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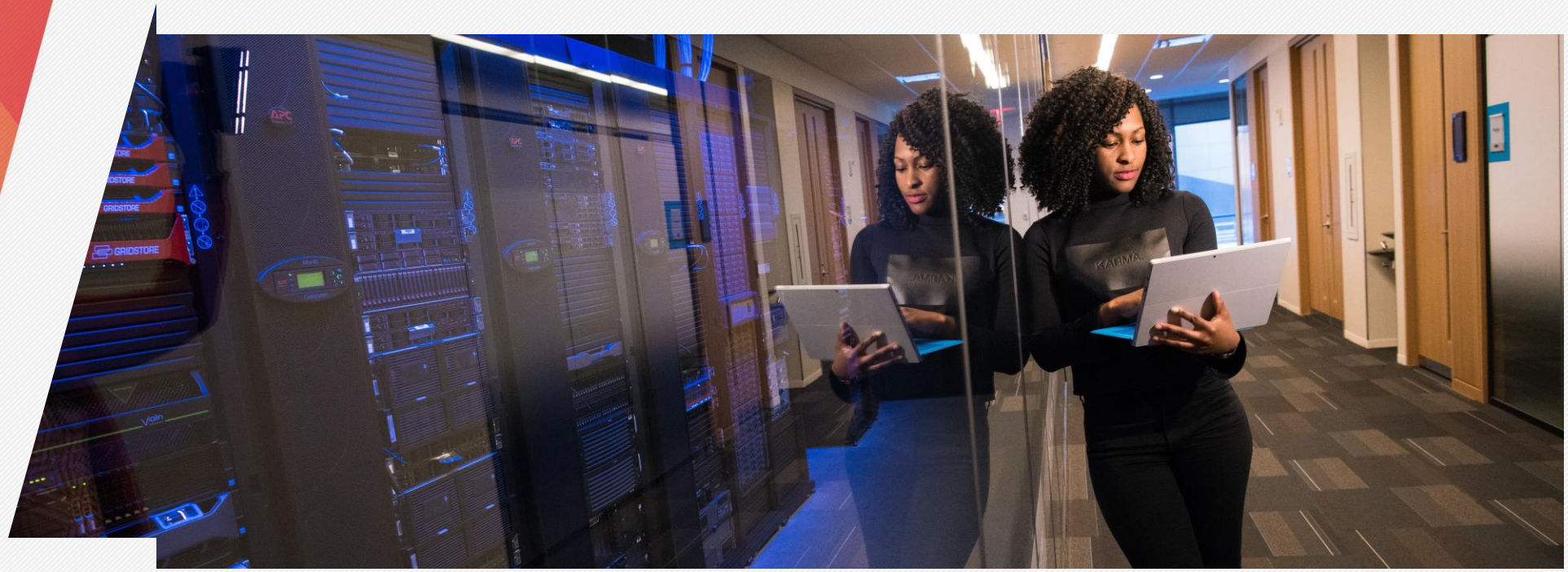
TECH TALENT PIPELINE SURVEY

In 2021, NOLAvate Black issued a survey of professionals in the Gulf coast region to determine the need for help with long term career planning and access to opportunities in tech.



