Hola and Hello!
AUTMHQ is increasing diversity in tech & building the workforce development tech ecosystem

✓ Workforce Development
✓ Networking
✓ Job Placement
Meet Amber

1. Amber was looking for a tech job, but couldn’t find one.

2. However, all that changed when she joined the AUTMHQ community.

3. Now, Amber is an HR Systems Analyst at Austin Independent School District.

“I really appreciate all that you do, and I enjoy being part of the Austin Urban Technology Movement community.”

For more stories, please go to www.autmhq.org/autmites
The Problem: Lack of Talent in Tech

1. Underrepresentation of Blacks and Hispanics in tech
   • Blacks and Hispanics consist of 31% of the U.S. population, but make up less than 15% of the U.S. tech ecosystem

2. Lack of talent to meet demand
   • Over 200,000 new tech jobs added in 2021, with more than 3.9 million job postings across the tech industry
U.S. Market Trends: Increase of Technology Jobs
Demographics Trends: The U.S. and Tech

**Figure 3. Racial and Ethnic Composition of Children Under Age 18**

The share of children who are non-Hispanic White is projected to fall from one-half to about one-third by 2060. (In percent)

- Non-Hispanic White
- Hispanic
- Black
- All others*
- Asian

* The other race group includes children who are American Indian and Alaska Native, Native Hawaiian and Other Pacific Islander, and Two or More Races. Note: Hispanic is considered an ethnicity, not a race. The percentages do not add to 100 because Hispanics may be any race.


**Few Gains for Blacks and Latinx in Big Tech**

Percentage of tech workers by race and ethnicity in 2014 and the most recent report.

<table>
<thead>
<tr>
<th>Company</th>
<th>White</th>
<th>Asian</th>
<th>Latinx</th>
<th>Black</th>
<th>Native</th>
<th>Mixed</th>
</tr>
</thead>
<tbody>
<tr>
<td>Apple 2014</td>
<td>54%</td>
<td></td>
<td>23%</td>
<td>7%</td>
<td>6%</td>
<td></td>
</tr>
<tr>
<td>Apple 2018</td>
<td>48%</td>
<td></td>
<td>36%</td>
<td>8%</td>
<td>6%</td>
<td></td>
</tr>
<tr>
<td>Facebook 2014</td>
<td>53%</td>
<td></td>
<td>41%</td>
<td></td>
<td></td>
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<tr>
<td>Facebook 2019</td>
<td>48%</td>
<td></td>
<td>52%</td>
<td></td>
<td>4%</td>
<td></td>
</tr>
<tr>
<td>Google 2014</td>
<td>38%</td>
<td></td>
<td>34%</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Google 2019</td>
<td>48%</td>
<td></td>
<td>53%</td>
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<td>4%</td>
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<tr>
<td>Microsoft 2014</td>
<td>57%</td>
<td></td>
<td>36%</td>
<td></td>
<td>4%</td>
<td></td>
</tr>
<tr>
<td>Microsoft 2018</td>
<td>51%</td>
<td></td>
<td>30%</td>
<td></td>
<td>5%</td>
<td></td>
</tr>
</tbody>
</table>

Totals may not equal 100% because of rounding and options to list more than one race.

Chart: WIRED - Source: The companies
The Solution: Workforce Development Tech Ecosystem

1. Increase access and exposure
   - Horizons and Day-in-the-Life program
   - Weekly newsletter

2. Upskill and reskill
   - Hard and soft skills training
   - AUTMHQ Learn App
   - On-the-job training, internships, bootcamps, and apprenticeships

3. Build social capital
   - Mentorship
   - Corporate partner events
   - ReThink Austin

4. Advocate
   - Promote digital equity: Texas Technology for All Initiative
To get started, go to www.autmhq.org/gettrained
AUTMHQ Programming: Increasing Exposure
AUTMHQ Events: Building Social Capital
Cohorts: Hard Skills Training

Advanced Manufacturing
- Google IT Support Certificate
- IT Support/Helpdesk (LinkedIn Learning)
- IBM SkillsBuild: Cybersecurity Fundamentals Badge
- CompTIA A+ (Core 1 and 2) Certification*
- CompTIA Network+ Certification*
- CompTIA Security+ Certification*
- IBM Fortinet: Network Security Certifications (NSE 1-7)
- Certified Production Technician (CPT+)*

Cybersecurity
- Google Data Analytics Certificate
- IBM SkillsBuild: Intro to Data Analysis Badge
- IBM SkillsBuild: Big Data Foundations Badge
- Data Science
  - Google IT Support Certificate
  - Google IT Automation w/Python Certificate
  - IBM SkillsBuild: Big Data Foundations Badge
  - IBM SkillsBuild: Applied Data Science with Python Badge
  - TTS: Data Science Full Stack Certificate*
  - Dev 10: Data Engineer (paid training)*

Big Data
- Google IT Support Certificate
- IT Administrator (LinkedIn Learning)
- IBM SkillsBuild: Big Data Foundations Badge
- Red Hat (Linux) System Administration Certifications 1 and 2
- IBM SkillsBuild: Intro to Data Analysis Badge
- IBM SkillsBuild: Applied Data Science with Python Badge
- TTS: Data Science Full Stack Certificate*
- Dev 10: Data Engineer (paid training)*

IT Support
- Google IT Support Certificate
- IT Administrator (LinkedIn Learning)
- IBM SkillsBuild: Intro to Data Analysis Badge
- IBM SkillsBuild: Applied Data Science with Python Badge
- TTS: Data Science Full Stack Certificate*
- Dev 10: Data Engineer (paid training)*

Software Development/Engineering
- Google IT Automation w/Python Certificate
- IT Support/Helpdesk (LinkedIn Learning)
- IBM SkillsBuild: Intro to Data Analysis Badge
- IBM SkillsBuild: Applied Data Science with Python Badge
- TTS: Data Science Full Stack Certificate*
- Dev 10: Data Engineer (paid training)*

UX/UI Design
- Google UX Design Certificate
- Graphic Design (LinkedIn Learning)
- IBM SkillsBuild: Enterprise Design Thinking Badges
- IBM SkillsBuild: User Design Experiences (Adobe XD, Azure, Figma)

Blockchain Developer
- Kilroy Blockchain Hyperledger Developer Certification*
- John Hopkins Certified Contact Tracer*

*Instructor-led course
Texas Technology for All Petition

1. **Sign the petition**
   With all the signatures we gather, we will ask Governor Abbott to work with AUTMHQ and other organizations as well as the Broadband Development Council and Operation Connectivity to increase representation for underserved communities.

2. **Spread the word and tag @autmhq**
   Once you have signed the petition, help us reach our goal of one million signatures by sharing your commitment to technology access on social media. Use icons on the right to visit our social sites and tag us in your content.

3. **Make your donation**
   Donations go directly towards our three main impact areas:
   1. Providing Internet access
   2. Distributing computers
   3. Teaching digital skills

We’ve made incredible progress, but we still need your support! So far, we have received over 2,150 signatures and donated more than 275 computers to organizations and individuals.

About AUTMHQ
Austin Urban Technology Movement (AUTMHQ) bridges the gap between the Black and Hispanic communities and the technology industry through job placement, career development, and networking opportunities. Learn more

Sign the petition at change.org
Thank You to our Partners!

To meet all our partners, please go to [www.autmhq.org/ourpartners](http://www.autmhq.org/ourpartners)