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Widening the aperture: Support tech careers from nontraditional pathways

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City of Las Vegas

The city engaged NTT in partnership with top technology companies to deploy a smart edge network of HD optical sensors, sound sensors, IoT devices, and micro data centers to boost visibility and support better response decisions.



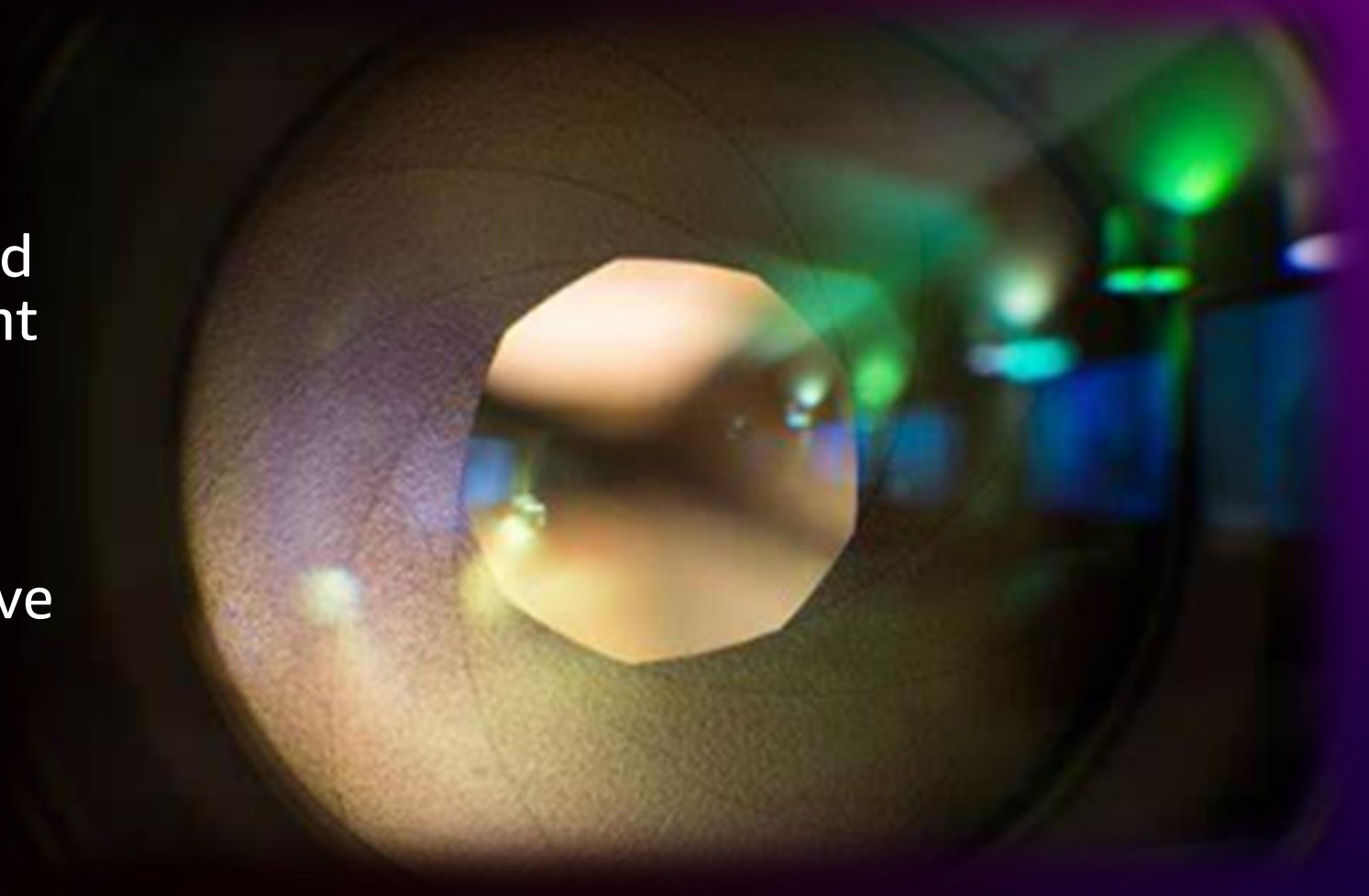
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Senstar
CITY OF
Las Vegas

Widening the aperture

Agenda

- Nontraditional pathways and sources for technology talent
- Finding and building new pathways
- Collective impact for inclusive STEM access



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Traditional pathways

Where do most of your hires come from?