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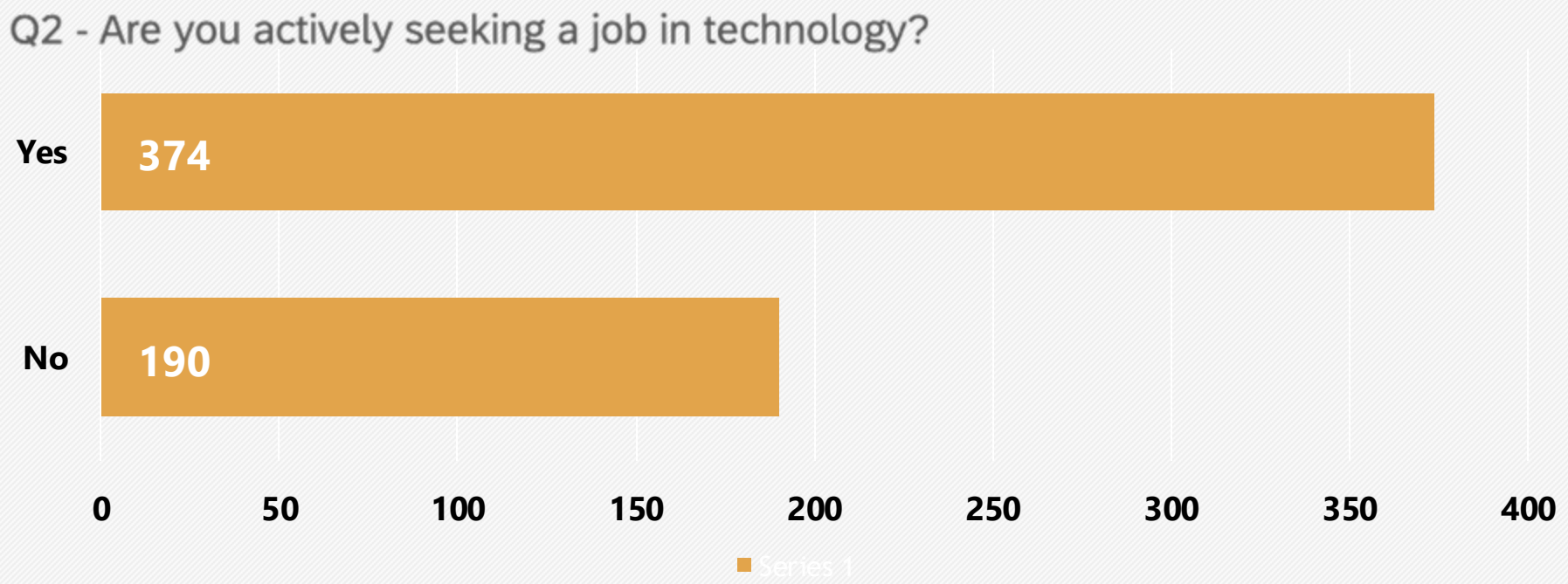
APPEALING CAREER IN TECH

The majority of people of color who took the survey, **or two-thirds of the respondents**, say that they are actively seeking a job in technology.



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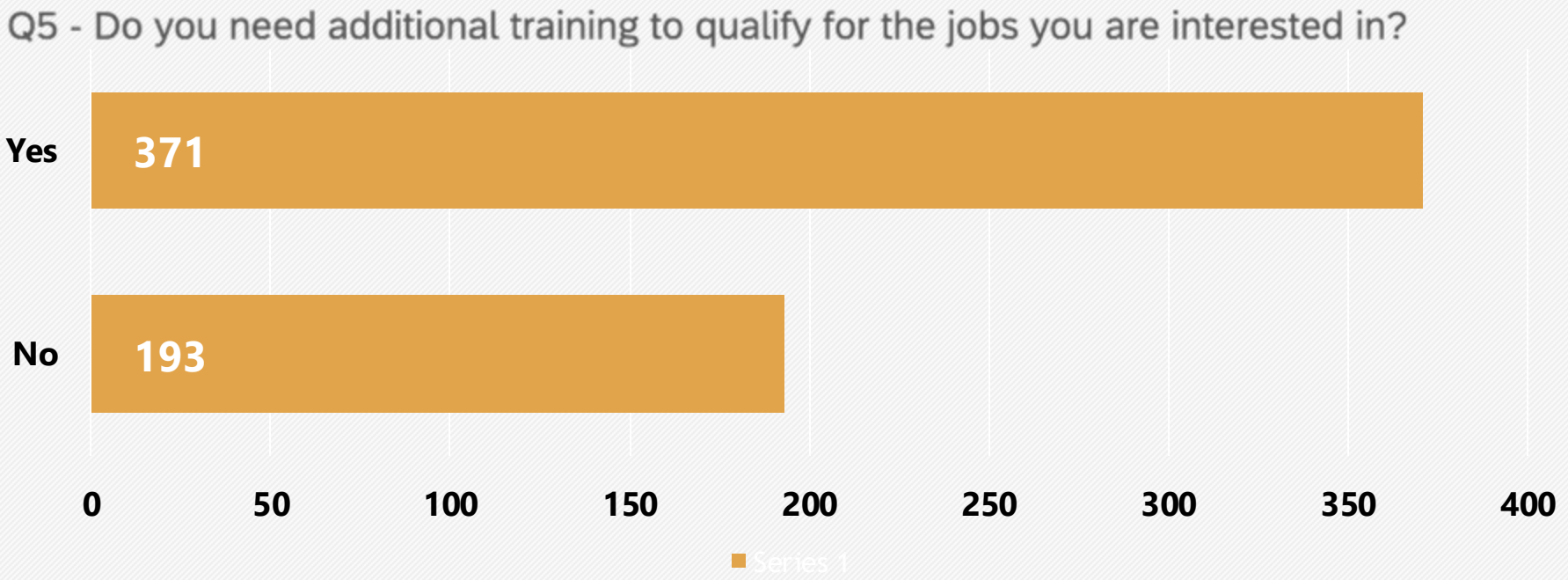
A NEED FOR TRAINING

