

# Diversity in Tech

**PROPOSAL TITLE:** Diversity in Tech: ICT Pathways

**DESCRIPTION:** The explosive growth of the tech industry in the Bay Area created high-paying job opportunities. But for many local young adults, this career path can seem inaccessible if they don't know how to navigate higher education or can't take 4 years out from the workforce to pursue a degree. To create a more affordable and equitable pathway for Bay Area residents to enter fulfilling and high-paying tech related jobs, and close the divide between students eager for the opportunity to enter technology careers and employers seeking to hire skilled workers. The Diversity in Tech proposal will create an ICT pathway for diverse students from high schools and community partners, through community colleges, and into jobs, university and careers, offering a combination of skills, classroom education, and on-the-job experience in high-demand tech industries. Students will work towards milestones in coursework, capped by industry-recognized certifications, associate degrees, and bachelor degrees. To support this goal, Foothill College has accepted the leadership and administrative role. College staff, with the help of the BACCC network of participating CTE main contacts, ICT faculty and NETLAB+ partner colleges, the Bay Region Deputy Sector Navigator for IT and CS, the coordination of the Marcus Foster Education Institute, and using the non-profit highly successful YearUp! program as the initial pilot model, hope to begin the first-year pilot by focusing on the following:

1. Engagement with community partners, Non-Profits and Community Based Organizations (CBOs), starting with YearUp! who have a relationship and history with diverse and under-represented populations.
2. Organize and align Community College IT/Cybersecurity and CS offerings, using the IT Model Curriculum and the CS Transfer Model Curriculum as a base, at each of the participating college.
3. Development of a regional ICT Business and Industry Leadership Team (BILT), currently known as Advisory Council/Committee, serving each participating college's IT and CS programs. Leverage the work done with the Slingshot grants in the East Bay to promote expanded sector partnerships that will eventually include hundreds of employers in ICT. Connect with a similar effort in the South Bay / Silicon Valley sub-region.

This proposal will provide:

- Pathways in IT/Cybersecurity and DevOPs that include milestone industry-recognized certification tests
- Employer engagement to connect curriculum with industry-wide valued skills
- Clearly articulated pathways using the C-ID Model Curriculum
- Cohort-based enrollment model
- Curriculum adopted and accepted across all community college partners
- Centered on building diversity and equitable attainment of technology skills and jobs. Students will achieve positive outcomes through:
  - Employment
  - Certificate and/or Associate or Bachelor degree attainment
  - Industry-recognized credential or certificate attainment