Company career site	Job boards (LinkedIn)	Internal
Referrals	Prospecting	Other sources

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Traditional pathways

1. University of Washington
   16,786 employees
2. University of California – Berkeley
   13,260 employees
3. Stanford University
   12,973 employees
4. University of Texas – Austin
   11,049 employees
5. University of Southern California
   9,071 employees
6. Arizona State University – Tempe
   8,320 employees
7. Carnegie Mellon University
   8,274 employees
8. Georgia Institute of Technology
   7,961 employees
9. University of California – Los Angeles
   7,829 employees
10. University of Illinois – Urbana-Champaign
    7,671 employees



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Nontraditional pathways

WIDENING THE APERTURE

Non-STEM majors
- Business
- Sociology
- Finance

Non-four-year degrees
- Associate degrees
- Certificates
- 3–5 years of experience

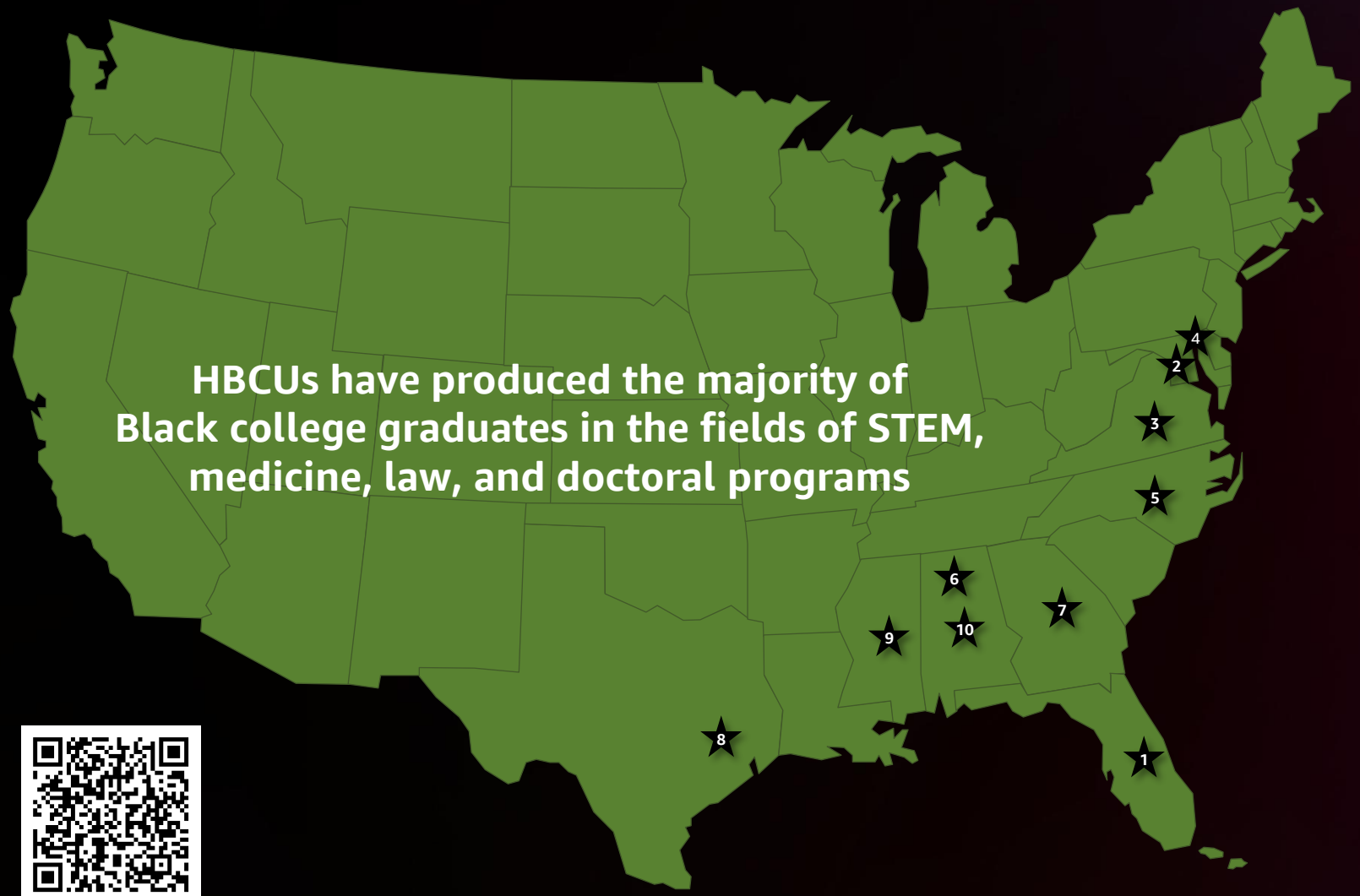
- Lesser-known colleges and universities
- Local colleges and universities
- Schools that cater to underrepresented groups
- Organizations that train for technical careers