For those seeking a job in technology, **two-thirds of the respondents** say that they are in need of training that would qualify them for employment.



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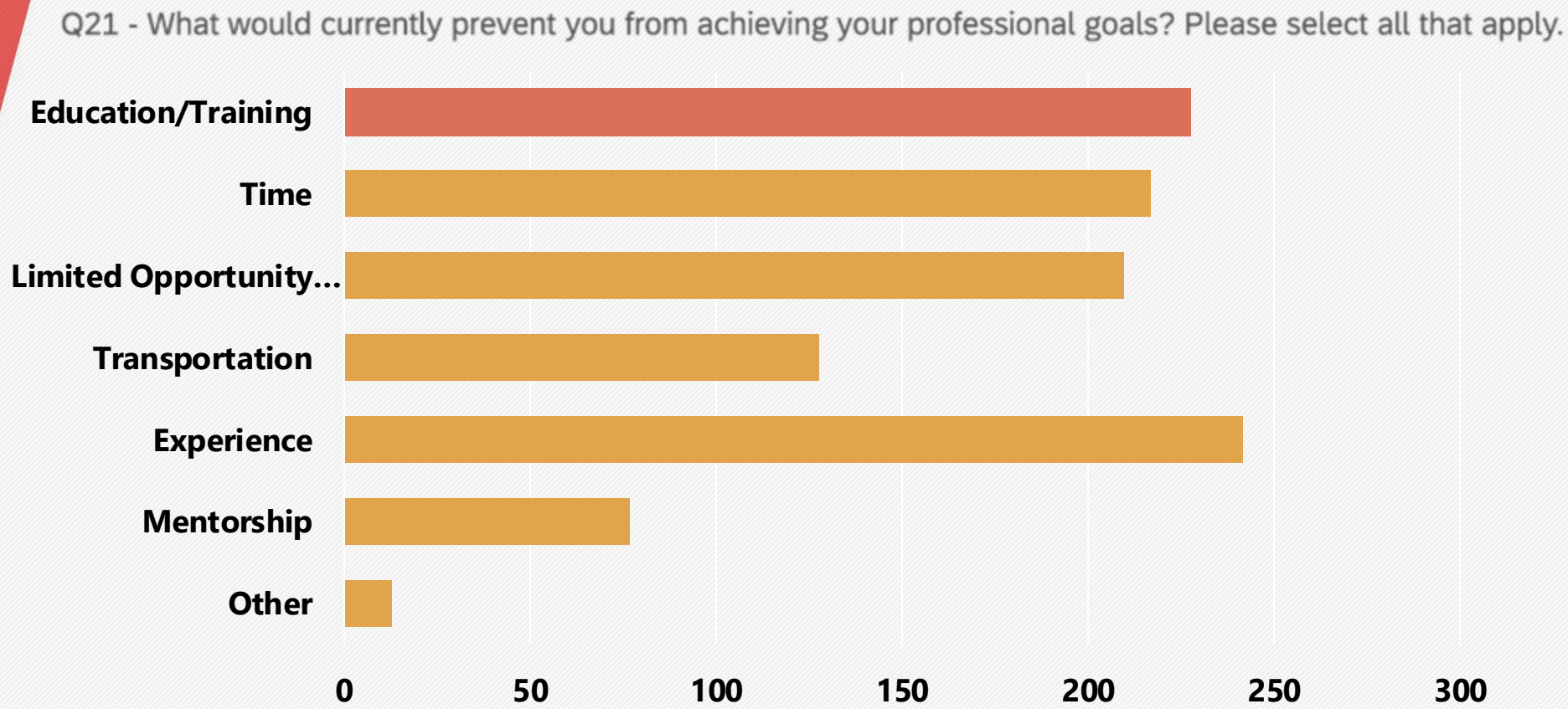
A NEED FOR TRAINING

