



2017–2019

TALENT STRATEGY PLAN

TECHTOWN PDX

The TECHTOWN PDX PARTNERSHIP is working together to advance diversity, equity, and inclusion in the regional tech economy.



Cultivating a skilled workforce throughout Clark, Cowlitz, Wahkiakum, Washington, Multnomah, and Clackamas counties.

TECHTOWN PDX – TALENT STRATEGY PLAN

The regional tech ecosystem appears to be thriving. **Tech and tech-enabled industries are expected to grow 20% with 10,000 new jobs projected by 2026.** An influx of young, skilled, creative talent has fueled the development of new startups and innovative solutions across a broad swath of industries. A diverse array of training providers has emerged to increase the supply of skilled workers. However, on closer examination, one sees an ecosystem that is less healthy. Tech company employees and leadership are predominantly white and male. This lack of diversity chokes off new ideas and inhibits companies' ability to attract and retain top talent. Meanwhile, the reliance on in-migration of talent has limited the cultivation of local talent and contributed to lack of opportunities for local residents.

With a focus on cultivating a diverse, homegrown talent pipeline and inclusive work environment, this Talent Strategy Plan supports the prosperity of the region's companies and people.

PEOPLE

Companies are challenged to engage diverse talent given their current demographics.

ACCESS

Systemic barriers and stigmas have limited the pursuit of STEM career pathways among marginalized populations.

JOBS

Employment opportunities are limited for candidates who lack on-the-job experience.

PLAN GOALS

Under the guidance of local companies, we have developed a three-point plan to address the tech industry workforce challenge of diversity, equity of access, and inclusion.

1

PEOPLE: Attract and cultivate more local, under-represented candidates in order to increase numbers and levels of diversity.

Strategies

- Target outreach to and cultivate partnerships with diverse communities and organizations.
- Create intentional opportunities for professional/skill-based organizations and diversity/affinity groups to interact, plan, and implement collective ideas.
- Pilot a collaborative approach to sourcing diverse talent at national events.
- Foster an inclusive environment through a cohort-based, diversity and inclusion training program.

2

ACCESS: Develop tools and resources to increase access to information and training to help under-represented populations pursue careers in tech.

