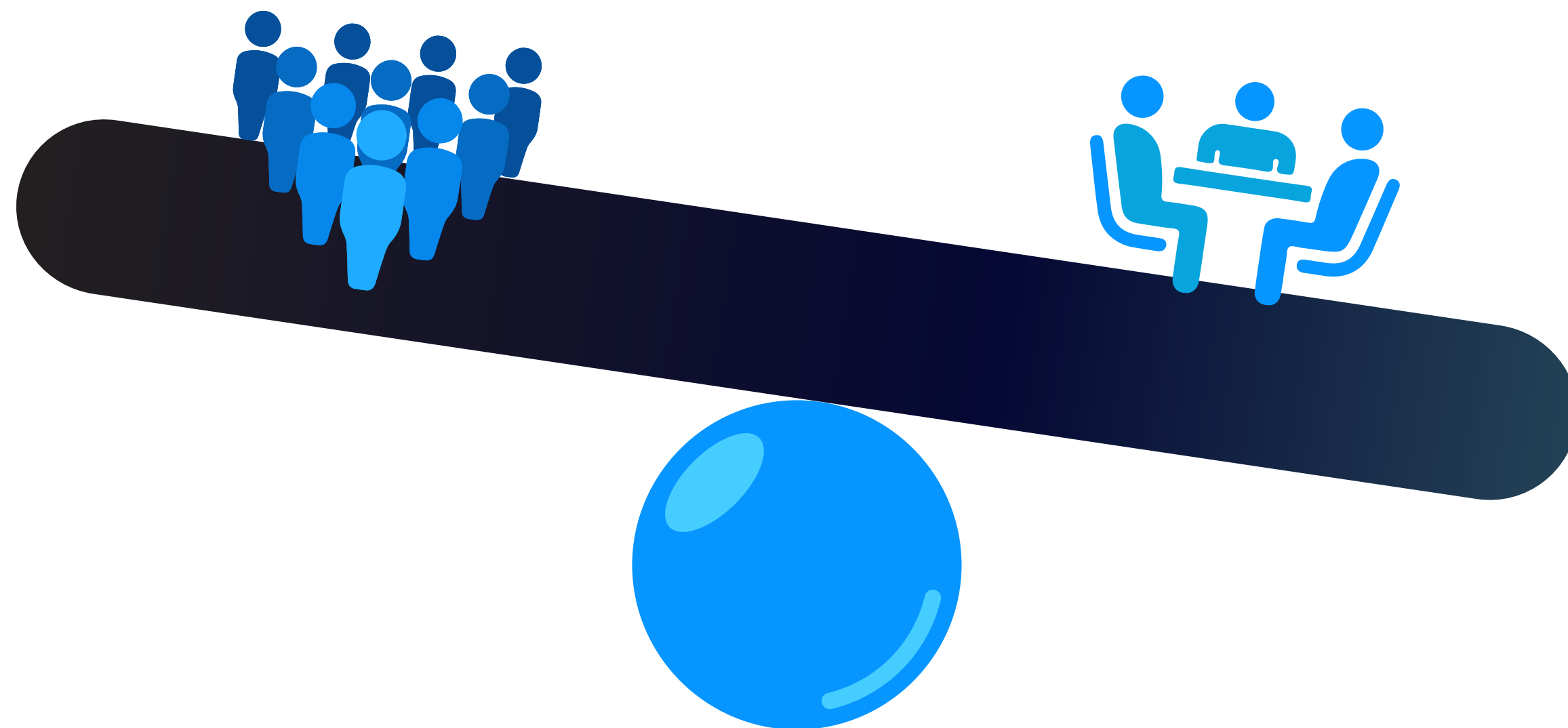# WHAT IS TIA?

TIA is a CIO/CTO-led consortium working together to nurture and expand a diverse pool of local technology talent in the Twin Cities community.

MNTECH & TIA PARTNERSHIP

MnTech will lead, plan and orchestrate the consortium. TIA's role is to advise, sponsor, influence and implement initiatives.

