degree.

Workers holding each credential



People with at least one record at each level; a person can appear at several. Graduate degrees highlighted.

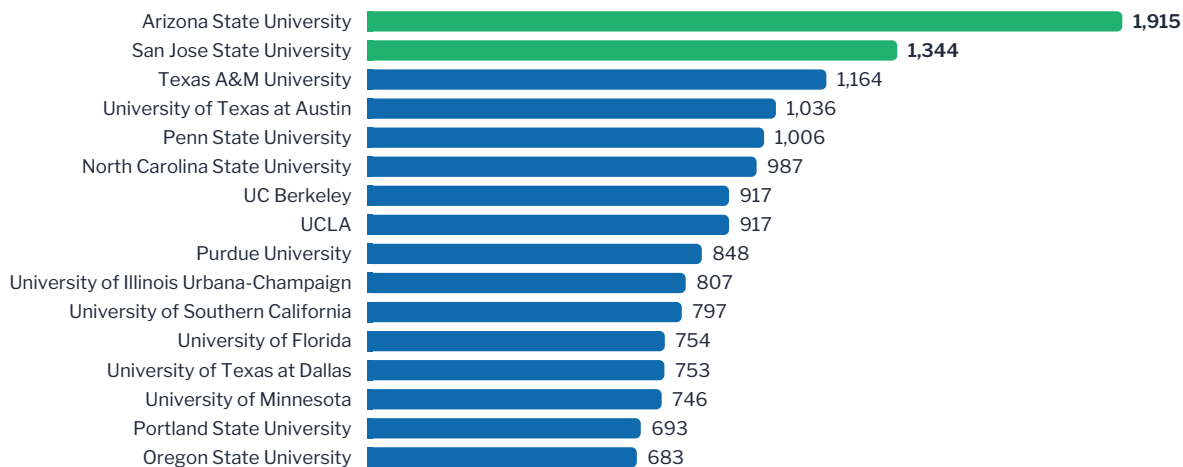
Field of study, share of records



Share of 66,945 education records that state a field. Fields are free text grouped by keyword, so shares are approximate and can overlap.

Supply lines up with demand on field. Electrical and electronics engineering accounts for about a third of stated fields and is the field named in 30% of postings. Mechanical, chemical, and materials engineering follow in the same order on both sides. The mismatch is in level rather than discipline: postings name a doctorate 13% of the time, and 10% of workers with a stated level hold one.

Institutions attended by the most workers



Distinct workers with a record at each institution, any level. Three institutions are omitted because their counts appear to include mismatched names; see below.

The institutions that feed this workforce are large public universities close to the fabs. Arizona State sits beside Intel and TSMC in Phoenix, San Jose State is in the middle of Silicon Valley, and Texas A&M, UT Austin, and UT Dallas surround the Texas manufacturing base. Portland State and Oregon State serve Intel's Oregon sites. Proximity matters more than prestige in this list: San Jose State supplies more workers than Stanford (558) and Berkeley.

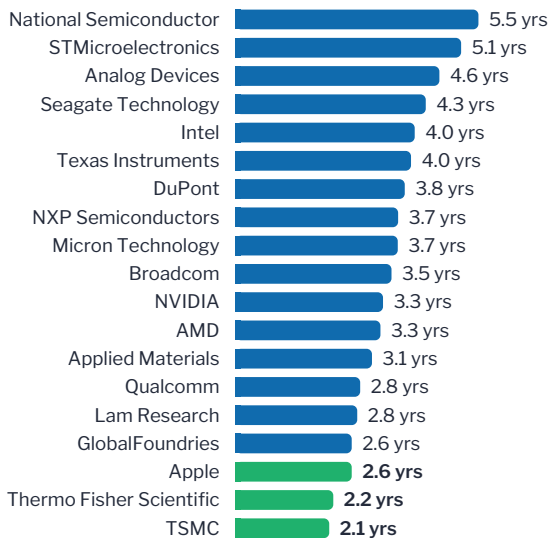
A caution on institution names. Several entries in the raw ranking look like matching errors rather than real pipelines. "Indiana Institute of Technology" (965 workers) is very likely absorbing graduates of the Indian Institutes of Technology, "National University" (1,172) the national universities of Taiwan and elsewhere, and "Oregon Institute of Technology" shows 1,134 workers and 139 doctorates, more than Oregon State, which is implausible for an institution of its size. These three names are left out of the chart and are worth correcting in the source data.

