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MICRON

Inside Micron's jobs: What you need to know about the hiring to come in Syracuse area

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Savion Pollard, center, Micron Technology's first hire in Central New York, talks with students about career opportunities at the company during the first Micron Day at Syracuse University on Feb. 25, 2025. Glenn

Syracuse, N.Y. – At Micron Technology’s research headquarters in Idaho and its only U.S. chip factory, in Virginia, about two-thirds of workers were hired locally, the company said.

That trend is likely to continue in Central New York at Micron’s planned chipmaking complex in the town of Clay, the company said. Micron would employ 9,000 workers when chip production is at full steam in 2041, the company said in an [impact report submitted to county and federal agencies in March](#).

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“It is reasonable to assume that Micron could exceed the 60 to 70 percent local job recruitment rates experienced at Micron’s Boise, Idaho, and Manassas, Virginia, facilities,” according to Micron’s report. “This equates to over 6,300 permanent operational high-paying jobs secured by existing ... residents.”

Those numbers sound right, said Michael Thompson, a Cornell University engineering professor who studies the semiconductor industry. He said that many of the jobs at Micron would be technicians, and companies generally don’t pay relocation expenses for that level of jobs.

“The support people are going to be local,” Thompson said.

Average salaries at Micron’s complex of four fabrication plants, or fabs, would be about \$100,000 a year, the company says. That’s higher than the Onondaga County overall average of \$62,768 and the \$83,578 average for manufacturing jobs.

Thompson said technician jobs at plants similar to Micron’s pay \$70,000 to \$80,000 a year.

“The semiconductor industry pays very well,” he said. “One of the attitudes has always been that the equipment can cost \$100 million, so (companies) are going to pay to get the absolute best people that they can to maintain it and support it.”

Potential Micron employees would have to be qualified to work in an industry that began in the U.S. in the 1980s but has for decades been conducted mostly overseas.

Micron says getting a workforce ready in Central New York will require big initiatives by the company, the community, local colleges and universities, and a \$500 million community investment fund.

Educational requirements to work at Micron will range from a specialized certificate to degrees in engineering or other technical fields.

What jobs? Education?

About 10% of Micron’s 9,000 employees would work in support services such as information technology, procurement and supply chain management, and finance and legal services.

The bulk of Micron employees would work directly in the production of a billion or more chips per year. Here’s a breakdown of those jobs, the approximate number of positions at full buildout, and the skills and education needed for each, according to Micron’s report:

- **Leadership, about 800 jobs.** This would include directors, managers, and supervisors. Typical qualifications for managers are a bachelor’s degree or equivalent experience, and five years of leadership experience. Supervisors would need an associate’s degree, a specialized certificate or equivalent training and experience. Directors would need a bachelor’s degree and eight years of leadership experience.
- **Engineering and professional, about 3,600 jobs.** These would be largely equipment and process engineers, which would require a bachelor’s in engineering or similar subject. Micron would also provide specific training.
- **Technicians, about 2,900.** Most of these would be equipment and process technicians. Applicants would need an associate’s degree, completion of Micron’s apprenticeship program or “a combination of certifications under development with Micron community college partners.”

Micron has already [hired six graduates of Onondaga Community College’s new electromechanical technology program](#). They’ll work at company headquarters in Boise.

Syracuse University has already issued 90 certificates to military veterans and spouses in semiconductors, which the college says puts them on “a pathway to a career in the rapidly expanding semiconductor industry.”

And SU is also expanding enrollment in its engineering and computer science department by 50%.

When will the jobs open?

Micron says it has hired about two dozen people in Central New York already as it gets ready to start construction this fall. The company is renovating office space at a downtown Syracuse high-rise that could accommodate 80 people.

The number of Micron employees would grow steadily as the company completes and begins operations of each fab, the company said in the impact report. From a few hundred in 2026, employment climbs to 1,500 by 2028 and nearly 4,000 in 2030, when the second fab is scheduled to open.

Full employment would come in 20 years, when the final fab is running at peak capacity.

The first 1,000 or so Micron employees will probably be experienced in building and operating chipmaking plants, called fabrication plants, or fabs, Thompson said. Micron is likely to bring in most of that first wave from its other facilities, he said.

“The first thousand are going to be logistics and construction management, and they would be people that had been involved in fab facilitization and building before,” Thompson said. “My suspicion is that they would come from the headquarters from Boise and seasoned veterans that had put up other fabs in other locations.”

First, construction jobs

Building a fab takes years, and so the first big wave of Micron jobs will be construction workers, the company says. Hiring by contractors will ramp up quickly, with 4,100 workers on the job by early 2026, Micron said in the report.

In November, Micron plans to start clearing trees on the main site and begin construction of a rail spur and yard on the west side of Caughdenoy Road. That rail yard will bring in 27,000 tons of fill every day, transported on a conveyor belt system that will rise 18 feet above the pavement.



Micron Technology plans to build a massive chipmaking complex in the town of Clay. This conceptual rendering shows the scale of the development, which could be several times larger than the New York State Fairgrounds. Onondaga County

Construction jobs will rise and drop sharply over the life of the project as fabs are completed. The first two fabs will be built in quick succession, so the site would have 3,000 to 4,000 construction workers each day from early 2026 to late 2030. That falls to just 600 workers a day in 2032 and 2033, when fabs one and two are being outfitted and brought up to full capacity.

If Micron builds the third and fourth fab, there would be another peak of construction workers in 2034 and 2035 for the building of fab 3, and then a three-year lull before fab 4 is built from 2040 to 2042.

This information is contained in Micron's draft environmental impact statement filed with the Onondaga County Industrial Development Agency and the U.S. Department of Commerce in March.

Onondaga County, the commerce department and several other agencies have refused to release the report. Syracuse.com obtained the bulk of the report despite that.

Micron is required to prepare and submit the report under state and federal environmental laws. Once the report is made public, likely early in June, the public will have 45 days to comment on it. Micron must take the comments into account when preparing the final impact report later this year.

The report examines Micron's potential impacts on air and water quality, traffic, housing, government services, and jobs.

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