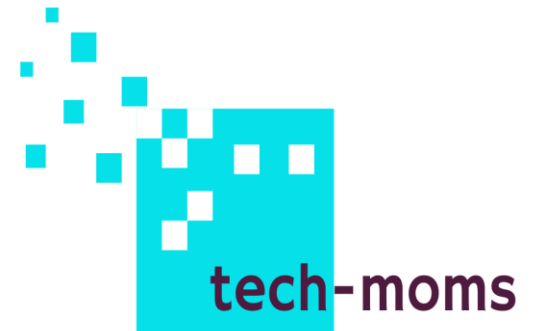


Workforce Development Transition into Technology Careers: Tech-Moms

220

Women trained in tech skills and career pathways since 2020



100+

Utah Tech companies supporting our programs

17,000

Unfilled CS jobs in Utah, with a great need for more diversity in the industry

One-time appropriation of 300K (to be used over 2 years) to expand a successful program.

A recent survey of 54 participants shows:

41% found **NEW JOBS** **44%** got a **RAISE** **57%** are getting **NEW SKILLS**

One-time funding (300K) will:

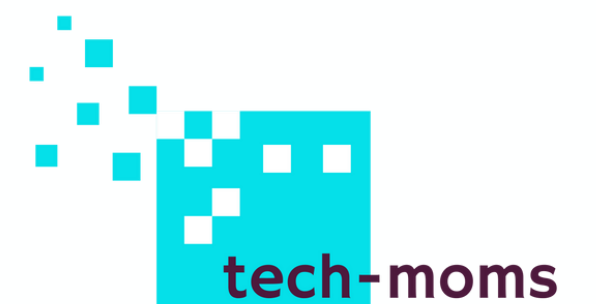
1 Facilitate Training of 150+ additional participants

2 Expand program into rural areas of the state

3 Extend placement efforts to ensure participants secure positions in hard-to-fill, high-demand tech jobs

Tech-Moms Workforce Development Program

- Tech-moms helps people transition into technology careers. This part-time, 9-week program combines technical training with career exploration to provide a launchpad for those looking to enter the tech industry. We serve both those looking for career re-entry as well as underemployed individuals who need better jobs.
- Tech-Moms offers a long-term community of support and professional networking for those who have felt unable to break into the tech industry.



Preliminary Program Outcomes and Success

Over the past 18 months, Tech-Moms has trained 135 women, and 85 more will complete the program by April 2022. We have 250+ women in our applicant pool, waiting for admission.

An Oct 2021 survey of 54 graduates (4-9 months after program completion) showed

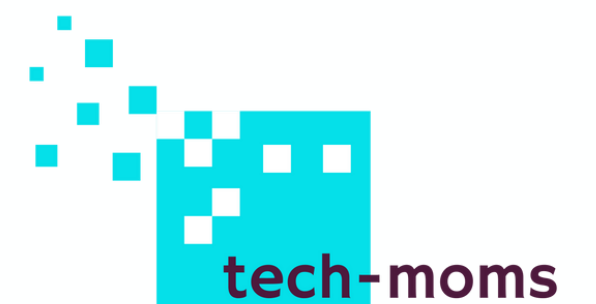
- 41% had taken a new job
- 44% had received a pay increase since completing the program
- 57% were receiving additional specialized training

Feedback from graduates: This program changes lives



Tech-moms is seeking a one-time appropriation of \$300,000 (to be used over two years) from the education fund.

- Train an additional 150 women (above current capacity).
- Expand the program in order to meet high demand (including in rural areas of the state).
- Increase our job placement activities to ensure our large pool of graduates is getting the support they need to secure new jobs in the tech industry.





PLURALSIGHT

January 26, 2022

Good Jobs Challenge Review Team
U.S. Economic Development Administration
1401 Constitution Ave. NW
Washington, DC 20230

Dear Review Committee,

I am pleased to write a letter in support of Tech-Moms' Good Jobs Challenge Grant. At Pluralsight, our mission is to advance the world's technology workforce. We believe that technology has the power to break down barriers and create equal access to opportunity around the globe. We recognize that in order to deliver the best products to our global customers, we must have diverse representation across our business and collaborate with partners like Tech-Moms who are committed to training more women and BIPOC candidates for tech roles.

