



## TECHHIRE 101

### What is TechHire?

[TechHire](#), a program of [Opportunity@Work](#), is a nationwide movement that helps talented but overlooked job seekers start technology careers. TechHire works with a network of communities, educators and employers across the country who believe if you can do the job, you should get the job.

TechHire expands job opportunity and economic growth by enabling employers to fill entry-level, career-path, skilled tech jobs, by hiring trained job seekers with the ability to do the job - but who are overlooked by typical hiring practices and/or underrepresented in the IT field.

For real world stories TechHire's impact on job seekers view: [TechHired Stories](#)  
For employer insights on TechHire, view: [TechHire Employer Spotlight](#)

TechHire was launched out of the White House in 2015 in 21 pilot communities. In December 2016, the TechHire initiative fully transitioned from the White House to Opportunity@Work. Since its launch, TechHire has grown to a network of 237 training partners and 1,300 employer partners in 72 cities, states and rural areas across the country. TechHire communities have helped 4,000+ people connect to tech jobs. TechHire's goal is to connect 100,000 Americans to tech jobs by 2020.

### What is a TechHire Community?

A city, state or rural region committed to building a diverse and inclusive market for tech talent by bringing together business, workforce, community, education, and industry leaders towards a shared vision of success whereby individuals are hired based on skills and not on pedigree. In successful TechHire communities, education and training is aligned with and driven by employer needs - and job seekers have a clear pathway to a tech career from start to finish.

### What does TechHire success look like?

Success of TechHire is measured primarily by the number of overlooked and underrepresented individuals placed into entry-level, career path IT jobs. This number is indicative of a thriving ecosystem—high job placement numbers are possible when training programs teaching skills are aligned with employer needs, job seekers are confident and competent, and employers are willing to hire based on validated skills, not pedigree. In addition, local organizations and government representatives are supporting TechHire to ensure its sustainability and growth.

### What are the value propositions for TechHire stakeholders?

- **Employers:** TechHire community leaders will develop a rich understanding of employer needs and work with training providers to ensure job seekers are prepared in the exact skillset needed. A TechHire employer has access to a pool of talented job seekers that may be otherwise overlooked by hiring practices.
- **Job seekers:** For job seekers ready to get hired, TechHire offers visibility of employers that are committed to hiring based on competency (if you can do the job, you should get the job). TechHire communities also help job seekers find top notch accessible training and financing options for the skills they are looking to develop and support individuals along the pathway towards getting a job in IT.
- **Training Providers/Educators:** The TechHire network expands the employer network and the scope of potential candidates for training providers. TechHire training providers work closely with employers to understand current hiring needs and prepare job seekers for these needs—this, plus the TechHire network of ready-to-hire employers, means training providers will see a boost in the amount of job placements they produce.

### Benefits of being a TechHire Community:

- **TechHire Brand:** TechHire Communities have access to the national TechHire brand. Each community receives official logos, and PR and marketing support. Communities also receive marketing templates, social media toolkits, and press guidance to help best amplify their reach.
- **TechHire.org Community Pages:** TechHire communities receive a webpage hosted on TechHire.org to facilitate outreach to local and national stakeholders, promote TechHire training programs and events, and communicate impact.
- **Employer Success Stories:** Communities receive employer success stories and testimonials that they can leverage to pitch employers.
- **Dedicated Community Engagement Manager:** Each TechHire community is assigned a Community Engagement Manager who supports communities via 1:1 monthly calls and facilitates access to Opportunity@Work's resources.
- **Learning Network Resources:** TechHire communities gain access to Opportunity@Work's suite of learning [resources](#) designed to share best practices, increase capacity, and accelerate impact. These include:
  - **TechHire Playbook:** an online toolkit that provides case studies and best practices to help communities achieve their goals.
  - **Learning Network Webinar Series:** a monthly webinar series designed to help community leads develop their capacity, encourage peer-

learning,

and foster a supportive TechHire network.

- Funding resources, case studies, and how-to guides
- **Access to the TechHire Data Dashboard:** a tool designed to help communities capture and track community-level data and progress towards their goals.
- **Basic Labor Market Information (LMI)** available from Burning Glass and LinkedIn.
- **Access to national partnerships** that align with Opportunity@Work and the national TechHire network of communities, employers, education and training Partners.
- **Access to TechHire.org tools**, including employer tools, skills validation, and resources for job seekers (currently being developed).

### **How is TechHire funded?**

TechHire communities are independently funded. See the [TechHire playbook](#) for examples of local, state, and federal funding opportunities, as well as examples of how other communities have successfully funded TechHire.

The U.S. Department of Labor administered a \$100 million competitive grant for TechHire in 2016, which supports several TechHire communities. The grant was designed and administered by the Federal Department of Labor. Opportunity@Work was not involved in any stage of the grant design or administration process.

### **About Opportunity@Work:**

[Opportunity@Work](#) is a nonprofit social enterprise with a mission to expand access to career opportunities so that all Americans can work, learn, and earn to their full potential in a dynamic economy. Opportunity@Work supports TechHire in the following ways:

- Builds the TechHire movement by mobilizing key stakeholders, amplifying community and employer success stories, recruiting and supporting new TechHire communities, and facilitating events that support TechHire's mission.
- Helps communities implement and grow TechHire by providing support to community leads, helping communities identify and secure funding resources, building national partnerships to support TechHire goals, facilitating a national learning network, and providing tools for communities to track and scale impact.
- Grows and supports the national employer network by partnering with employers to join TechHire, facilitating best practices for discovering overlooked and underrepresented talent, and aggregating regional demand for candidates from non-traditional background.

For more information, please email us at [techhire@opportunityatwork.org](mailto:techhire@opportunityatwork.org)