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MMTC[®]
Multicultural Media, Telecom
& Internet Council

JUMPSTART YOUR TECH CAREER GUIDE

Powered By The
Multicultural Media, Telecom and Internet Council

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Introduction

The U.S. Department of Labor's Bureau of Labor Statistics (BLS) defined high-tech industries as those having high concentrations of workers in science, technology, engineering, and mathematics (STEM) occupations. According to the BLS, high-tech industries provided almost 10 percent of all jobs in the U.S. economy in 2016. High-tech sector employment is projected to continue to shift towards service-providing industries from 82.8 percent in 2016 to 85 percent in 2026. Learn more about high tech industries in the BLS's *Beyond The Numbers*, Volume 7, Number 7 (May 2018): <https://www.bls.gov/opub/btn/volume-7/high-tech-industries-an-analysis-of-employment-wages-and-output.htm>.

For purposes of this guide, MMTC includes broadband, information technology and communication (ITC), and wireless industries in its definition of high-tech industries. Technology employment in the United States expanded by more than 260,000 jobs in 2018; and at \$1.8 trillion, the tech sector is one of the largest components of the nation's economy, according to CompTIA's *Cyberstates 2019*, an annual analysis of the nation's industry published by CompTIA.

Currently, the wireless industry supports over 4.7 million jobs and contributes roughly \$475 billion annually to the American economy. The wireless companies in the U.S. will invest about \$275 billion into building the next generation of wireless networks, i.e. 5G. This investment is expected to create three million new jobs as per Accenture. For more information read these articles:

- "U.S. Wireless Industry Contributes \$475 Billion Annually to America's Economy and Supports 4.7 Million Jobs, According to New Report" <https://newsroom.accenture.com/news/us-wireless-industry-contributes-475-billion-annually-to-americas-economy-and-supports-4-7-million-jobs-according-to-new-report.htm>
- "How 5G Can Help Municipalities Become Vibrant Smart Cities, Accenture" https://www.accenture.com/t20170222T202102_w_us-en_acnmedia/PDF-43/Accenture-5G-Municipalities-Become-Smart-Cities.pdf

Succeeding at landing the right job in the tech sector that meets your career goals begins with a job search strategy. The *MMTC Jumpstart Your Tech Career Guide* provides a four-step process along with resources to help you develop and execute your tech job search strategy.

The four steps include:

- Step 1: Do relevant work.
- Step 2: Listen to the buzz.
- Step 3: Start applying.
- Step 4: Identify conferences and tech weeks to attend for training, resources, information sharing, and networking.

Each of these steps is discussed in detail below. They are not meant to be chronological. Use them according to what you need to create a cohesive process for your job search.

The *MMTC Jumpstart Your Tech Career Guide* is a living, interactive document that will be updated from time to time. If you have additional recommendations for resources, please send them to media@mmtconline.org. It will be made available on MMTC's website.

Step 1: Do Relevant Work

Just about every job description and recruiter says you “need real world experience before you apply,” but how are you able to get experience if no one will hire you to get experience in the first place?

- Find internships, externships, or fellowships while you’re still in school.
- Volunteer your time during summer and winter breaks.
- Freelance to develop your skills working on various tech jobs.
- Build your expertise with the support of free, scholarship-based, or affordable courses.
- Join local and online peer groups and attend for information sharing and networking opportunities.

Places to Look:

1) VolunteerMatch

Website: www.volunteermatch.org

Training: <http://learn.volunteermatch.org>

2) Catchafire

Website: www.catchafire.org

Training: <https://catchafireblog.org>

3) Fiverr

Website: www.fiverr.com

Training: <https://learn.fiverr.com>

Digital Skills Training and Courses (includes scholarships):

Scholarships

- Flatiron’s The Women Take Tech Initiative
<https://flatironschool.com/scholarships/women-take-tech>
- General Assembly’s Make It Happen Scholarship
<https://generalassemb.ly/apply/december-wdi-scholarship-application>
- General Assembly’s Scholarship of Partner-Supported Program
<https://generalassemb.ly/how-we-work/social-impact>

