

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



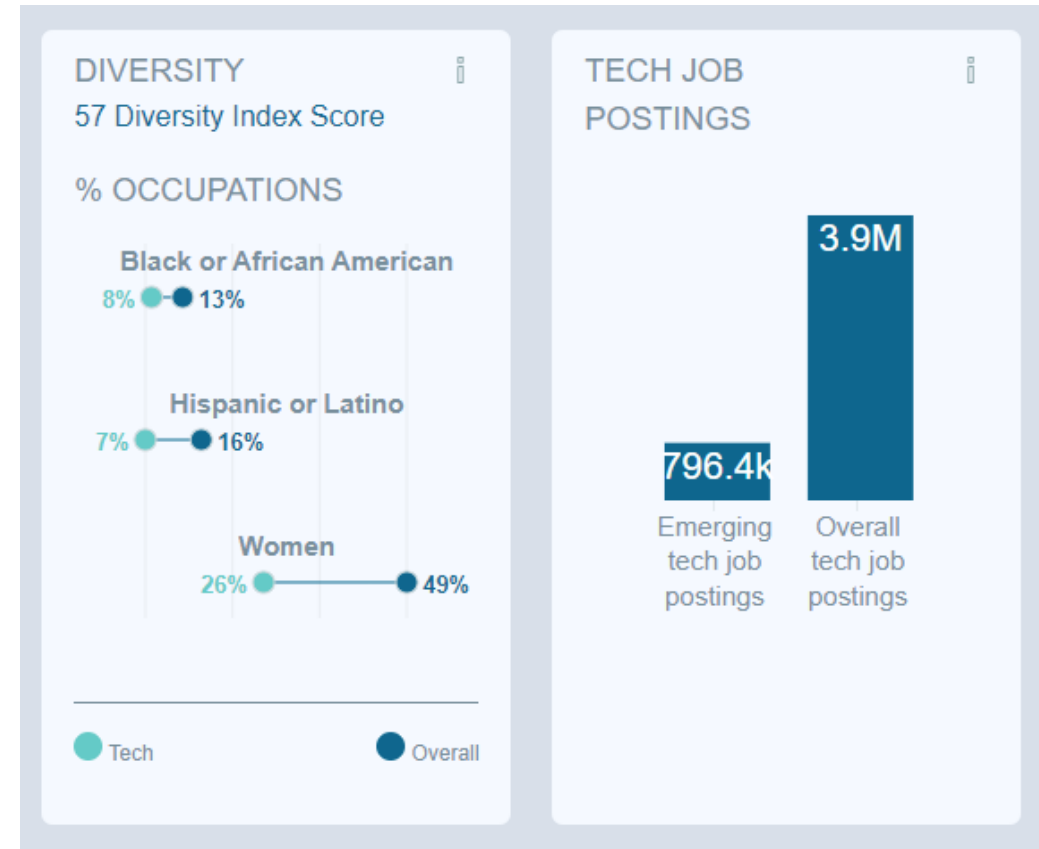
*"I really appreciate all that you do, and I enjoy being part of the Austin Urban Technology Movement community."*

For more stories, please go to [www.autmhq.org/autmites](http://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



1. CompTIA 2021, The Diversity Index Score uses the Simpson's Diversity Index methodology, a calculation of tech occupation diversity across the 7 top level race and ethnicity groups as reported by the U.S. Bureau of Labor Statistics.

2. Job postings are a measure of employer demand for tech talent during 2020. The total figure represents job postings across the 50 tech occupations used within Cyberstates. The emerging tech job posting figure uses a basket of 15 emerging job roles and skills. Source: Burning Glass Technologies Labor Insights