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The top 10 HBCUs with the best STEM programs

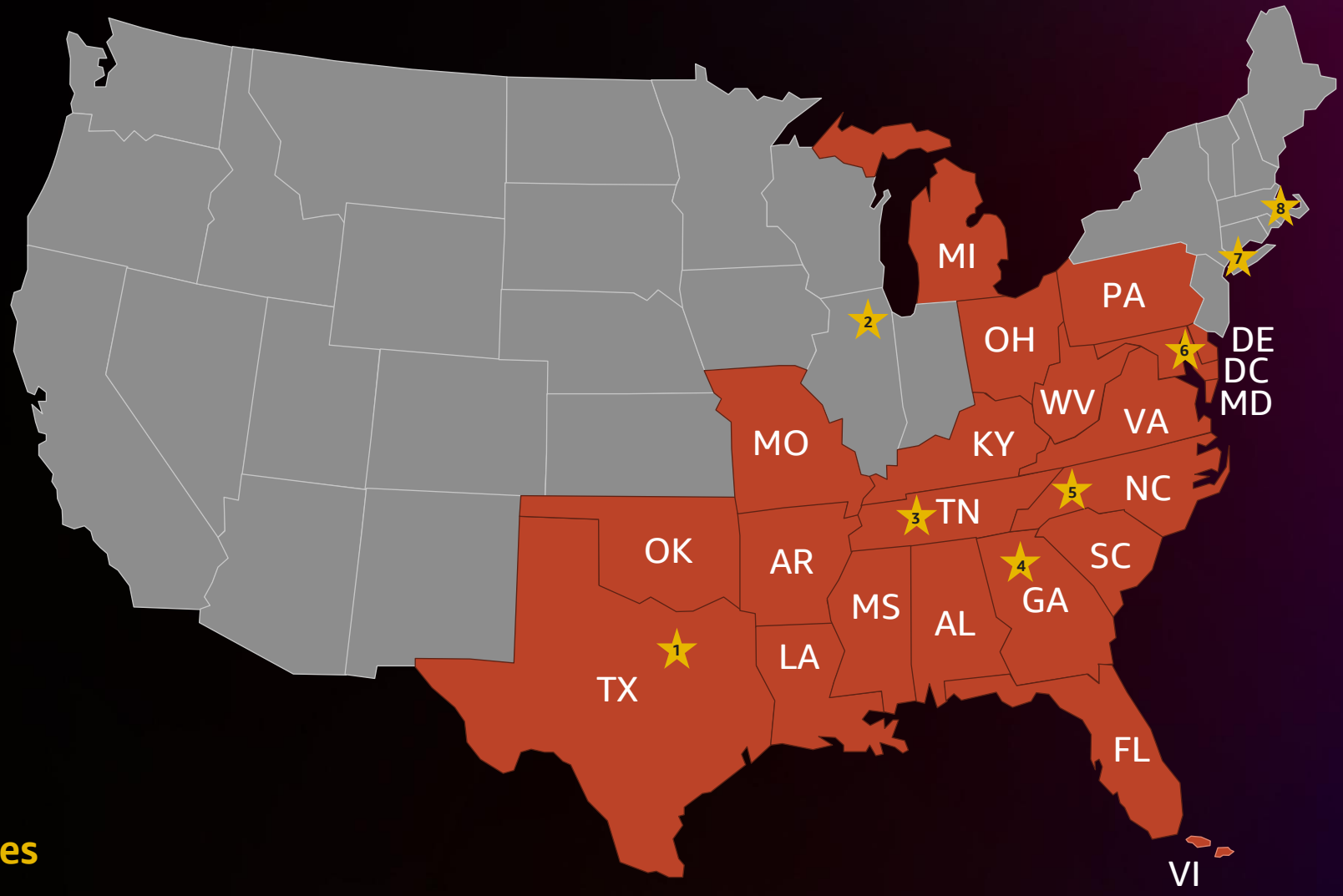


1. Florida A&M University – Tallahassee, FL
2. Howard University – Washington, D.C.
3. Hampton University – Hampton, VA
4. Morgan State University – Baltimore, MD
5. NC A&T State University – Greensboro, NC
6. Alabama A&M University – Huntsville, AL
7. Spelman College – Atlanta, GA
8. Prairie View A&M – Prairie View, TX
9. Jackson State University – Jackson, MS
10. Alabama State University – Montgomery, AL

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https://ripplematch.com/insights/the-top-hbcus-with-the-best-stem-programs-55af76cc/

HBCU locations and NTT DATA hub cities



★ NTT DATA Hub Cities

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Success!





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Building a pathway

Help build it

Build a community

Build a pipeline











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Building pathways

BUILD STRATEGIES THAT BECOME DAILY STANDARDS

Emerging talent programs

- Technical training programs focusing on underrepresented talent
- Community college networks
- Attract and grow skills internally

Employee resource groups (ERG) – referral programs