mntech™

TIA

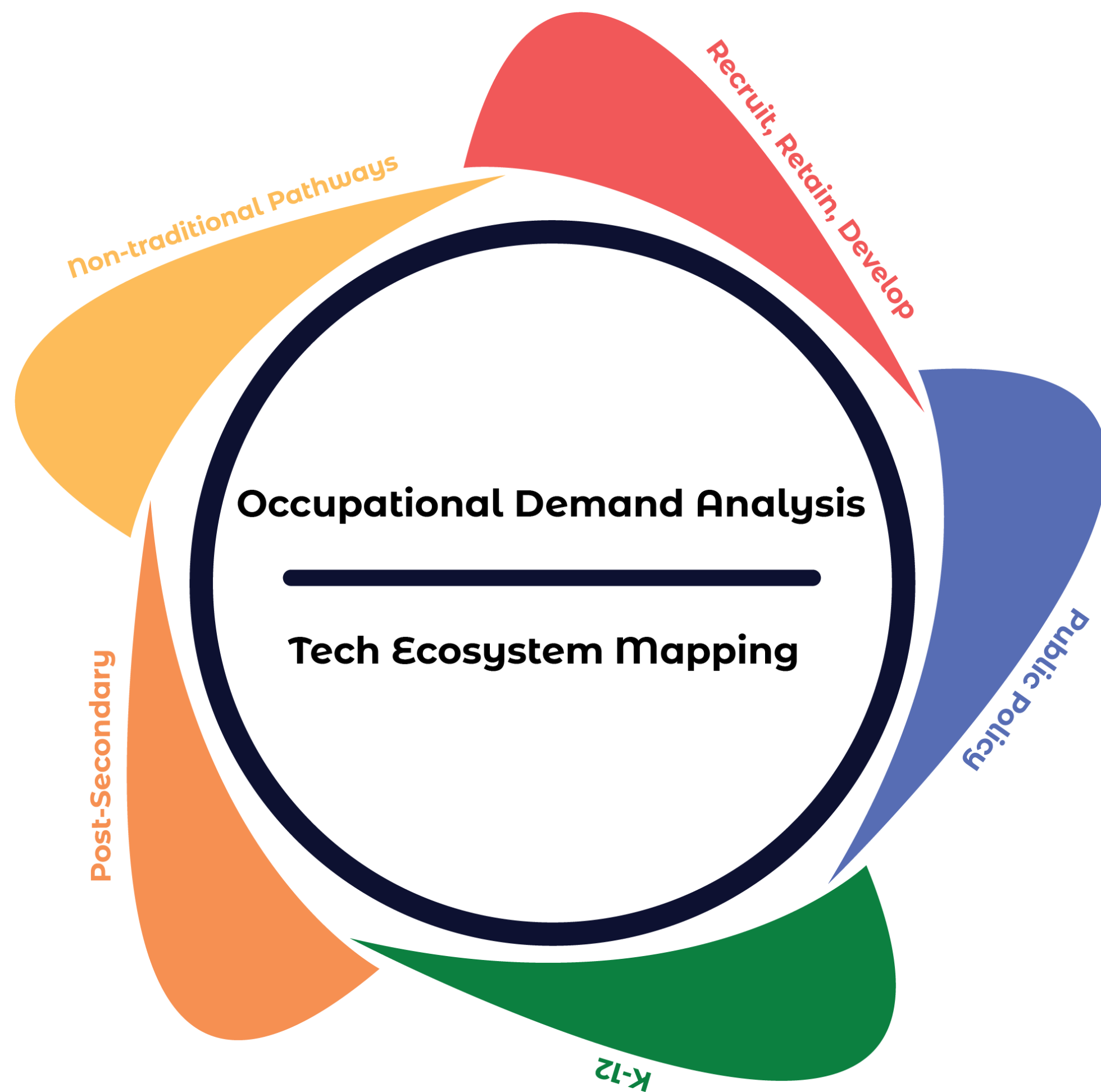# Challenges & Opportunities

EDUCATION

- **MN ranks last in U.S for K-12 computer science education, with only 24% of HS offering CS curriculum.**

- Minnesota schools deliver 575 fewer Software Developer postsecondary awards annually than needed locally compared to national benchmarks.

TECH SKILLS PATHWAYS

- Majority of MN tech jobs require Bachelors degree, yet majority of MN Black & Hispanic students attend community & technical colleges.

- **Black, Latinx, & Indigenous people are seeking careers in tech, but there are not enough access points.**

EMPLOYER PRACTICES

- Companies aren't prepared to welcome those who upskill through bootcamps and training programs and struggle with onboarding, training, hiring, and developing talent.

- **Higher turnover among BIPOC tech talent:**
  - **2019 attrition: 26% of Black, 23% of Indigenous, and 21% of Hispanic, White 11%.**

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Occupational Demand Analysis

Tech Ecosystem Mapping

Recruit, Retain, Develop

Public Policy

K-12

Post-Secondary

Non-traditional Pathways

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Connecting Skills with Tech Careers

Explore Minnesota's tech career ecosystem and discover how you can develop your skills and find your path in tech.

Learning Pathways

K-12 Programs

Take the first step in discovering your place in STEM.

K-12 Programs

Post-Secondary

Explore and jumpstart your career through tech focused programs.

Post-Secondary programs

Tech Skills Training

Get job ready through bootcamps and other tech training programs.

Tech Skills Training

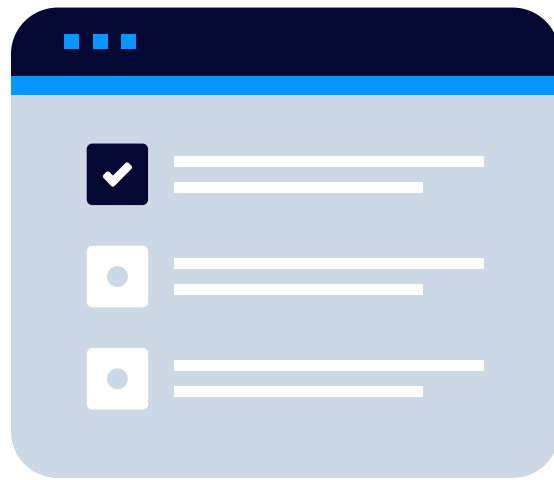View all   K-12   Post-secondary   Tech Skills Training

stepup

GENESYS WORKS.