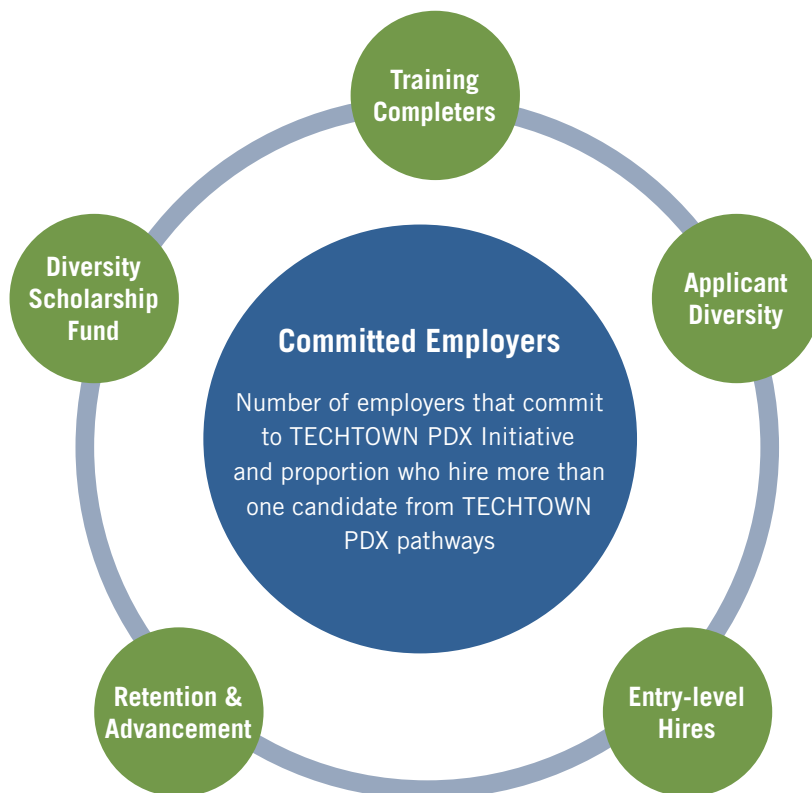
Strategies

- Develop a web portal for candidates and companies to learn about and apply to training and hiring onramps.
- Create a Diversity Scholarship Fund to offset training costs for under-represented populations, including but not limited to women and people of color.
- Promote a common platform to facilitate connections between educators and industry to engage and inspire students to pursue careers in tech.
- Convene a centralized curriculum advisement group to share needed skills and better align with industry demand.

Strategies

- Expand opportunities for people in the early part of their careers by broadening the number of entry-level opportunities and communicating career pathways into technical roles.
- Launch a vocational-focused internship program including a common set of processes and resources.
- Advocate for and implement apprenticeship as an alternative path to a tech occupation.
- Coach, mentor, and upskill under-represented employees into more technical roles or leadership positions.

KEY PERFORMANCE INDICATORS



Training Completers

Number and demographics of individuals who complete accelerated training programs for in-demand IT roles/skills.

Applicant Diversity

Number and proportion of women and people of color who apply for open positions with TECHTOWN PDX employers.

Entry-level Hires

Number and demographics of individuals who are hired into entry-level, career pathway IT jobs with TECHTOWN PDX employers.

Retention & Advancement

Percentage of new hires from under-represented populations that are still in the role or have been promoted after 12 months.

Diversity Scholarship Fund

Amount of scholarship funds awarded and proportion of investments coming from private employers.

TECHTOWN PDX PARTNERSHIP

We would like to thank the following industry partners that collaborated on the development of this plan:

Advisicom	Edward Jones	LaunchCode	Oregon State University	Systems, LLC	The Startup Brand
AKQA	Epicodus	Metal Toad	Paytrace	RLA Engineering	ThinkShout
Allion USA	eROI	Multnomah County	PDX Women in Tech	Ruby Receptionists	Treehouse
Aruba	Greater Portland Inc.	NWEA	Perka	Scout Savvy	Umpqua Bank
Autodesk	Hispanic Pros	Open Sesame	Portland Public Schools	ScoutFor	Uncorked Studios
AWS Elemental	IBM	Oregon Computer Science Teachers Association	Prolifiq	Simple	Urban Airship
Benchmade	Jaguar-Land Rover	Oregon Employment Department	Puppet	Sprinkler	Young Entrepreneurs
cheQitout	Jama Software		Renaissance	SuperGenius	Business Week
CodeFellows	Janrain			Tech Academy	Zapproved



COLUMBIA-WILLAMETTE WORKFORCE COLLABORATIVE (CWWC) is a partnership of three local Workforce Development Boards including Worksystems, Workforce Southwest Washington, and Clackamas Workforce Partnership. Together, this group collaborates to deliver a unified approach to serve business, support economic development and guide public workforce investments in the Portland-Vancouver Metropolitan Area. The CWWC works with industry to cultivate and sustain a skilled workforce throughout Clark, Cowlitz, Wahkiakum, Washington, Multnomah, and Clackamas counties.



PROSPER PORTLAND is building an equitable economy in Portland. We are doing this by growing family wage jobs for all Portlanders, convening and collaborating with partners to build an equitable city, creating great neighborhoods to live and work in, and advancing opportunities for prosperity. Through this work we envision Portland as one of the most globally competitive, healthy, and equitable cities in the world.



TECHNOLOGY ASSOCIATION OF OREGON (TAO) helps the region attract and retain the nation's best tech talent by strengthening recruitment, skill development, and other capabilities of tech employees and employers. We're the force behind the tech industry—supporting technologists and entrepreneurs, connecting peers and decision makers, and helping establish the Northwest as a global hub for innovation. Tech and tech-enabled companies rely on TAO to expand their networks, support employee growth, and increase brand awareness and regional impact.

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