In fact, training was listed as the 2nd most limiting factor for individuals seeking a job in technology – only trailing ***Experience*** as an obstacle.



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A NEED FOR TRAINING

When asked to describe the training that would help bring more career opportunities, the results highlighted several areas of learning.

Q17 - What training would help you achieve your career goals?

CODING

CYBERSECURITY

CCNA & MCSE

DATA MANAGEMENT

BLOCKCHAIN

COMPUTER SCIENCE

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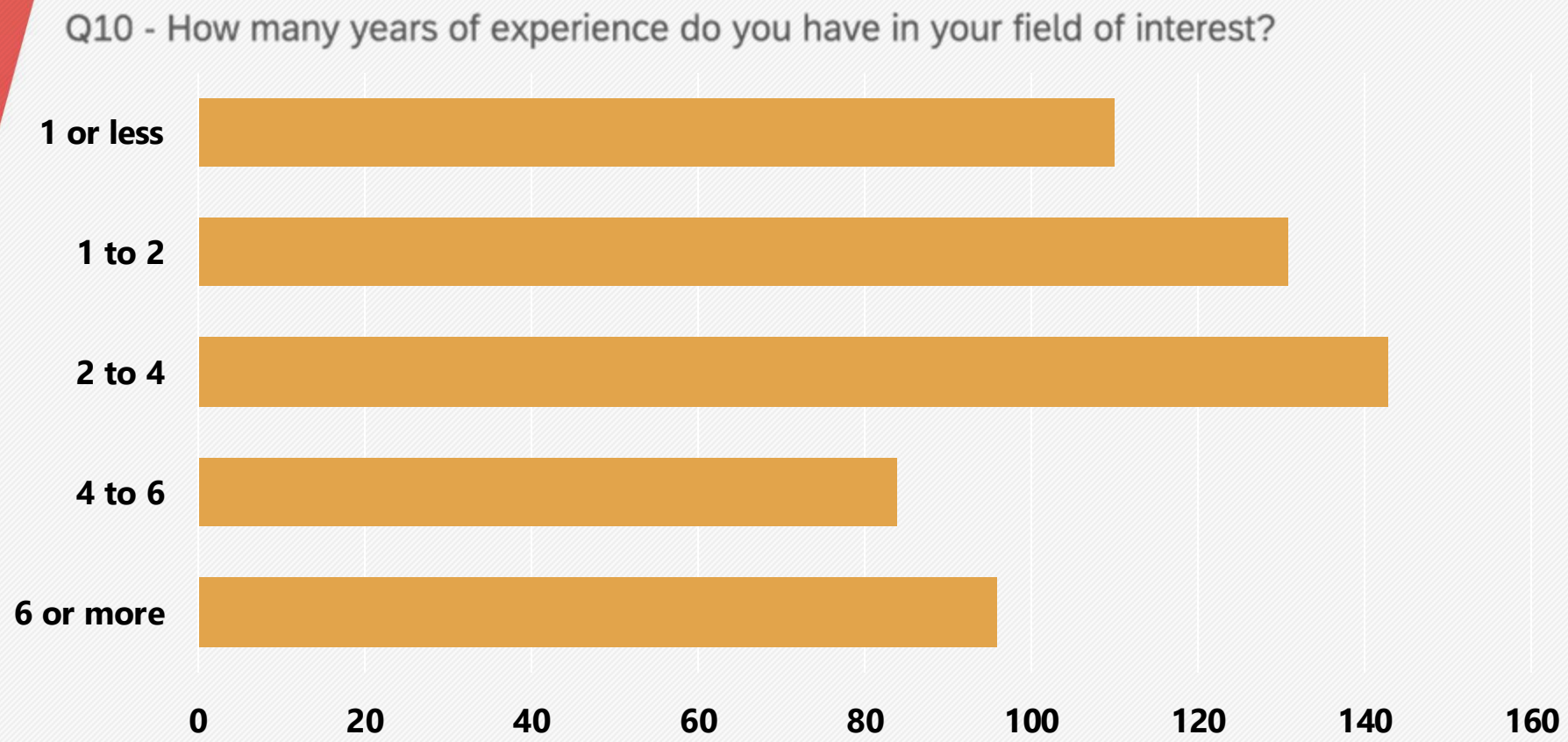
IN NEED OF EXPERIENCE

