Tech Step Policy

TACKS Force

Encouraging a STEM Education

In October 2010 the U.S. Commission of Civil Right found through a Case Study that regardless of their racial or ethnic background, college freshman have the “substantial degree of interest in STEM Career.”

Education Focuses

Exposure and Accessibility

More focus on marginalized communities for resources and tech exposure

College and Career Services

School college and career resource and training expansion

Exposure and Accessibility

- Digital Promise (verizon)
- Encouraging private corporations to invest in K-12 education by providing more updated technology
- Creating a K-12 curriculum that exposes students to a tech education

College and Career Services

- Increased access to information for students in K-12 about tech majors
- Increased information on how to succeed in tech within college
- Increased information on how to succeed in a tech career

Development within the Workforce

WORKFORCE FOCUSES

Training and Hiring

Major tech companies prioritizing its employees' skills to improve productivity

Transparency and Rewards

Encouraging practices to foster a more diverse environment

Training and Hiring

Micro initiatives by major companies

IBM provides SkillsBuild
- Nonprofits seeking to provide tech-skills to its members
- Valuable tools such as job search and certifications/badges

Amazon's Upskilling 2025 initiative
- Amazon technical academy
- Non-tech workers into software engineers
- 9 months

Google Career certifications
- Scholarships available to fund these certifications
- Specifically target underrepresented groups

Transparency and Rewards

- Clear guidelines on reporting hiring information to government agencies especially to government agencies, Congress, and consumers
- Resulting in incentives through all levels, resulting in:
  - More Diverse Candidates
  - More Investments
  - More Consumers

THANKS!

It is through empowering others and
the communities we come from,
that we become empowered