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# 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

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# 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

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# THANKS!

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