Less than **20% of the respondents** say that they have more than six years of experience, and nearly half of respondents have less than two years of experience.



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LOOKING FOR GUIDANCE

Overwhelmingly, even though our community has access to resources, respondents feel they need help with a job search & navigating the tech ecosystem.

Q11 - What would you improve about the process of applying for jobs specifically in the tech industry?

I would improve the way that jobs are presented so that everyone knows which jobs are available.

I do not have experience in tech or applying for tech jobs.

Have advisors that can help you along the way.

Access to more companies and job openings.

Leniency on required experience for entry level jobs.

Make it easier to see background of companies.

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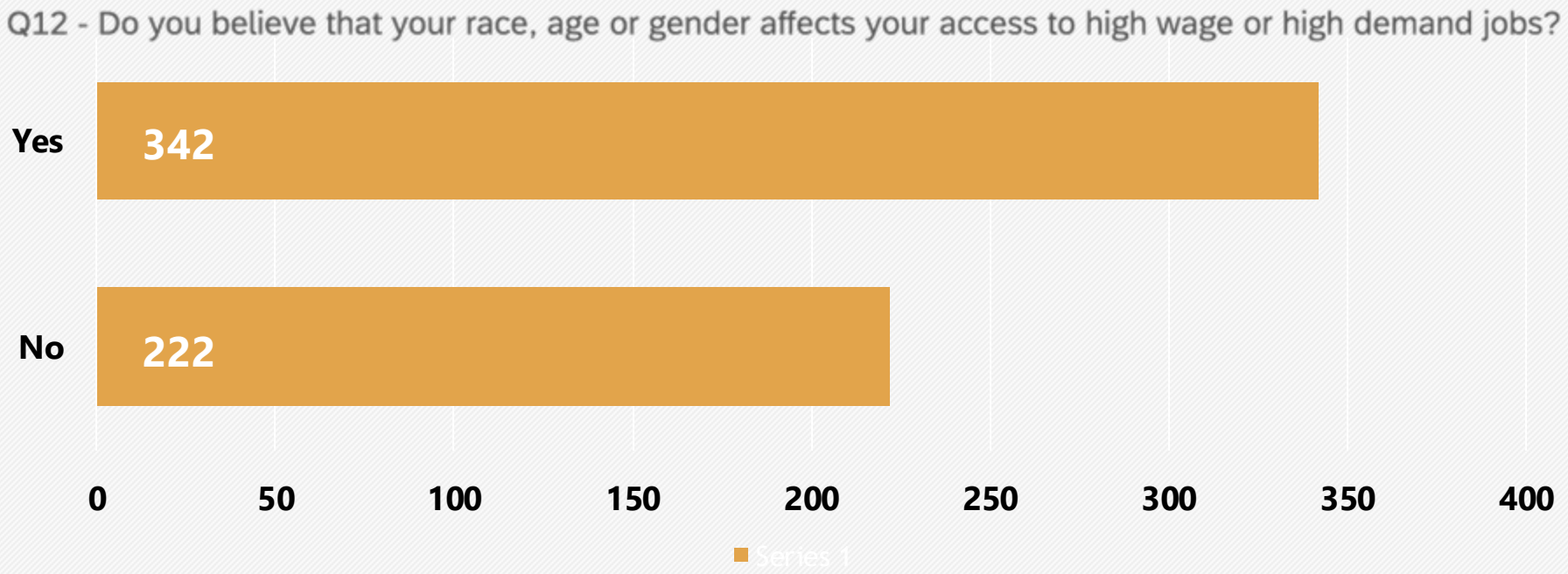
PERCIEVED BIAS

The majority of respondents, **or 60% of submissions**, believe that their demographic profile impacts their likelihood of securing a job in technology.