Tech-Moms' program of stackable courses will train women, including women from underrepresented ethnicities, with industry-recognized certifications for them to begin career ladders in the IT and security field, a growing industry in the Utah region. We value our partnership with Tech-Moms and are committed to hiring graduates if they are a strong match for any of our open IT and security roles. We endorse this training program and encourage you to give your consideration to a training pipeline that will improve the lives of women and add diversity to Utah's workforce.

If I can be of further assistance in expressing our support of Tech-Moms, please do not hesitate to contact me.

All my best,

Marcos Valdez
Diversity & Belonging Partner
marcos-valdez@pluralsight.com

May 5, 2021

RE: RizeNext Tech-Moms Program

To Whom it May Concern:

NetDocuments is a Software as a Service company headquartered in Lehi, Utah. We know Our business is only as successful as the talent we hire and retain. We are currently working towards significant growth in the next three (3) years and therefore have needed to and will continue to hire multiple tech roles across all facets of the organization. e.g., Technical Support Engineers, Customer Success managers, junior Software Engineers, and entry roles in Cybersecurity, UX/UI, QA, Product Managers, etc.

We have found, as many other tech businesses in the state of Utah, the talent market is extremely competitive and not as diverse as we would hope. We believe at NetDocuments diversity is critical key to our success and have looked to organizations like RizeNext, who are having immediate impact in building diverse, tech talent, as a talent pool.

The Tech-Mom graduates who come out of their program are prepared for internships and entry level positions and we look forward to hiring for our part-time and full-time roles as appropriate.

Sincerely,

Claudia Reese

Claudia Reese

Vice President, Human Resources

NetDocuments



January 19, 2022

Good Jobs Challenge Review Team
U.S. Economic Development Administration
1401 Constitution Ave. NW
Washington, DC 20230

Dear Review Committee,

I am happy to write this letter of commitment, outlining our partnership with Salt Lake Community College and Tech-Moms for the purpose of the Good Jobs Challenge Grant. The ITG industry in Utah is growing very quickly. We are committed to seeking well-trained and diverse employees for our workforce. We are particularly excited about this program which will target women for IT careers. We need more females in our workforce. This program will train women, including women from underrepresented ethnicities, providing industry-recognized certifications for them to begin career ladders in the IT field.

Our company values the certifications students will earn through this stackable program. We seek individuals who have these documented skills. Our commitment for this program includes:

- Feedback on current skills needed in the workforce
- Close communication with program personnel about emerging workforce needs
- Presentations to students about career opportunities

We commit to hiring qualified program graduates who have earned CompTIA certifications for our entry-level positions. We endorse this training program and encourage you to give your consideration to a training pipeline that will improve the lives of women in our region and add diverse voices to the IT industry.

Thank you,

Richard Thiessens
Chief Technology Officer



January 19, 2022

Good Jobs Challenge Review Team
U.S. Economic Development Administration
1401 Constitution Ave. NW
Washington, DC 20230

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We are happy to write this letter of commitment, outlining our partnership with Salt Lake Community College and Tech-Moms for the purpose of the Good Jobs Challenge Grant. The ITG industry in Utah is growing very quickly. We are committed to seeking well-trained and diverse employees for our workforce. We are particularly excited about this program which will target women for IT careers. We need more females in our workforce. This program will train women, including women from underrepresented ethnicities, providing industry-recognized certifications for them to begin career ladders in the IT field.

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Thank you,

[Earl Foote](#)

Earl Foote, CEO of Nexus IT Consultants



April 20, 2021

I am writing this letter in support of Tech-Moms program. Recruiting and keeping talent in the technology sector is difficult. One solution is to train more people to be qualified candidates. Trina and team are doing a valuable service to expand the labor pool.