Tenure and movement

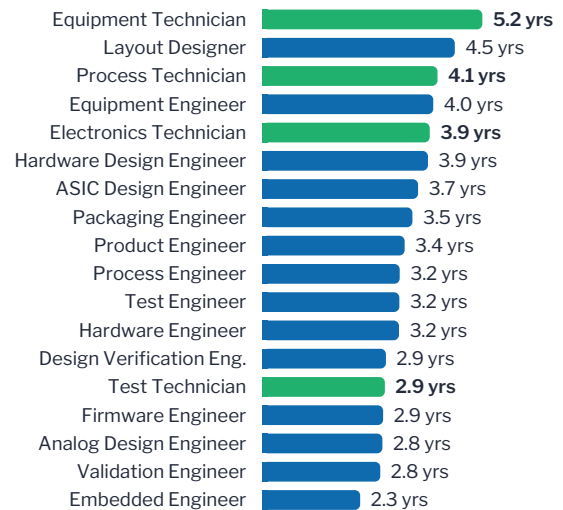
The work history table widens the lens. It holds 170,414 semiconductor roles held by 133,468 people, a larger group than the current workforce because it includes people who have since moved to other industries or retired. Intel alone accounts for 25,353 of those roles, more than Texas Instruments, Micron, and Apple combined, which makes former Intel employees the single largest pool of experienced semiconductor talent in the country.

Across 150,271 completed roles with usable dates, the average stay was 40.8 months, or 3.4 years.

Average completed stay, by employer



Average completed stay, by role



Completed roles with a recorded start and end. Left: shortest stays highlighted. Right: technician roles highlighted. Completed stays understate tenure at employers whose long-serving staff are still in place, and at newer U.S. operations such as TSMC.

Tenure runs longest at the established analog and memory companies. Roles at Analog Devices and STMicroelectronics lasted more than four and a half years on average, and at Texas Instruments and Intel about four. It runs shortest at Apple, GlobalFoundries, and Lam Research, between two and a half and three years, and at TSMC, whose large U.S. presence is recent.

By role, the hands-on jobs hold people longest. Equipment technicians stay more than five years in a role, and process and electronics technicians about four; test technicians, at just under three, are the exception. The shortest stays are in the software-adjacent design roles: embedded, validation, firmware, and analog design engineers all average under three years. These are the roles with the most transferable skills and the most outside options, since Python, C, and firmware experience are in demand well beyond semiconductors.

For employers the two findings point in opposite directions. Technicians are hard to find but tend to stay once hired, so the return on training them is high. Design engineers are better supplied but turn over faster, so retention, not recruitment, is the larger cost.

How the workforce rates its employers

The third lens is what employees themselves say. The data holds 26,355 Glassdoor reviews of 1,511 employers, written between January 2021 and September 2026 by people in the same roles the rest of this report covers. Two-thirds are current employees. Each review carries star ratings, and the review text has been parsed into 45,888 opinions on specific subjects.

3.83

average overall rating out of 5; 68% of reviewers give 4 or 5 stars

74%

would recommend their employer to a friend

82%

approve of their chief executive, among those who answered

79%

see a positive business outlook for their employer

Average rating by dimension



Glassdoor, 1 to 5 stars. About 20,000 reviews rate each dimension. Lowest highlighted.

What reviewers praise and criticize

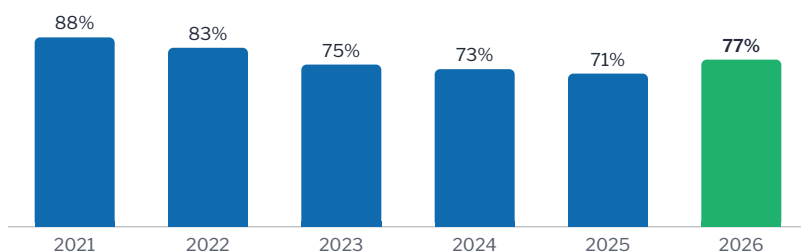


Share of opinions on each subject that are positive. Subjects are free text grouped by keyword. Net-negative subjects highlighted.

Employees rate this industry well. The overall average is 3.83, only 11% of reviewers give one or two stars, and current employees (3.93) are more positive than former ones (3.63). The ratings by dimension are tightly grouped, with one outlier: management, at 3.38, sits well below everything else.