# U.S. Market Trends: Increase of Technology Jobs

## LEADING TECH OCCUPATION JOBS

CompTIA 2021 

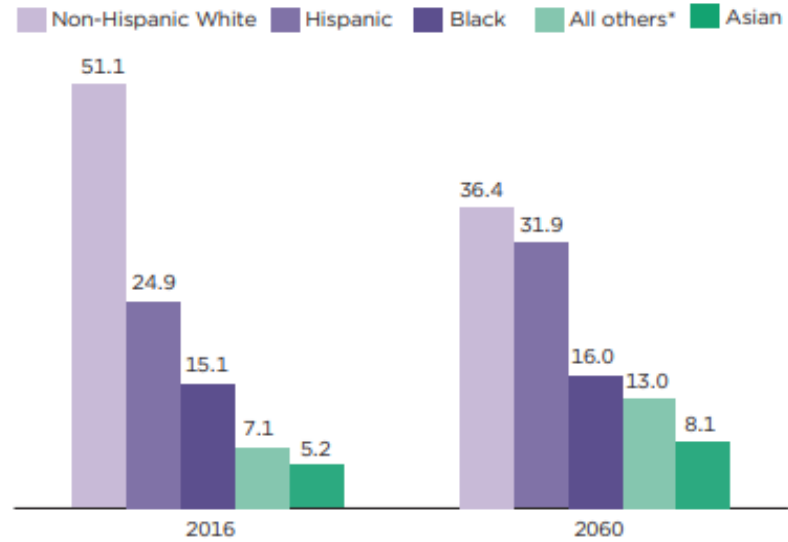


## The 10 most in-demand tech jobs for 2021

Job	25th percentile	50th percentile	75th percentile	95th percentile
<b>Security professional (information, systems, network, data, cloud)</b>	\$124,250 (information); \$100,000 (systems); \$105,500 (network); \$112,500 (data)	\$149,000 (information); \$120,500 (systems); \$124,500 (network); \$134,000 (data)	\$179,000 (information); \$143,500 (systems); \$148,250 (network); \$159,750 (data)	\$213,000 (information); \$168,500 (systems); \$174,500 (network); \$190,000 (data)
<b>Cloud architect</b>	\$121,000	\$146,000	\$174,500	\$202,250
<b>Database administrator</b>	\$79,750	\$100,750	\$120,500	\$160,000
<b>Programmer analyst</b>	\$88,750	\$109,500	\$131,000	\$154,500
<b>Systems analyst</b>	\$81,250	\$96,500	\$115,500	\$136,750
<b>Mobile applications developer</b>	\$112,750	\$135,750	\$161,750	\$189,750
<b>Network administrator</b>	\$78,500	\$95,250	\$113,500	\$133,500
<b>Software developer</b>	\$97,250	\$118,250	\$138,000	\$165,000
<b>DevOps engineer</b>	\$97,000	\$120,000	\$143,000	\$184,750
<b>Help desk and desktop support professionals</b>	\$35,250 (tier 1); \$41,500 (tier 2); \$50,750 (tier 3)	\$40,500 (tier 1); \$50,000 (tier 2); \$60,500 (tier 3)	\$47,500 (tier 1); \$56,500 (tier 2); \$72,250 (tier 3)	\$57,250 (tier 1); \$67,000 (tier 2); \$82,000 (tier 3)

# Demographics Trends: The U.S. and Tech

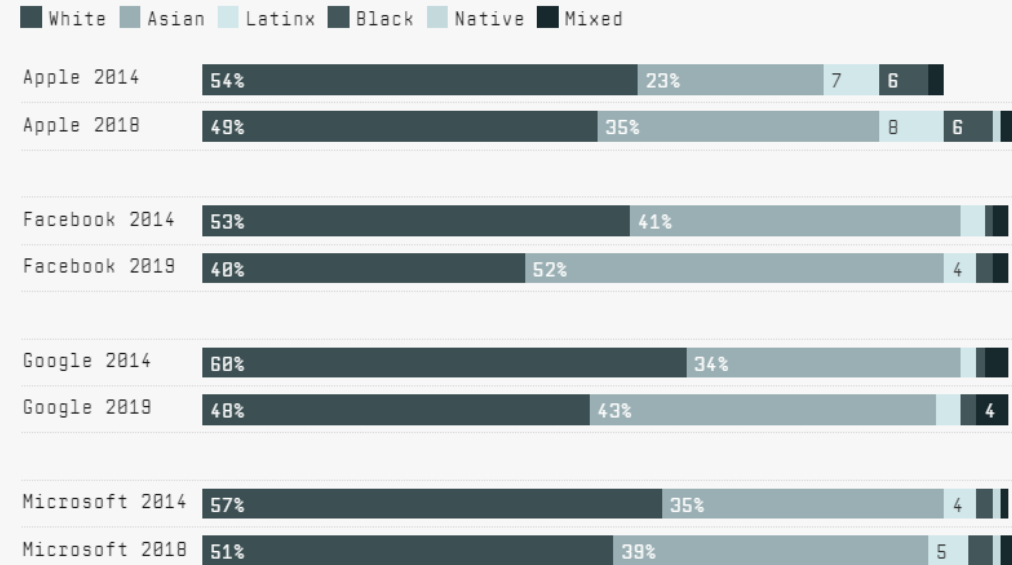
**Figure 3. Racial and Ethnic Composition of Children Under Age 18**  
 The share of children who are non-Hispanic White is projected to fall from one-half to about one-third by 2060. (In percent)



\* 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.  
 Source: U.S. Census Bureau, 2017 National Population Projections.

