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COVERAGE HIGHLIGHTS

Semicon cos shift focus, eye niche campus talent

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Bengaluru: Over the past few years, semiconductor companies have adopted a more targeted strategy for campus hiring. While traditionally they followed conventional campus recruitment methods, the niche nature of the sector and limited candidate numbers have pushed these companies to collaborate closely with premier institutions like the IITs, NITs, and IISc to handpick engineering graduates.

Delta Electronics, for example, runs a specialized program called the Delta Class—a curriculum tailored to their specific requirements. Students who undergo this training become eligible for placements, explained Niranjan Nayak, the company's India managing director. "Around 20% of our hiring comes directly from campuses, and these focused cohorts are quite beneficial," Nayak told TOI. The company recruits about 40 fresh graduates annually.

Marvell Technologies hires roughly 300 students from colleges each year, with a significant portion coming through its internship programs. Beyond hiring, these companies also engage in collaborative design and development projects with academic institutions. Delta

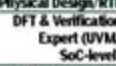
Electronics, for instance, partners with IISc, supported by the department of science and technology to develop compact, fast-charging electric vehicles.

Similarly, Marvell has teamed up with the department of computer science and engineering at IIT Hyderabad to launch a data acceleration and offload research facility. Inaugurated earlier

for an embedded design course, and we aim to expand this to 270 colleges. We'll follow the talent wherever it is," said Malini Narayanmoorthi, the company's India head. Renesas hires 80 freshers annually and plans to increase that to 150 next year.

Satya Gupta, president of the VLSI Society of India, believes this is just the start. "Rather than limiting it to one

Top-Paying Chip Engineering Roles

Role	Why It Pays High	Salary (CTC) Lakh
AI / ML Hardware 	Niche, next-gen chips for edge/automotive compute, Neural engine	10-20
Physical Design/RTL 	Core design, Closest to tapeout, impacts cost/yield; requires deep EDA expertise	10-20
DFT & Verification Expert (UVM/SoC-level)	Critical for testability & high-reliability chips; toolchain-heavy	8-12
Process Engineer (at Fab/ATMP)	Scarce in India; global fabs pay high premiums	8-15

this year, the facility offers joint courses and practical training, giving students access to Marvell's cutting-edge data processor units (DPUs), switches, CXL processors, and network interface controllers (NICs) to foster advancements in AI, networking, and security.

Renesas collaborates with select colleges on chip design and PCB layout. "We have a partnership with IIT Hydrabad

company-academic tie-up, expanding collaborations with multiple companies and institutions will boost talent development," he said.

Universities are also stepping up efforts to bridge the skills gap by engaging with industry players. Recently, VIT signed an agreement with Asian Institute of Technology, Thailand to enable students to attend a bridge course in semicon design.

Start-ups lead India's push for homegrown chips, but mass production remains years away

Globally, semiconductor demand is expected to cross \$650 billion, with key growth drivers being memory and AI related GPUs

By Sanjana R

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In India, however, demand is driven by consumer electronics with smartphones, IT hardware, and digital services making up approximately 70 per cent of the semiconductor market revenue. | Photo Credit: FLORENCE LO

India's semiconductor consumption, estimated at \$52 billion annually in FY25, is projected to double to over \$100 billion by 2030, driven by rapid digitisation and tech adoption. Yet, its domestic chip manufacturing ecosystem remains nascent, meeting only about 10 per cent of total demand. Of this, less than 5 per cent will consist of chips designed or fabricated in India over the next three years.

Experts, however, view this as a promising start, considering that the country is building its semiconductor ecosystem from the ground up.

India eyes global electronics hub status as Rs 1.15 lakh crore proposals pour in under new component scheme

The scheme has attracted investment proposals worth Rs 1,15,351 crore, nearly double its initial target, and is projected to generate production worth about Rs 10,35,000 crore.

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electronics manufacturing mobile

India's smartphone and electronics industry players said the country is on track to become a comprehensive electronics manufacturing hub, with domestic 'Indian Champions' set to play a key role in global supply chains through large-scale components manufacturing.

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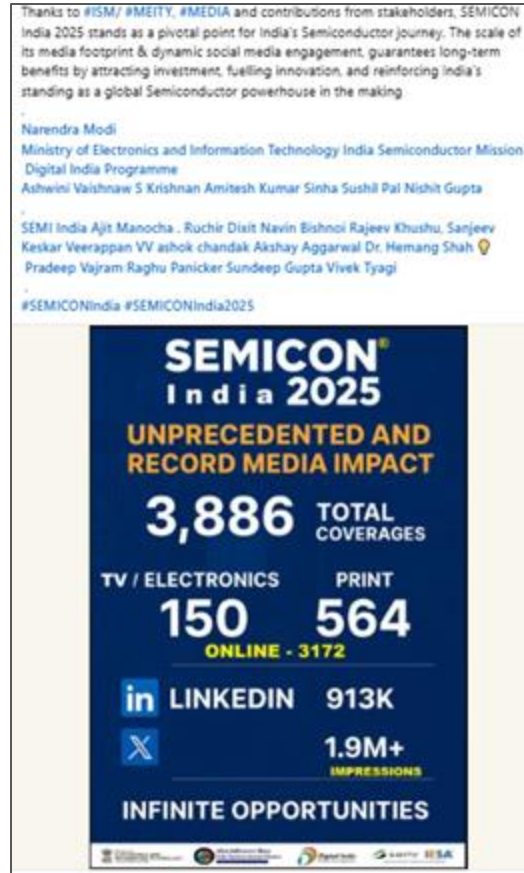
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