The parsed opinions say the same thing in the reviewers' own words. Seven in ten opinions are positive. People praise their colleagues (89% positive), benefits (90%), and working environment (86%). Pay divides them: 59% of pay opinions are positive, and the most common word in the negative ones is "low." Two subjects draw more criticism than praise. Management is one, at 44% positive. Advancement is the other, at 40%, and the word attached to promotion and growth most often is "slow."

Reviewers who see a positive business outlook, by year of review



Share of reviewers answering the outlook question (12,539 in all). 2026 covers January through September.

Confidence tracked the cycle. In 2021, 88% of reviewers who answered saw a positive outlook for their employer. That fell every year to 71% in 2025, then recovered to 77% in 2026, the same year posting volume turned up. The average overall rating moved less, from 3.90 in 2022 to 3.73 so far in 2026.

Sentiment by employer and by role

The industry average hides a wide spread between employers. The table shows the fourteen chip companies with the most reviews, ranked by overall rating.

Employer	Reviews	Overall	Work-life	Pay	Management	Job security	Recommend
NVIDIA	335	4.57	4.11	4.44	4.30	4.40	95%
Apple	551	4.23	3.45	4.29	3.92	4.04	84%
Texas Instruments	1,136	4.11	3.56	4.03	3.70	4.12	83%
Analog Devices	580	4.10	3.96	3.69	3.59	4.00	87%
AMD	470	4.07	3.77	3.63	3.78	4.16	86%
NXP Semiconductors	409	4.04	3.76	3.85	3.57	3.91	85%
Intel	3,856	4.02	3.87	3.89	3.51	3.92	80%
Qualcomm	618	4.01	3.21	3.99	3.52	4.00	78%
Lam Research	329	3.99	3.30	3.91	3.47	3.82	75%
Applied Materials	405	3.89	3.38	3.68	3.46	3.81	76%
Micron Technology	1,415	3.76	3.11	3.85	3.35	3.79	69%
onsemi	259	3.57	3.56	3.42	2.96	3.37	63%
GlobalFoundries	429	3.33	3.06	3.28	2.90	3.28	59%
TSMC	511	3.21	2.04	3.81	2.72	3.48	41%

Glassdoor reviews, 2021 to September 2026, 1 to 5 stars. Recommend is the share who would recommend the employer to a friend. Reviews are worldwide, so employers with large workforces outside the United States, such as TSMC, are rated largely by those employees. Lowest two highlighted.

NVIDIA stands apart, with a 4.57 average and 95% of reviewers recommending it. The large design-led companies and the established analog makers cluster around 4.0 to 4.2. The foundries sit at the bottom: GlobalFoundries at 3.33 and TSMC at 3.21, where only 41% would recommend the employer. TSMC's profile is distinctive. Reviewers rate its pay at 3.81, in line with Intel and Micron, and its work-life balance at 2.04, the lowest score in the table by a full point.

Intel: postings, reviews, and outlook by year

Year	Postings	Reviews	Rating	Positive outlook
2021	1,495	754	4.12	91%
2022	176	676	4.22	85%
2023	494	766	4.05	72%
2024	642	847	3.91	57%
2025	134	585	3.87	53%
2026 to Sep	256	228	3.86	87%

Outlook is the share of Intel reviewers answering the question who see a positive business outlook; 91 answered in 2026.

Intel shows how closely sentiment follows hiring. As its postings fell from 1,495 to 134, the share of its reviewers with a positive outlook fell from 91% to 53%, and its rating slipped from 4.22 to 3.87. Early 2026 reviews point to a rebound in outlook, on a small sample.

Would recommend their employer, by role

Analog Design Engineer	86%	work-life 3.9
Validation Engineer	85%	work-life 4.0
Design Verification Engineer	84%	work-life 3.9
Embedded Engineer	81%	work-life 3.8
Hardware Engineer	80%	work-life 3.8
Product Engineer	78%	work-life 3.6
Firmware Engineer	76%	work-life 3.9
Test Engineer	75%	work-life 3.6
Process Technician	68%	work-life 3.3
Equipment Technician	68%	work-life 3.5
Process Engineer	66%	work-life 3.1
Electronics Technician	63%	work-life 3.3
Test Technician	63%	work-life 3.5
Equipment Engineer	59%	work-life 2.8

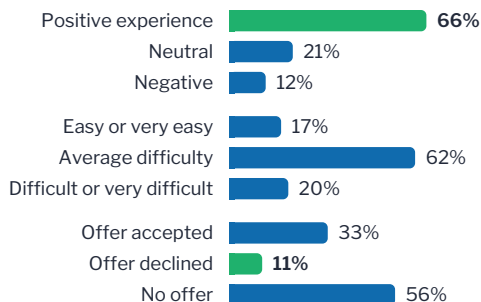
Glassdoor. Fab-side engineering and technician roles highlighted. Work-life is the average work-life balance rating.