## Few Gains for Blacks and Latinx in Big Tech

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



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



# Become an AUTMite:

## Become an AUTMite



Hard/Soft Skills  
Training



On-the-Job Training



Mentorship Matching



AUTMHQ Horizons/  
Day in the Life



Networking/Events



Community Service

To get started, go to [www.autmhq.org/gettrained](http://www.autmhq.org/gettrained)





# AUTMHQ Programming: Increasing Exposure



**DAY IN THE LIFE**  
PRODUCT MANAGEMENT

Experience a specific occupation  
in the tech industry.

**AUSTIN  
URBAN  
TECHNOLOGY  
MOVEMENT**

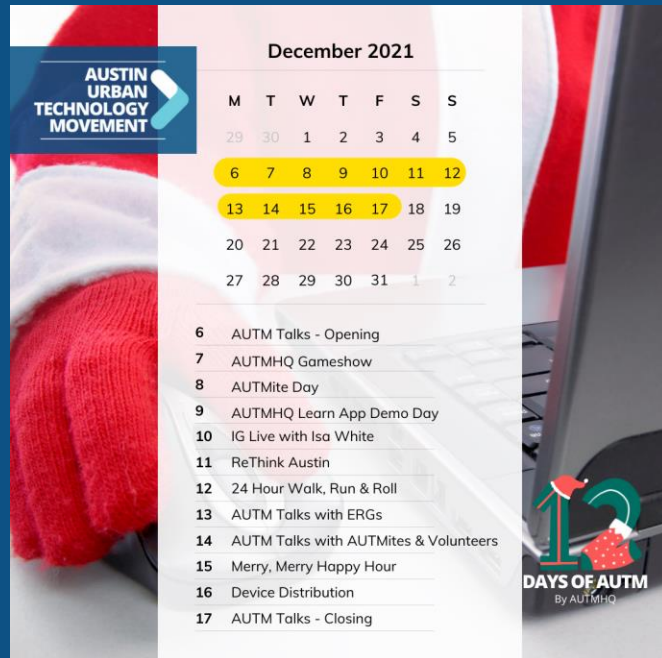
**Storabot** ENTREPRENEURS  
FOUNDATION

**Cohort Series**  
Paid Training Program

**AUSTIN  
URBAN  
TECHNOLOGY  
MOVEMENT**

**Road to Hire**

# AUTMHQ Events: Building Social Capital



**AUSTIN URBAN TECHNOLOGY MOVEMENT**

December 2021

M	T	W	T	F	S	S
29	30	1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31	1	2

- 6 AUTM Talks - Opening
- 7 AUTMHQ Gameshow
- 8 AUTMite Day
- 9 AUTMHQ Learn App Demo Day
- 10 IG Live with Isa White
- 11 ReThink Austin
- 12 24 Hour Walk, Run & Roll
- 13 AUTM Talks with ERGs
- 14 AUTM Talks with AUTMites & Volunteers
- 15 Merry, Merry Happy Hour
- 16 Device Distribution
- 17 AUTM Talks - Closing

**DAYS OF AUTM**  
By AUTMHQ



**AUSTIN URBAN TECHNOLOGY MOVEMENT**

Microsoft



**AUSTIN RETHINK**

**SAVE YOUR SEAT!**

**Community Impact 2021:  
More than an Entrepreneur**

**Dec 11th - 11 am CST**

[www.rethinkatx.com](http://www.rethinkatx.com)

# Cohorts: Hard Skills Training



\*Instructor-led course

# Texas Technology for All Petition

1



## Sign the petition

With all the signatures we gather, we will ask Governor Abbot 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](https://www.change.org)

**Thank You**  
**to our Partners!**



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



**Let's Connect and  
Stay in Touch!**



**Join the Movement!**

[www.autmhq.org](http://www.autmhq.org)



**Email us**

[contact@autmhq.org](mailto:contact@autmhq.org)

**Newsletter**

[www.autmhq.org/news](http://www.autmhq.org/news)

**Follow and Like @autmhq**