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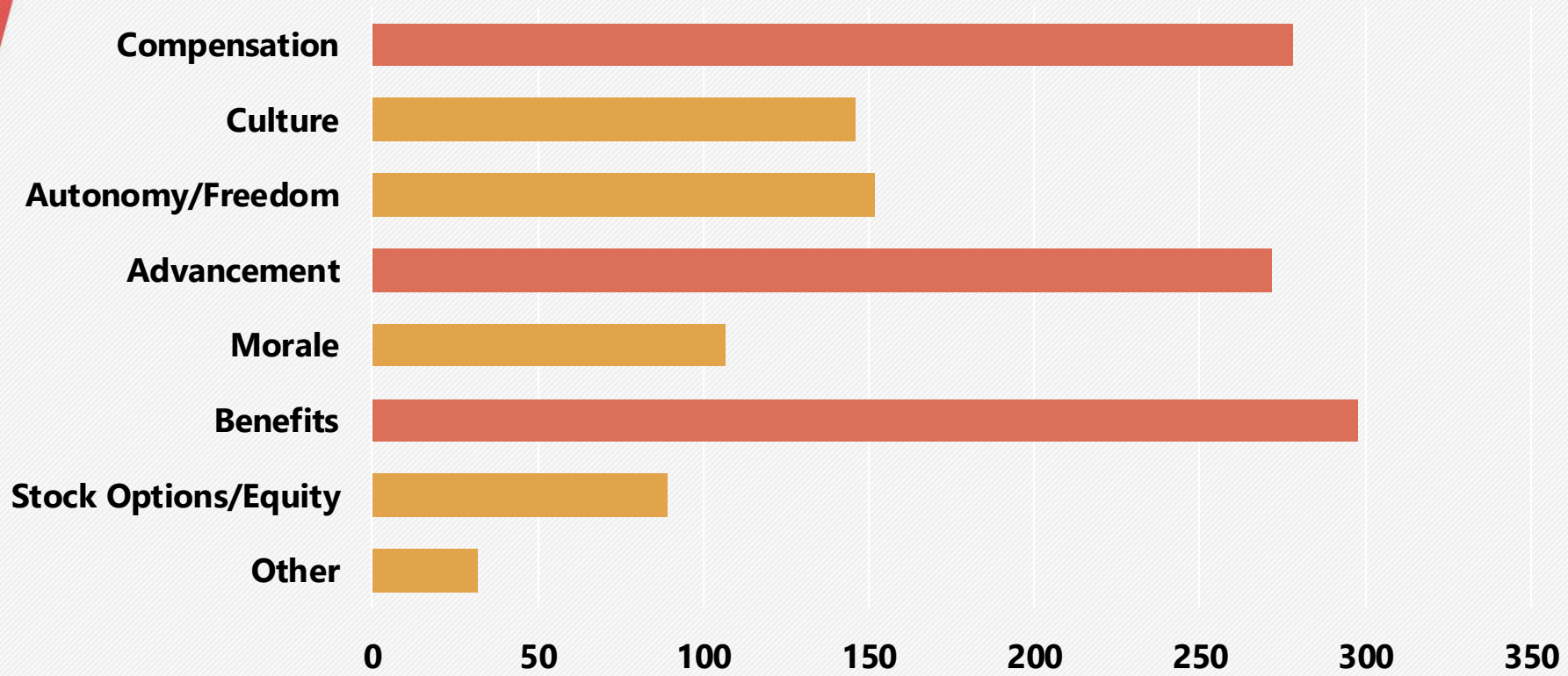
ACCESS TO SUCCESS

When asked to define what is appealing about a job in tech, respondents focused on **compensation**, **benefits**, and **opportunities for advancement**.