By role the pattern is consistent: design-side engineers are the most satisfied and fab-side roles the least. Equipment engineers are at the bottom, with 59% recommending their employer and a work-life rating of 2.8. Process engineers, the most-posted role in the industry, are at 66%.

The candidate's view

Sentiment starts before the first day. The data includes 6,573 Glassdoor interview reviews from candidates at 676 employers. Two-thirds describe a positive experience and only 12% a negative one. Most found the interview of average difficulty; one in five called it difficult. A third of reviewers accepted an offer, 11% declined one, and 56% received none.

How candidates describe the interview

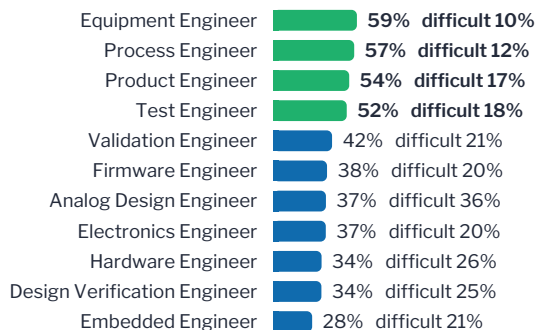


6,573 interview reviews, 2021 to September 2026. Declined offers highlighted.

Of the 2,905 offers reported, 727 were turned down. A one-in-four decline rate, in a market where technicians and specialists are scarce, is a cost employers can measure and reduce.

The two labor markets show up again. More than half of the candidates reviewing interviews for equipment, process, product, and test engineering roles received an offer, and only 10% to 18% found the interview difficult. For design-side roles the offer rate drops to about a third and the share calling the interview difficult rises to 25% for design verification and 36% for analog design. Employers screen hard for design talent and hire readily for the fab.

Reviewers who received an offer, by role



Share of interview reviewers reporting an offer, accepted or declined, and share rating the interview difficult. Fab-side roles highlighted.

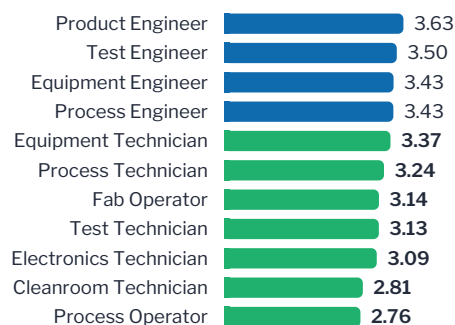
Interview outcomes at selected employers

Employer	Reviews	Offer	Difficult	Positive
Intel	567	61%	17%	77%
Western Digital	133	48%	20%	74%
Analog Devices	119	48%	34%	73%
Micron Technology	431	48%	18%	65%
TSMC	234	42%	8%	61%
Texas Instruments	349	40%	27%	76%
Qualcomm	279	32%	22%	64%
AMD	104	29%	26%	63%
NVIDIA	214	21%	35%	63%
Arm	89	19%	20%	62%
Apple	389	18%	34%	57%

Offer is the share of reviewers reporting an offer. Difficult and Positive are shares of all reviewers.

By employer, Intel made offers to 61% of its interview reviewers and Apple to 18%, with NVIDIA and Arm close to Apple. Apple and NVIDIA are also where a third of candidates call the interview difficult. Indeed reviews, which draw more heavily from technicians and operators than Glassdoor does, are less favorable: the average rating is 3.35 and management is rated 2.78. Cleanroom technicians and process operators rate their employers below 3.