Currently, and over the next 3 years, RainFocus will be hiring for the following entry-level roles:

- Software developer
- UI developer
- QA analyst
- Technical support specialist
- Product manager
- UX designer
- Implementation analyst
- Project manager
- Solution consultant
- Data analyst
- Recruiter
- Recruiting Coordinator

RainFocus has a goal to increase the number women in our workplace. Tech-Moms is one of the initiatives to help us realize our goal.

I am happy to answer any follow-up questions!

Robert Buckley,
SVP HR

To Whom it may concern,

Our company is FortifyIT, an MSP (Managed Service Provider) who helps companies with their IT needs. This includes services in this space which includes support for desktops, networking, servers, and security.

We have been talking with Trina and Tech Moms and are interested in the program they have created and continue to expand. We are excited to be part of a program that is helping women to succeed in a very real and practical manner. They are giving these women a strong foundation of training and we hope to be able to give them some real world experience to go along with it. This is a perfect fit for our business as we staff people from a variety of specialties and could take advantage of the training you would give in each of these areas which include cloud, networking, and security.

We give our solid endorsement for the Tech Moms organization and look forward to hiring those that successfully earn the CompTIA certifications through your organization.

Thank you for your consideration,

Michael Williams

President of FortifyIT



1555 N. Freedom Blvd. 200 W
Provo, UT 84604
E-mail: support@skillstruck.com
Telephone: (801) 252-6768

To Whom It May Concern:

Skill Struck is an education technology company that provides computer science education for k-12 schools. I am the CEO and Founder of Skill Struck.

We believe in the importance of creating equitable opportunities in the workplace and are constantly striving to increase diversity on the Skill Struck team. As we are expanding our team, we are open to hiring remote workers to increase diversity of gender, race, and background. (Our current demographics can be viewed at <https://www.skillstruck.com/equity-report/equity-report-2020>.)

Over the next three years, we will potentially be hiring more across every department, such as marketing, sales, customer success, customer support, curriculum development, product management, software development, and operations. Some of the specific roles include: technical support/customer service, area partnership managers, software engineers, JavaScript developers(Vue). We have already hired one RiseNext TechMoms graduate, and we would love to have more TechMoms apply for our positions.

Sincerely,

A handwritten signature in black ink, appearing to read "Parker Gentry".

Parker Gentry

Letter of Support from Kat Kennedy at Degreed, April 20, 2021

Company name and your role in the org

Degreed: Kat Kennedy, President and CXO

Types of tech roles you expect to be hiring for over the next 3 years, especially entry-level roles:

technical support
customer experience
tech recruiters
software engineers,
software developers in test
associate product managers
product design
product management
project management

Your interest in expanding the diversity of your teams

Degreed is committed to diversity, and has pledged to a diverse pipeline for every role we hire.

Are you willing to consider hiring Tech-Moms graduates if they are strong candidates for any of your open roles?

YES!

Emelly Alvarado
ConnectedWell
Director of Contract Recruiting
May 5, 2021

Our Recruiting and Consultancy Firm will continue to scale and require us to hire more talent sourcers, coordinators and recruiters. Women graduating from the Tech Moms program could be very ideal candidates for our roles. They would have some foundational knowledge of technical terms, skills and industry that could be very beneficial to a career in recruiting. Our organization is founded and operated by POC from all over the US. Our clients seek us out for our inclusive networks and practices and that is only made possible by our diverse team members. Programs like Tech Moms are excellent talent pools that recruiting organizations often seek out to build networks with.

Emelly Alvarado
Principal Tech Recruiter
[ConnectedWell Talent & Recruitment Advisors](#)

<https://degreed.com/>; received 1.18.22

Hello,

My name is Taylor Brog and I am the Americas Technical Support Manager at Degreed. Renae Flores joined our Technical Support team in January of 2021. Seeing that she was involved with the Tech-Moms program was a standout on her resume and helped to separate her from other candidates that had applied for the same position.