- Partner with ERG leaders to build a referral strategy above the standard

Talent acquisition (TA) playbook

Engage a consultative partner – i.e., non-government organization (NGO)

Is your organization ready to support the talent?



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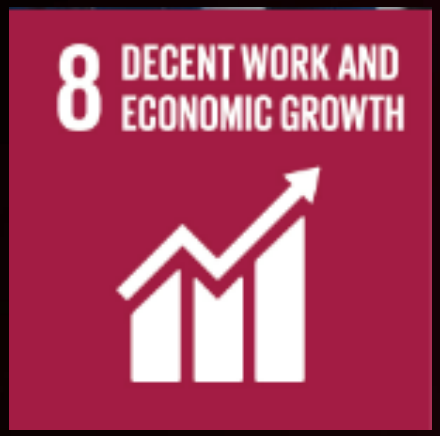
Igniting tomorrow's tech careers today

Having a collective impact

The Sustainable Development Goals (https://bit.ly/3tUWviE) are a universal call to action to end poverty, protect the planet, and improve the lives and prospects of everyone, everywhere. The 17 goals were adopted by all UN member states in 2015 as part of the 2030 Agenda for Sustainable Development (https://bit.ly/3i7a6AJ), which set out a 15-year plan to achieve the goals.











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the fearless organization
FIVE STARS
WAR AGAINST HOPE
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Call to action

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Call to action!

Find or create your nontraditional pathway(s)

Set goals

Be part of a collective action to increase inclusive STEM access

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Ignite tomorrow’s careers today!



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Thank you!

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