A second source: Indeed ratings by role

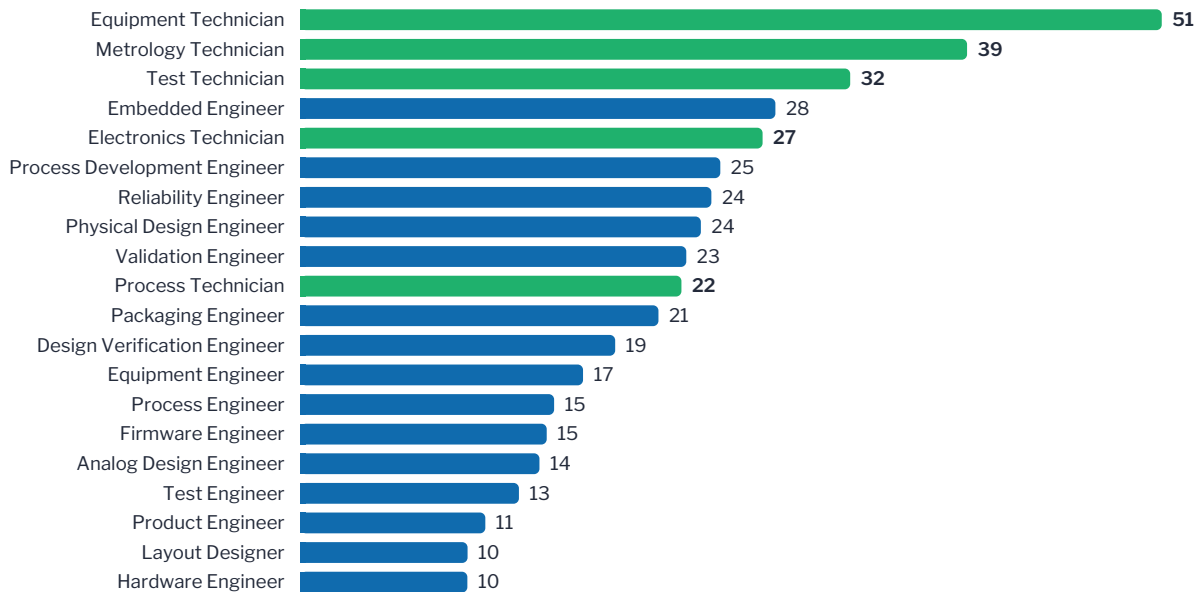


2,754 Indeed reviews, average overall rating. Technician and operator roles highlighted.

Where supply and demand diverge

Because postings and profiles share one set of standardized titles, the two sides can be set against each other role by role. The measure used here is the number of postings in the last twelve months for every 100 workers currently profiled in that role. It is an index of relative pressure, not a vacancy rate, since the profiles are a large sample of the workforce rather than a census.

Postings in the last 12 months per 100 profiled workers, by role



Postings October 2025 through September 2026 divided by current profiles with the same title. Technician roles highlighted. Across all roles the ratio is 19.

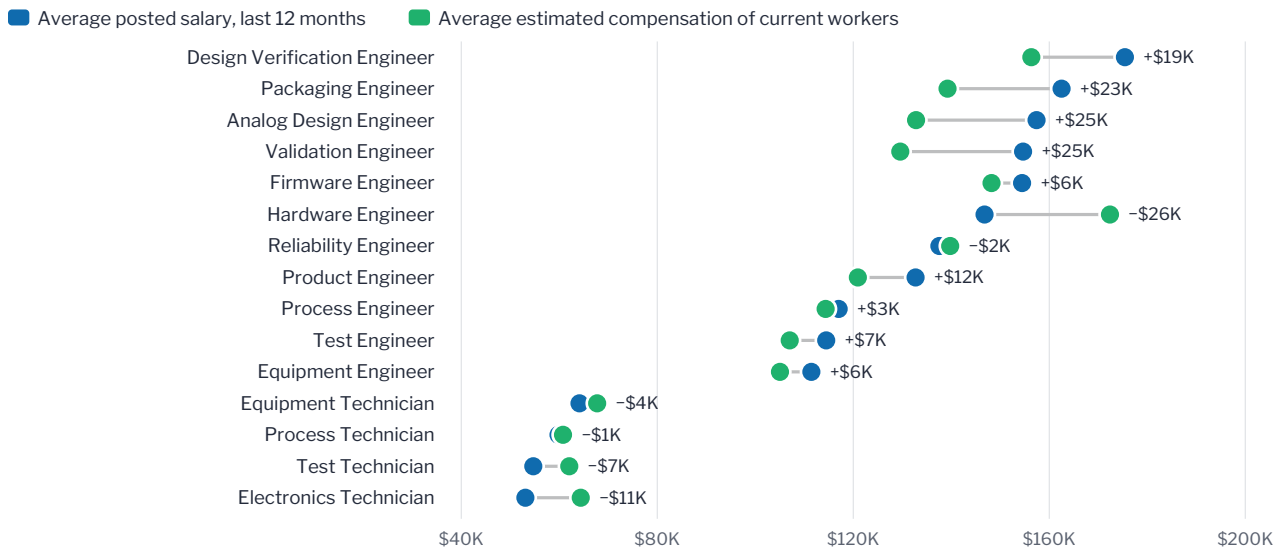
Technician roles fill the top of the list. There were 51 postings for every 100 profiled equipment technicians, 39 for metrology technicians, 32 for test technicians, and 27 for electronics technicians. Part of that reflects thin profile coverage of technicians, but the direction is consistent across every technician title and matches what the tenure data shows: the people in these jobs stay put, so employers cannot fill them by hiring from each other.

