

Your facility deserves more than a staffing agency

General staffing firms deliver headcount. ABM's semiconductor team delivers trained, managed workforces that are purpose-built for the precision demands and safety requirements of fab and subfab environments.

The real difference: When you use a general staffing agency, you get workers, and you own every hour of managing them. With ABM, you get a partner that hires, trains, deploys, and manages a semiconductor-ready workforce to defined performance outcomes. We don't just fill roles. We take responsibility for results.



END-TO-END

From construction to wafer manufacturing to decommissioning



TRAINING

Proprietary bootcamp creates new, safety-first semiconductor talent



KPI SOW

Outcome-based accountability, not just headcount delivery



MULTI-SITE

Proven at scale across multiple fab operations

WHAT SETS US APART

- **Semiconductor focused:** Unlike generalist agencies, our specialized business unit is built around semiconductor operations, from cleanroom protocols to equipment-specific workflows.
- **We create the talent:** NFORM recruits and trains workers from outside the industry to your spec, expanding the available talent pool rather than competing for the same scarce technicians.
- **We own the outcomes:** Our NVOLVE model means ABM manages workforce day-to-day against defined KPIs. Less supervisory burden on your team and shared accountability for what matters.
- **Built-in technology:** NTrack and ABM Connect™ provide real-time asset lifecycle and predictive maintenance visibility, capabilities that no general staffing firm offers.

Head-to-head comparison

	ABM SEMICONDUCTOR	GENERAL STAFFING
INDUSTRY EXPERTISE		
Fab lifecycle coverage	End-to-end	Partial
Cleanroom / subfab knowledge	Deep operational experience	Limited to none
WORKFORCE DEVELOPMENT		
Talent sourcing approach	NFORM's Semiconductor Bootcamp recruits outside the industry and trains to spec, expanding supply	Draws from existing market; competes for the same scarce pool of experienced worker
Training to semiconductor spec	Proprietary curriculum built to your requirements	No semiconductor specific training
Ongoing workforce management	NVOLVE: ABM manages day-to-day to defined outcomes	Headcount delivery only; client absorbs all management burden
Safety training and compliance	Semiconductor-specific safety protocols embedded in onboarding and development	General workplace safety only
TECHNOLOGY AND VISIBILITY		
Asset and lifecycle tracking	NTrack: real-time asset visibility	Not offered
Predictive maintenance platform	ABM Connect™ data intelligence platform	Not offered
COMMERCIAL MODEL		
Accountability structure	KPI-driven, so we own outcomes	Headcount only, no management
Multi-site scalability	Proven scale across multiple sites	Possible, but generic model

On talent scarcity: Staffing agencies compete for the same limited pool of experienced semiconductor technicians as everyone else. ABM's Semiconductor Bootcamp creates new qualified talent, reducing your dependency on a constrained and expensive labor market.

On accountability: With a staffing agency, you manage the workforce. With ABM, we manage it to defined KPIs tied to uptime, yield, and compliance. That means less supervisory burden on your team and shared accountability for outcomes that actually matter.

Contact ABM's semiconductor team to discuss how we can support your facility's needs by calling **866.624.1520** or visiting **[ABM.com/semiconductor](https://www.abm.com/semiconductor)**

