Vision for Inclusive Technology Talent Pipeline
Increased urgency around inclusivity in all sectors of the economy

Newly unemployed workforce from impacted industries needing to reskill

Pre-pandemic: identified need for a diverse talent pipeline

Societal Reckoning with Racial Injustice

City Priorities

Pandemic

City Colleges of Chicago has the resources and unique proximity to talent to provide a strong foundation and ultimately serve as an economic engine.

Opportunity - Community colleges remain the gateway to higher education for many Americans – especially diverse talent.

We know how to re-skill and get talent back to work, especially since high school diplomas are no longer the gateway to a livable-wage paying job.

City Colleges of Chicago has the resources and unique proximity to talent to provide a strong foundation and ultimately serve as an economic engine.
Framing the problem: lots of opportunity, little diversity

The industry lacks diversity in its workforce - a challenge companies are ready to address and CCC is poised to prepare this inclusive talent pipeline.

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>15-1200 Computer Occupations</td>
<td>92,010</td>
<td>97,813</td>
<td>5,803</td>
<td>6%</td>
<td>7,887</td>
<td>86,759</td>
<td>$88,904.50</td>
</tr>
</tbody>
</table>

Racial Equity – CCC’s students reflect Chicagoans in a way the industry currently does not

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Currently in occupation¹</th>
<th>Chicago²</th>
<th>CCC³</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>59.0%</td>
<td>50.0%</td>
<td>14.0%</td>
</tr>
<tr>
<td>Asian</td>
<td>22.9%</td>
<td>6.6%</td>
<td>6.57%</td>
</tr>
<tr>
<td>Black or African American</td>
<td>8.5%</td>
<td>29.6%</td>
<td>27.2%</td>
</tr>
<tr>
<td>Hispanic or Latino</td>
<td>7.8%</td>
<td>28.8%</td>
<td>48.4%</td>
</tr>
<tr>
<td>Two or More Races</td>
<td>1.5%</td>
<td>2.8%</td>
<td>1.91%</td>
</tr>
<tr>
<td>American Indian or Alaska Native</td>
<td>0.1%</td>
<td>0.3%</td>
<td>0.1%</td>
</tr>
<tr>
<td>Native Hawaiian or Other Pacific Islander</td>
<td>0.1%</td>
<td>0.1%</td>
<td>0.1%</td>
</tr>
</tbody>
</table>

CCC students can help close the tech industry’s notorious gender gap

<table>
<thead>
<tr>
<th>Gender</th>
<th>Currently in occupation¹</th>
<th>Chicago²</th>
<th>CCC³</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>75.2%</td>
<td>48.6%</td>
<td>40.8%</td>
</tr>
<tr>
<td>Female</td>
<td>24.8%</td>
<td>51.40%</td>
<td>59.1%</td>
</tr>
</tbody>
</table>

Sources:
¹EMSI Computer Occupations (2018 SOC 15-12) in Cook County, IL including: software developers, web developers, information security analysts, network system administrators
²Census.gov, Chicago, IL Population Estimates as of July 2019
³City Colleges of Chicago Self Reported Enrollment Demographic Data
Our Vision

CCC serves as an economic engine for the City of Chicago's Tech Industry

- CCC is a clear choice for students looking to directly participate in the tech economy
- CCC grads are known and recruited as Top Talent
- CCC faculty is equipped to build and maintain industry-leading academic programs
- Partnering with CCC is integral to inclusive industry growth
CCC is well-positioned with clear market competitive advantages and positioning within Chicago’s Tech Ecosystem

- Affordable
- Accessible
- Responsive
- Relevant
- Scalable
Industry Engagement is key to the success of CCC’s tech vision

Advisory Councils

Industry
- Tailored group including local industry and ecosystem leaders
- Provide industry-wide view and insight on trends
  e.g. WBC Economy 2030 Working Group

Sector
- Leaders within tech sectors
- Program alignment (e.g. Cybersecurity, Software Development)
  e.g. Cybersecurity program advisory council

College
- College specific initiatives
  e.g. KKC Tech LaunchPad advisory council; Techquity grant at HWC
Building blocks for the most inclusive and competitive tech talent pipeline

**Academic Programs**
- Credit
- Continuing Education
- Adult Education

**Pathways** *(entry and exit points)*
- Early College
- Adult Education Bridge
- Upskilling/Reskilling
- Transfer

**Industry Certifications**
- Credit Alignment
- Bootcamps
- Bridge

**Work-Based Learning**
- Apprenticeships
- Internships
- Career Exploration

**CCC Tech Brand**
- Recruiting
- Faculty
- Resources
- Partnerships

**Immediate priorities**
Our Academic Programs will align and evolve with Chicago's tech economy

Current State

Credit
• Cybersecurity
• Web Development
• Networking Technologies
• Software Development Fall 2021

Apprenticeships
• 190 IT apprentices at 6 companies since 2017

Non-credit
• 415 students completed technology training in cloud computing, cybersecurity and coding since 2018

Initiatives
• Tech LaunchPad – KKC – SDI
• Presence
• TechQuity – HWC – BoA + Catalyte
• InnovationOne - Truman - Apple

Future State

Multiple pathways into relevant programming, including additions of:
• Data Science
• Cloud Computing
• Tech innovations in non-IT industries, in partnership with Centers of Excellence
  • e.g. Automation, mechatronics, robotics, artificial intelligence, Internet of Things (IoT)
• Further certification opportunities in CE

All directly informed and supported by industry partnerships
VISION
CCC serves as an economic engine for the City of Chicago's Tech Industry

- CCC is a clear choice for students looking to directly participate in the tech economy
- CCC grads are known and recruited as Top Talent
- CCC faculty is equipped to build and maintain industry-leading academic programs
- Partnering with CCC is integral to inclusive industry growth