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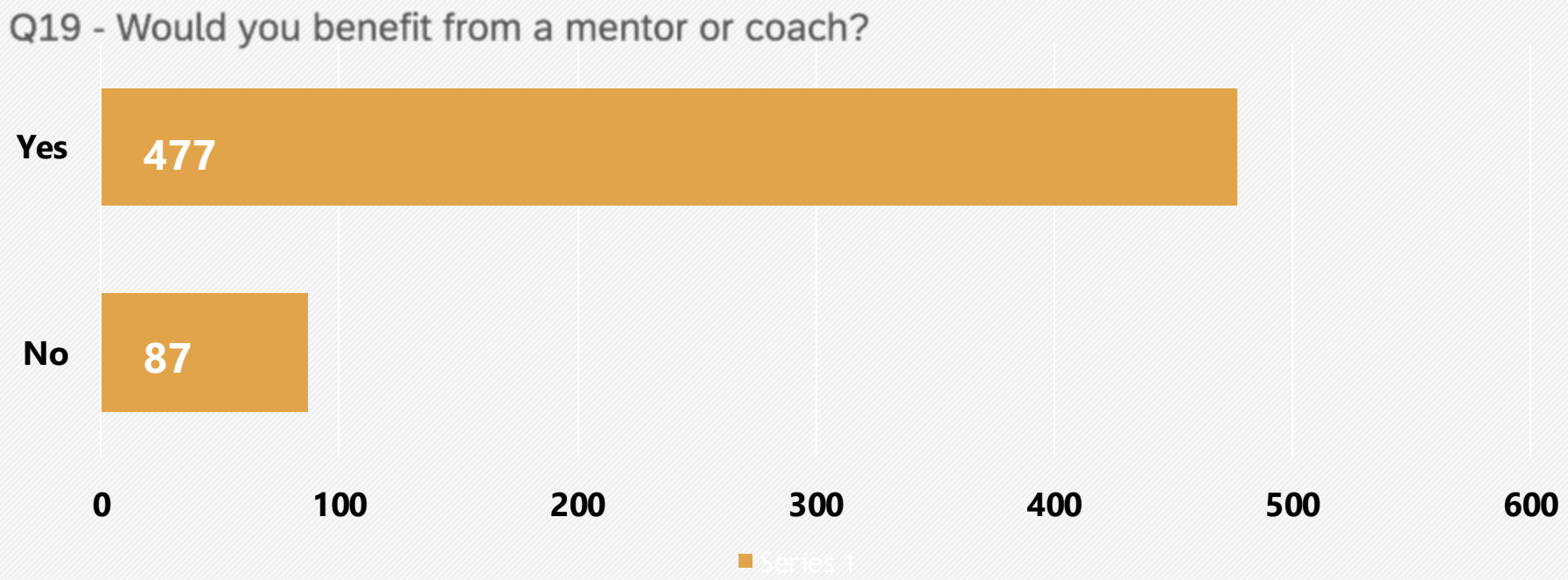
REQUESTING MENTORSHIP

85% of respondents shared that they could directly benefit from access to a coach or mentor to assist with personal growth and career advancement.



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TOOLS FOR SUCCESS

Participants clearly explained what tools and assets they believe, if available and easily accessible, would help them find and grow in a tech career.

Q26 - What would help you achieve your professional goals?

Access to mentors to help locate tech jobs and coach through a career strategy

Education and experience as well as network connections

More experience

Offering free webinars & classes

Getting hands on training

More training and certification

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CONCLUSION:
Building The Network That Works

Fostering an inclusive, asset and talent-filled space where everyone has access and innovation can thrive:

- **Share available technical and non-technical roles with our tech Collective to tap into diverse tech talent**
- **Provide opportunities for job seekers to gain experience through internships and entry level positions**
- **Partner with us to host a training or workshop to help job seekers and professionals upskill and retool**
- **Join the Black Tech Collective as a mentor, corporate partner or tech ecosystem builder**