Being a part of Tech-Moms provided Renae with a technical foundation and that technical foundation allowed her to quickly progress through onboarding, address and resolve simple technical issues while providing our users with a great experience, and gave us a foundation that we could continue to build on. I also believe that it helped to cultivate a learning and growth mindset which allowed her to integrate well with the culture of learning we have here at Degreed.

From day one Renae has shown incredible dedication to her work, a passion for learning and growing, a commitment to supporting our clients and end-users with empathy and care, and to finding out of the box solutions. She is always willing to go the extra mile or take extra care to ensure that she has done everything in her power to resolve any reported issues.

Renae has been an incredible asset and value add to our support team and to our organization. Without her participation in this program we may have overlooked a standout team member simply due to lack of experience. I would be absolutely thrilled to have other participants in the Tech-Moms program join our team in the future.

Kind regards,

Taylor Brog MANAGER, TECHNICAL SUPPORT - AMERICAS

Tech-Moms grad Letter of Support from Michael Thompson, Director Software Program Management and Device Security, Legrand North America <https://www.legrand.us/>

Robbyn,

When we looked to fill a position in our Software Program Management organization, Jessica Reece's resume came our way. Her involvement in Tech-Moms caught our eye and was a major contributor to our decision to interview Jessica. We hired Jessica and it has been a very positive experience.

Jessica is in a position of managing several, mostly unrelated programs. She has to be able to context switch with ease and rather than struggle, she has asked for more work.

Those who work with Jessica have consistently complemented her on her work and on her great communication skills.

I personally believe that her experience as a Mom has added tremendously to her ability to multi-task, to listen, to clarify, and to remain calm in the face of pressure.

While I have not personally interfaced with Tech-Moms to learn more about their program, Jessica has shared with me the things she has learned from her participation in the program. She has cited communication skills, courage to speak up, empathy, and at Legrand we strongly value the personal traits of Humility, Drive, and People Smarts, all of which appear to be traits taught and valued by Tech-Moms.

Mike

Tech-Moms grad Letter of Support from Cam Holt, Senior Director of Product Management, Via <https://www.viacustomers.com/>

Robbyn,

Thanks for reaching out. Regarding Anna Gregory, a recent Tech-Mom graduate, it is great to have her.

I interviewed Anna earlier once when I was looking to fill a senior role. She didn't quite have the experience I was looking for at the time, but I was very impressed by her passion and willingness and eagerness to jump right in and help solve problems... It was evident in a few interviews I had with her. I passed for the more senior position, but about two months later as I was looking for another hungry product designer, she immediately came to mind and fortunately we were able to get her.

From day one she has been a strong researcher. She doesn't shy away from customer interviews and is very diligent in making customer feedback a key part of her process. I try to build diverse teams with unique backgrounds to hopefully cover as many different angles as we possibly can as a product team. Anna brings different perspectives and different angles and is a strong contributing team member. Anna is very strong in user empathy and solving problems. She is still learning the world of design systems and how to translate those solutions to said problems into the best experiences possible. Anna is ambitious and wants to learn and grow... it is great to have folks like that on the team. Folks who don't think they know or have all the answers and are willing to go learn and find them.

Thanks,
Cam

Jan 3, 2022

Robbyn,

I just need you to know that we are so glad we hired Caitlin States to join our team at ConnectedWell. Her passion and energy for getting things done is both refreshing and contagious. Her personality really brings the team together, and her unapologetic way of bringing her whole self to work is rewarding to all of us. I am so glad that she has the business skills she already had plus the tech skills she learned from Tech Moms. She's got a rare blend of both, and a big part of that came from Tech Moms.

Thank you for helping us find and hire Caitlin through Tech Moms!

Thanks,

--

Robert Merrill

Founder, Principal Consultant

801-228-0529 (calls/txts ok)

This is from another email that came from Robert in Dec 2021.

First of all, happy holidays to both of you, and second, I will go on record anywhere anytime to say that hiring Caitlin States from some Tech Moms networking was the very best thing we have done as a company in the last half of this year. Haha.

Robert Merrill