






- WHAT IS TNT?
- HIRING DIVERSE WORKFORCE IN TECH INSIGHTS
- HOW TO SUPPORT STUDENTS





# What is New Techs?

The New Technologists (TNT) is a 7-week innovation academy that is transforming the tech industry by training/developing software engineer and PM leaders from diverse backgrounds.





**Our Motivation:** Increase diverse intern population by broadening traditional pipeline in the tech industry



**Our Original Hypothesis:** Can we discover new, diverse talent sources by connecting with the organizations that support their communities?



**Early Learning:** Untapped talent at universities and colleges was overlooked by University Recruiting



**New Learning:** Community partnerships + Immersing untapped talent into a real-world tech environment creates a successful pipeline of diverse technologists

# AT A GLANCE – Screening & Hiring Process



- Cultivate community partnerships with non-traditional talent in STEM space
- Demystify tech industry with tangible examples of what career in tech can look like (e.g. Q&A sessions, program alum project demos, etc)
- Anonymize resumes/candidate profiles w/employers
- “Screen-in” inclusive approach to hiring decisions in developing final cohorts (Ai vs human screening)
- Emphasis on candidate potential and coachability

# WHAT IS THE TECH INDUSTRY LOOKING FOR?

## •CREATIVE THINKING

- Thinks outside the box
- Innovative suggestions for product/service improvements

## •ADAPTABILITY

- Demonstrates curiosity; eager to try new things
- Actively works towards a growth mindset

## •TECHNICAL SKILLS

- Ability to communicate solution/process
- Ability to walk through technical knowledge/concepts (even if limited)

## •GRIT

- Demonstrates PERSEVERENCE and/or RESILIENCE through leadership, personal growth, etc.
- Tenaciously DRIVES positive outcomes even in the face of adversities

**DO SOFT SKILLS  
MATTER? YES!**

- Innovative/Creative
- Grit/Perseverance/Resilience
- Growth Mindset/Learner
- Collaboration/Teamwork
- Problem Solver/Hacker
- Ambitious/Drive
- Passionate
- Curious
- Leader
- Adaptive

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# OPPORTUNITIES

- Too many candidates screen themselves out and don't apply to jobs/programs
  - How many reps are your students getting?
  - Familiarity with hiring & interview process
  - Identify knowledge/skills gaps to improve on
- 2-year vs 4-year candidates
  - Collaboration/Teamwork
  - Writing/Communication
  - Depth of technical skills
  - Projects
  - Campus involvement
- Can the curriculum at your institution provide more opportunities?
  - Tap into student hobbies & personal projects in the classroom
  - Industry experience does not have to be paid experience
- Alumni access and networking
  - Network and referrals are key
  - What does success look like?
- Hackathons
  - Exposure to new ideas, technology, people, and boost in confidence
  - Serves as a feedback loop for job opportunities