- General Assembly's Women in Tech Scholarship
<https://learn.generalassemb.ly/women-in-technology-scholarship>
- OHUB@Flatiron Scholarship
<https://flatironschool.com/the-flatiron-opportunity-scholarship>
- Scholarships at Udacity
www.udacity.com/scholarships
- Udacity and AT&T Aspire to Tech Scholarship
www.udacity.com/scholarships/att
- Women Techmakers Udacity Scholarship
www.coursera.org/specializations/google-it-support

Digital Skills Training and Courses

- AT&T Aspire Nanodegree Program, an e-learning website that offers courses in front-end web development, data analytics, iOS development and programming, and more (partners with Udacity)
www.att.jobs/nanodegree-program-provides-affordable-training-tech-jobs
- Class Central, a website offering 8,000 open online courses including business, computer science, and data science
www.classcentral.com
- Codecademy, an online website that teaches coding
www.tmcf.org/our-events/event/the-pitch-2019/17057
- Coding Opportunities for Girls and Young Women prepared by Sasha Ariel Alston, author of *Sasha Savvy Loves to Code*
www.schooltrancetests.com/2019/08/coding-career
- Comcast Internet Essentials Learning Center, a hub for finding free online tutorials and in-person classes
<https://internetessentials.com/learning>
- Coursera, a website that partners with universities and organizations to offer courses online and certificates (free to join and charges a course fee)
www.coursera.org

- Dash General Assembly, a free online course that teaches the basics of web development through projects you can do in your browser
<https://dash.generalassemb.ly>
- EdX, an open online course provider with university-level courses developed by schools, nonprofit organizations and corporations
www.edx.org
- Facebook Business, a free eLearning course series about Facebook marketing, Instagram, Audience Network, Messenger, WhatsApp, and Workplace
www.facebook.com/business/learn/courses?ref=ens_rdr
- Facebook Community Boost, a digital education and skills training program for businesses and workers
www.facebook.com/boost/events
- Flatiron School, a educational organization that teaches software engineering, computer programming, data science, and UX/UI design
<https://flatironschool.com>
- General Assembly, an education company that offers fee-based on campus and online courses on web development, data, design, business, and more
<https://generalassemb.ly>
- Google IT Support Professional Certificate
www.coursera.org/specializations/google-it-support
- Google Digital Garage
<https://learndigital.withgoogle.com/digitalgarage/courses>
- Grow with Google, a free in-person and online training site that offers technology courses and tools
<https://grow.google>
- Harvard Online Learning, a fee-based online courses on computer science, data science, and programming
<https://online-learning.harvard.edu>
- IT Career Finder, a web portal designed to help IT professionals advance their careers with certification training and job search tools
www.itcareerfinder.com/find-training.html

- Khan Academy, a nonprofit website that offers free computing courses (high school and college-level)
www.khanacademy.org/computing
- LinkedIn Learning (formerly Lynda.com), an online course website that provides career training in business software and tools, career development, marketing, and more (first month is free)
www.linkedin.com/learning/me
- Microsoft Learn, a free training series on Azure, Dynamics, PowerBI, and Microsoft 365
<https://docs.microsoft.com/en-us/learn>
- MIT OpenCourseWare (OCW), a free web-based publication of virtually all MIT course content
<https://ocw.mit.edu/index.htm>
- Opportunity Hub (OHUB), a multi-campus coworking space, tech hub and entrepreneurship incubator intentionally focused on increasing authentic diversity, equity & inclusion in the tech, startup and venture ecosystem
<http://opportunityhub.co>
- The Linux Foundation Training, a free online-learning course website that offers a range of open source topics from Linux to blockchain, networking to cloud, and everything in between
<https://training.linuxfoundation.org/resources/free-courses>
- Today at Apple, a series of free classes on coding and apps, new apple products, art and design, video, and photography that are offered at local Apple stores
www.apple.com/today
- Twitter for Business, a free resource center that provides training on how to use Twitter
<https://business.twitter.com/en/basics.html>
- Udacity, an online learning company that offers over 30 Nanodegree programs and courses in artificial intelligence, autonomous systems, business, cloud computing, data science, programming and development (fee-based)
www.udacity.com

Peer Groups:

- Meetup Groups in Local Area
www.meetup.com/find/tech
- Google's Women Techmakers
www.womentechmakers.com
- TechConneXt Facebook Group
www.facebook.com/groups/TCXCommunity
- TechFam Facebook Group
www.facebook.com/groups/TechFam/?ref=br_rs
- Techqueria: Latinx in Tech Facebook Group
www.facebook.com/groups/techqueria
- Black Tech Women Facebook Group
www.facebook.com/blacktechwomen
- Women Who Tech Facebook Group
www.facebook.com/groups/womenwhotech
- Lesbians Who Tech & Allies Baltimore Facebook Group
www.facebook.com/groups/leswhotechbaltimore
- Lesbians Who Tech & Allies DC Facebook Group
www.facebook.com/groups/287015501485299
- Lesbians Who Tech & Allies LA Facebook Group
www.facebook.com/groups/LWTLosAngeles
- LGBTQ Tech Facebook Group
www.facebook.com/groups/573794533011112

Podcasts:

- **Be Bitwise Podcast:** Features discussions that encourage more people of color and women to enter the field of technology.
<https://podcasts.apple.com/us/podcast/be-bitwise/id1394078406?mt=2>

- **Blacks in Tech Podcast:** Features discussions about career opportunities and diversity and inclusion for African Americans in the tech field.
<https://podcasts.apple.com/us/podcast/bit-blacks-in-technology/id1030047697>
- **Black Tech Unplugged Podcast:** Features stories about Blacks in tech.
<https://blacktechunplugged.com>
- **Good Byte Ventures' Tech Forward Podcast:** Features discussions about the role of diversity and inclusion in the technology and media industries in the U.S. and beyond.
<https://goodbyteventures.com/tech-forward-podcast>
- **IT Career Energizer Podcast:** Features discussions on how to start a career in information technology.
<https://itcareerenergizer.com>
- **Latinos in Tech Podcast:** Features interviews with Latinos who work in STEM.
<https://podcasts.apple.com/us/podcast/latinos-who-tech/id1457481391>
- **Professional Development for Women and Minorities Podcast:** Features interviews with leading corporate and agency executives.
<https://player.fm/series/professional-development-for-women-and-minorities>
- **Tech Inclusion Podcast:** Features discussions with change makers, diversity and inclusion leaders, and innovators driving diversity and inclusion in the tech ecosystem and beyond.
<https://changeecatalyst.co/podcast>
- **The Women in Tech Show: A Technical Podcast:** Features technical interviews with prominent women in technology.
<https://player.fm/series/1300413>
- **WashingTECH Tech Policy Podcast:** Features tech law and policy news and interviews.
www.iheart.com/podcast/53-washingtech-tech-po-28387708

Step 2: Listen to the Buzz

Pay attention if various lists, forums, and magazines for best companies to work for according to minority or women-owned businesses appear regularly in your online search and discussions. That means there is buzz!

In addition, various federal agencies have identified the need for shaping up the future of workforce and have promoted initiatives and programs. Check out the resources below.

Places to Look:

- The Federal Communication Commission created the “Broadband Infrastructure Deployment Job Skills and Training Opportunities” Working Group to improve job skills training and development opportunities the broadband infrastructure deployment workforce.
<https://docs.fcc.gov/public/attachments/DA-19-432A1.pdf>
- The U.S. Department of Labor promotes creating new career paths in various industries including Information Technology and Communication through Apprenticeship models.
www.dol.gov/apprenticeship
- The National Science Foundation (NSF) has included “Future of Work at the Human-Technology Frontier” as one of the 10 Big Ideas for Future NSF Investments.
www.nsf.gov/eng/futureofwork.jsp
- The National Urban League has a dedicated website on Apprenticeship programs that explains how you can get connected with its participating affiliates.
<http://uajp.iamempowered.com>
- National Minority Supplier Development Council
www.nmsdc.org/Facts-and-Figures.pdf
- Black Enterprise
www.blackenterprise.com/wp-content/static/lists//50bestfordiversity-2017/index.html
- Break Into Tech, The Step-By-Step Path To a Great Tech Job
www.breakinto.tech/get-course

- Forbes List of Helpful Sites For Finding Jobs in Tech
www.forbes.com/sites/laurencebradford/2016/10/24/helpful-sites-for-finding-your-next-tech-job/#5466a1a6b9d6
- AnitaB.org's Top Companies for Women Technologists
<https://anitab.org/accountability/top-companies>

Top Companies to Work For:

- 1) Apple
Website: <https://www.apple.com>
Opportunities: <https://www.apple.com/jobs/us>
Supplier Diversity: www.apple.com/procurement
- 2) AT&T
Website: <https://www.att.com>
Opportunities: <https://www.att.jobs>
Supplier Diversity: www.attsuppliers.com/sd/business.aspx
- 3) Charter Communications, Inc.
Website: <https://www.spectrum.com>
Opportunities: <https://jobs.spectrum.com>
Supplier Diversity: <https://jobs.spectrum.com/diversity-and-inclusion>
- 4) Comcast
Website: <https://corporate.comcast.com>
Opportunities: <https://jobs.comcast.com>
Supplier Diversity: <http://corporate.comcast.com/our-values/diversity-inclusion/supplier-diversity>
- 5) Facebook
Website: www.facebook.com
Opportunities: www.facebook.com/careers
- 6) Google
Website: <https://google.com>
Opportunities: <https://careers.google.com/jobs>
Supplier Diversity: www.google.com/diversity/suppliers

- 7) Microsoft
Website: <https://microsoft.com>
Opportunities: <https://careers.microsoft.com/us/en>
Supplier Diversity: www.microsoft.com/en-us/procurement/diversity-overview.aspx
- 8) T-Mobile
Website: www.t-mobile.com
Opportunities: www.t-mobile.com/careers
Supplier Diversity: www.t-mobile.com/our-story/working-together/suppliers/supplier-diversity
- 9) Twitter
Website: <https://twitter.com>
Opportunities: <https://careers.twitter.com/en.html>
- 10) Uber
Website: www.uber.com
Opportunities: www.uber.com/us/en/careers
- 11) Verizon Communications, Inc.
Website: www.verizon.com
Opportunities: www.verizon.com/about/careers
Supplier Diversity: www.verizon.com/about/our-company/supplier-diversity
- 12) Adams Communication & Engineering Technology Inc.
Website: www.adamscomm.com
Opportunities: www.adamscomm.com/careers
- 13) Agilent Technologies
Website: www.agilent.com
Opportunities: www.agilent.com/univ_relation/index.shtml
- 14) Earl G. Graves Ltd.
Website: www.blackenterprise.com
Opportunities: <https://jobs.blackenterprise.com/jobs/telecommunications-0856613-b>
- 15) Harpo Inc.
Website: www.oprah.com
Opportunities: <http://careers.own.tv>

- 16) Trillion Communications Corp.
Website: www.trillionusa.com
Opportunities: www.trillionusa.com/careers
- 17) Urban One Inc.
Website: <https://urban1.com>
Opportunities: <https://urban1.com/careers>
- 18) W3R Consulting
Website: www.w3r.com
Opportunities: www.w3r.com/careers
- 19) World Wide Technology Inc.
Website: www.wwt.com
Opportunities: www.wwt.com/careers/internship-program
- 20) AECOM Technology
Supplier Diversity: www.aecom.com/small-businesssupplier-diversity
- 21) Dell Technologies
Supplier Diversity: www.dell.com/learn/ee/en/eecorp1/cr-supplier-diversity-stds?s=corp
- 22) IBM
Website: www.ibm.com
Supplier Diversity:
www.ibm.com/ibm/responsibility/2015/supply_chain/supplier_diversity.html
- 23) Intel Corp.
Website: www.intel.com
Opportunities: www.intel.com/content/www/us/en/jobs/jobs-at-intel.html
Supplier Diversity: <https://supplier.intel.com/static/supplierdiversity>
- 24) Johnson Controls
Supplier Diversity: www.johnsoncontrols.com/suppliers/supplier-diversity

Step 3: Start Applying

With some experience under your belt, start applying to your dream job but first, market yourself and help employers find YOU! Here's a good article to get you going: www.themuse.com/advice/no-coding-skills-no-plan-to-pick-them-up-you-can-still-land-an-awesome-tech-job.