CompTIAtech
CAREER ACADEMY

DREAM CORPS
TECH

Step Up

Genesys Works

IT-Ready Technical Support

Dream Corps Tech

TIA

Bootcamp
Connections

01 **TIA Bootcamp Partnerships**

Partner with bootcamp providers to run at least one cohort of a TIA branded bootcamp geared towards Black, Latinx and Indigenous people.
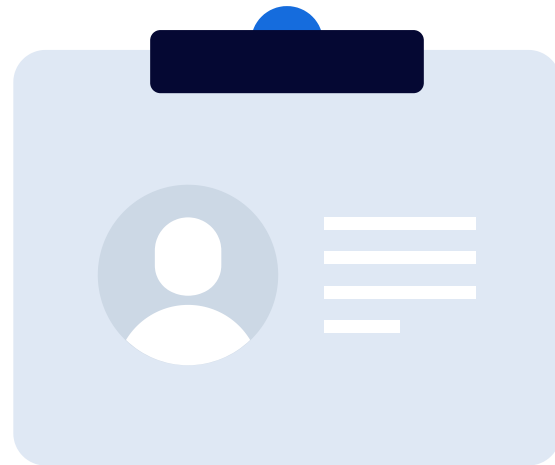
02 **Success Guides**

Create a guide that outlines best practices when onboarding bootcamp graduates to increase job placement and retention success.

03 **TIA Tech Fellows**

Invest in BIPoC talent in other bootcamps programs through providing additional resources such as stipends, laptops and other wrap around support as needed.

TIA

Expanding Work-Based Learning

01 Expanding Job and Internship Opportunities

Work with employers to expand access to work-based learning, which can include experiential opportunities like workplace tours or job shadowing, and initiatives like Genesys Works, Right Track, Step Up, etc.

02 Tech Apprenticeships

Partner with Apprenti, a national intermediary supporting registered apprenticeships in a variety of tech occupations, to fill tech openings through an earn-and-learn program.

03 Candidate Connect

Collaborate with community-based organizations and local training partners to recruit Black, Indigenous, People of Color (BIPOC) individuals into tech training and career pathway programs.

TIA

## Recruit, Develop and Retain

01 Employer Best Practices

Knowledge sharing around best practices from employers on what's working when it comes to impacting DEI in their tech teams.

- Strategies in developing BIPoC talent
- Engaging with ERGs and internal professional groups

02 Cross Organization Technology Communities

Supporting identity focused technology groups through marketing, sponsorship and networking. Research and identify gaps in technology communities to assess resources that tia can leverage to support community success.

TIA
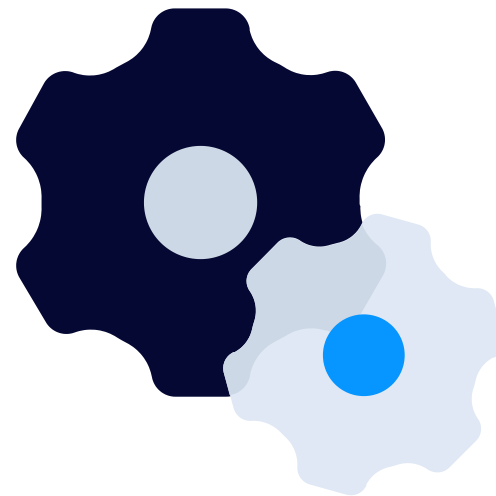
Public-Private Partnerships

01

CS for All MN

Partner with CS for All MN to improve Minnesota's ranking of 50th out of 50 states in the percentage of public high schools offering foundational computer science coursework. This includes advocating for a statewide plan for CS and expanded teacher training.

02

Tech Education and Employer Alignment

Leverage the occupational demand analysis to ensure our education and workforce systems are creating high quality education and career pathways to prepare new tech talent for the tech jobs of today and tomorrow.

03

Advanced Technology Re-Skilling Training

Partner with DEED to advance the Adult Tech Training Program for BIPOC and women supporting re-skilling and technology credential attainment for nontraditional tech populations.

Interested Organizations

Target	Cargill	Securian	Polaris
Ecolab	Ameriprise	Best Buy	C.H. Robinson
Huntington Bank	Land O'Lakes	Prime Therapeutics	State of MN
UHC/Optum	Xcel Energy	Radisson Hotel Group	General Mills
U.S. Bank	Medica	Donaldson	City of St. Paul
Winnebago	3M	CHS	Fairview Health
SPS Commerce	Allina Health	Thomson Reuters	Deluxe

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TECH INCLUSION ALLIANCE