The large engineering titles sit at the bottom. Process, test, product, and hardware engineers show 10 to 15 postings per 100 workers. These are deep pools, and employers are mostly drawing from them rather than straining them. The engineering roles under more pressure are narrower specialties: embedded, process development, reliability, and physical design.

What employers offer against what workers earn

Setting the average salary in the last year's postings beside the estimated compensation of people already in the same role shows where employers are bidding above the market and where they are bidding below it.

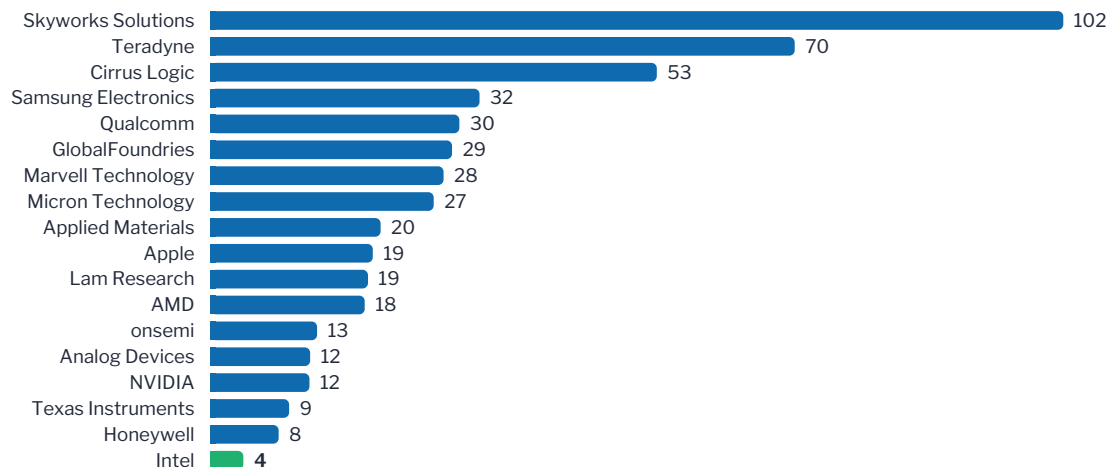
Posted pay against what the workforce earns, by role



Difference shown at right is posted minus current. Posted pay comes from postings that disclose a range, which skew toward states that require disclosure.

For design-side roles, employers are advertising well above what the current workforce is estimated to earn: about \$25,000 more for validation and analog design engineers and \$19,000 more for design verification. For technicians the relationship reverses. Posted pay for electronics and test technicians is \$7,000 to \$11,000 below what people in those jobs are estimated to earn. An employer offering entry rates into the tightest part of the market should expect slow fills. Hardware engineers are the one engineering title where posted pay trails, by about \$26,000; the workforce figure there is lifted by highly paid incumbents at Apple and NVIDIA.