Where to Start:

- LinkedIn: www.linkedin.com
- Indeed: www.indeed.com
- Dice: www.dice.com/jobs
- Hired: <https://hired.com>
- Underdog.io: <https://underdog.io>
- TripleByte: <https://triplebyte.com>
- The Muse: www.themuse.com
- Product Hunt: www.producthunt.com/jobs
- AngelList: <https://angel.co>
- Hire Tech Ladies: <https://new.hiretechladies.com>
- PowerToFly: <https://powertofly.com/jobs>
- GitHub: <https://jobs.github.com>
- Women in Technology: <https://womenintechnology-jobs.careerwebsite.com>
- People of Color in Tech: www.pocitjobs.com
- Diversity in Tech: www.diversifytech.co
- Women 2.0's Lane: <https://lane.women2.com>
- Limbo: www.limbo.io

- WomenHack: <https://womenhack.com>
- Nonprofit Technology Network: www.nten.org/jobs
- Blacks in Technology: www.blacksintech.net/jobs-board
- Latinas in Tech Career Hub: www.latinasintech.org/news
- BDPA's IT Diversity Careers: www.itdiversitycareers.com
- Wonder Women Tech: <https://wonderwomentech.com/wwtjobs>

Step 4: Identify Conferences and Tech Weeks to Attend for Training, Resources, Information Sharing, and Networking.

LGBTQ Tech Conferences and Events:

- Lesbians Who Tech and Allies San Francisco Summit
<https://lesbianswhotech.org/sanfrancisco2019>
- Out in Tech Events (various cities)
<https://outintech.com/events>
- Out to Innovate™ Summit for LGBTQ+ People in STEM
www.noglstp.org/outtoinnovate
- TransTech Social Summit
www.transtechsocial.org/summit

People of Color Tech Conferences and Fairs:

- AFROTECH Conference
<https://experience.afrotech.com>
- blackcomputHer Conference (for Black women and girls in STEM)
<https://blackcomputeher.org/blackcomputeher-2019>
- BDPA Annual Technology Conference
www.bdpa.org/events/EventDetails.aspx?id=1140077
- Blacks in Tech Conference
<http://bitcon.tech>
- Black Women Talk Tech
www.blackwomentalktech.com
- DisruptIndy – Midwest Tech Diversity Summit
<http://disruptindy.com>
- HUE Tech Summit (women of color)
<https://huetechsummit.com>
- Latin Tech Conference
<https://latintech.io>

- Latinas in Tech Silicon Valley Summit
www.latinasintech.org/summit
- LULAC Latinx Tech Summit
www.latinxtechsummit.org/home
- National Association of Black Engineers Annual Convention
<http://convention.nsbe.org>
- Project NorthStar Conference
www.northstarphl.com
- REFACTR.TECH
<http://refactr.tech/index.html>
- TechConneXt
www.blackenterprise.com/techconnect
- Tech Inclusion Career Fair
<https://techinclusion.co/career-fair>
- The Black is Tech Conference
<http://blackistechconference.com>

Women in Tech Conferences:

- AnitaB.org's Grace Hopper Celebration
<https://ghc.anitab.org>
- Global Tech Women's Voices Conference
www.globaltechwomen.com/voices-global-conference.html
- Tech Women Rising Conference
<http://techwomenrising.org>
- Women of Silicon Valley Conference
www.womenofsiliconvalley.com
- Women in Tech Festival
<https://siliconvalleyforum.com/women-in-tech-festival>

- Women in Technology Summit
www.witi.com/conferences/2019/summit
- Women in Tech Summit (regional locations)
<https://womenintechsummit.net>
- Wonder Women Tech Summit (regional locations)
<https://wonderwomentech.com/conferences>

Tech and StartUp Conferences:

- Nonprofit Technology Network's Annual Nonprofit Technology Conference
www.nten.org/ntc
- Startup Grind Global Conference
www.startupgrind.com/conference
- SXSW
www.sxsw.com
- TechDay NY
<https://techdayhq.com/new-york>

Tech Weeks:

- Atlanta Black Tech Week
<https://atlantablacktechweek.org/home>
- Blacktech Week (Miami)
<http://blacktechweek.com>
- DC StartUp Week
<https://dcstartupweek.org>
- Empire Startups New York FinTech Week
<https://empirestartups.com/events/ny-fintech-week-2019>
- Glendale, CA Tech Week
www.glendaletechweek.com
- OHTec Week
www.techweekneo.com

- Philly Tech Week
<https://2019.phillytechweek.com>
- Techstars Startup Weekend (multiple locations)
www.techstars.com/startup-week

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