Postings in the last 12 months per 100 profiled employees, by employer



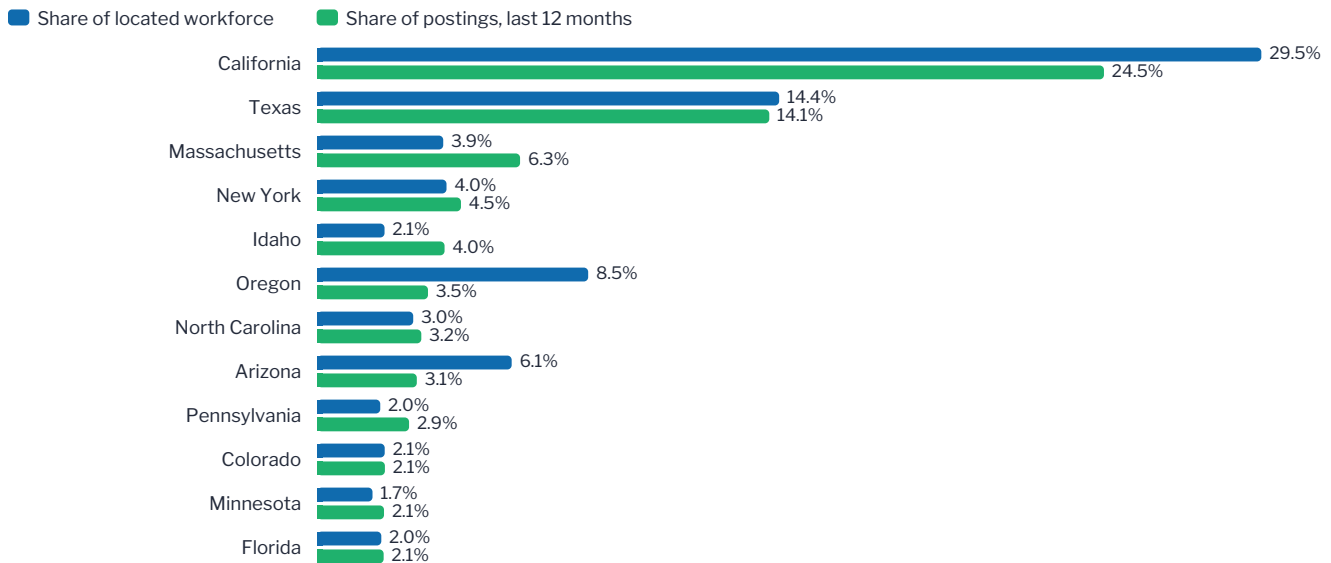
Employers with the most postings in the last 12 months. Intel highlighted. Profile coverage varies by employer, so compare ratios in broad terms.

The same ratio by employer separates the companies that are growing from those that are holding steady. Skyworks posted as many jobs in the last year as it has profiled employees, and Teradyne and Cirrus Logic posted more than half as many. Micron, Qualcomm, GlobalFoundries, and Marvell sit near 28 to 30. The three largest long-established workforces, Intel, Texas Instruments, and Honeywell, are all below 10: large employers replacing departures rather than expanding.

Hiring is not where the workforce sits

California holds the largest share of both the workforce and the hiring, and the two are close: 29% of located workers and 25% of the last year's postings. Below California the two maps come apart.

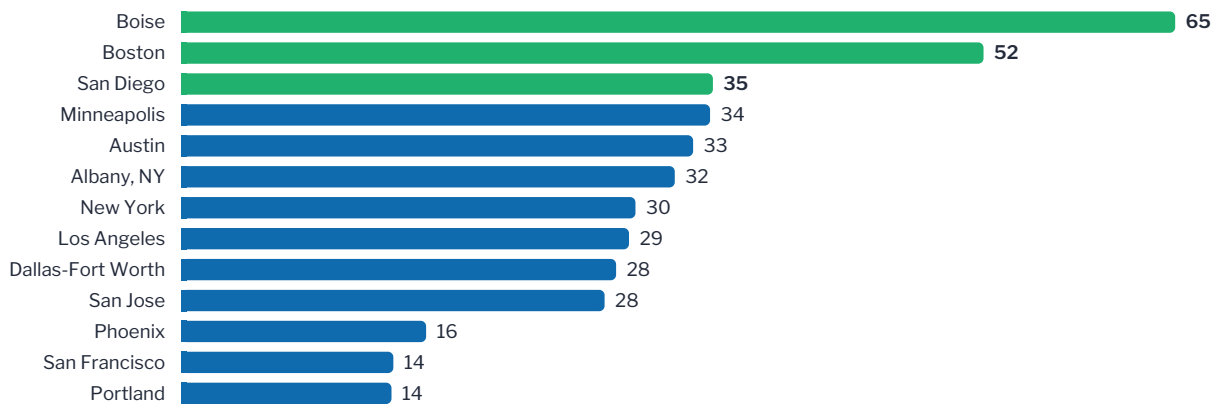
Share of the workforce and share of recent postings, by state



Workforce: 57,556 profiles with a location. Postings: 17,784 postings with a state or province, October 2025 through September 2026.

Oregon holds 8.5% of the workforce and 3.5% of recent postings. Arizona holds 6.1% and 3.1%. Both are states where one employer, Intel, anchors the workforce and has slowed its hiring. Going the other way, Massachusetts takes 6.3% of postings with 3.9% of the workforce, Idaho 4.0% with 2.1%, and Pennsylvania 2.9% with 2.0%.

Postings in the last 12 months per 100 located workers, by metro area



Largest metro areas by workforce or posting volume.

Boise, home to Micron, shows 65 postings per 100 resident workers, nearly five times the rate in Portland or San Francisco. Boston and San Diego follow. San Jose, the largest market on both sides, sits in the middle at 28. The growth markets cannot staff their hiring locally, and Portland and Phoenix are where the experienced people already are.

What this means

For employers. Compete differently for the two workforces. Technicians are scarce relative to demand, tend to stay four to five years once hired, and are being offered less than incumbents earn. Raising entry pay and training locally will do more than recruiting harder. Design engineers are better supplied but leave within three years, and the market is already bidding \$20,000 or more above incumbent pay, so retention deserves the budget. Reviews point to where retention is won: employees rate pay and benefits acceptably and management poorly, and the roles hardest to fill, equipment and process engineers and technicians, report the weakest work-life balance.

For employers in growth markets. Boise, Boston, Austin, and upstate New York are posting far beyond their resident talent base. The largest concentrations of experienced people are in Portland and Phoenix, where hiring has slowed, and among the roughly 20,000 people with Intel on their record. Relocation and remote-eligible design roles are the practical levers; today only 3% of postings offer any form of remote work.

For colleges and workforce agencies. The clearest unmet need is at the associate's and certificate level: electronics troubleshooting, schematic reading, cleanroom practice, and statistical process control. One in nine postings asks for an associate's degree and the technician titles behind them are the tightest in the market. At the bachelor's level, electrical engineering graduates who can also program in Python and analyze process data fit the largest number of openings. Employers hire experience over potential by more than two to one, so internships and co-ops matter: 1,241 postings in this data are internships.

For industry associations. The industry's reliance on advanced degrees is unusual. With 13% of postings naming a doctorate and 27% a master's, graduate enrollment and the ability to retain those graduates set a ceiling on design-side growth that technician training programs do not address.

METHOD

About the data

All figures come from the TalentView Semiconductor scoped data warehouse (Industry Analysis - Semiconductor), queried on 10 October 2026. Points a reader should keep in mind:

Industry definition. Selection is by role and employer and is deliberately broad. 35% of postings come from employers classified as semiconductor manufacturers. Adjacent employers such as Apple, Honeywell, Thermo Fisher Scientific, and uBreakiFix are included.

Posting coverage over time. Volumes for 2021 and 2022 are uneven and salary disclosure in 2021 is 22%. Trend statements rely on 2023 onward. Average posted pay by year is not reported because the mix of employers shifts too much to compare. Apple's posting count falls from 3,795 in 2025 to 340 in 2026, which may partly reflect collection. 367 posting records share a job ID with another record, mostly from September 2026.

Posting attributes. Skills, credentials, and benefits exist only for postings from 2024 onward. The attribute vocabulary changed during that period, so year-over-year skill trends are not reported.

Pay. Posted pay is the average midpoint of disclosed ranges (60% of postings) and over-represents states with pay transparency laws. Workforce compensation is the data supplier's estimate, not reported wages. Medians are interpolated from \$20,000 bands. Seven postings carry hourly figures stored as annual pay.

Profiles. Profiles are a large sample, not a census, and under-represent technicians and operators. Location is missing for 39% of profiles and age for all of them. Work history covers a wider population than current profiles and about a third of current workers have a work history record, so the two are analyzed separately.

Sentiment. Reviews are self-selected and worldwide, not limited to the United States, so employer ratings reflect each company's global workforce. Glassdoor skews toward engineers and Indeed toward technicians. The connector returns whole-number averages for ratings, so averages here are recomputed from the count of reviews at each star level. Opinion subjects are free text grouped by keyword. 253 Glassdoor reviews share a key with another record.

Names. Intel appears under two company names ("Intel" and "Intel Corporation"), combined here. Some legacy and acquired entities appear separately. Several institution names appear mismatched, as noted on page 12. Field of study is free text.