



TECH
TALENT
EXCHANGE



A REGIONAL LABOR MARKET INITIATIVE

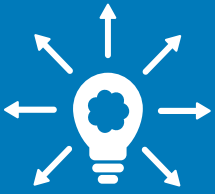
Inclusively connecting underrepresented talent to technology employers

TTX provides access and connections to careers

 [TECHTALENTEXCHANGE.ORG](https://techtalentexchange.org)

SUPPORTED BY:





BI-COASTAL WORKFORCE ALLIANCE

Bi-Coastal Workforce Alliance is a non-profit 501c3 organization focused on employment procurement assistance and job training. Founded in 2019, BICWA is headquartered in Cambridge, Massachusetts and brings together experts from all over the United States.



Bringing Together Three Hubs of Innovation

BICWA brings together leaders from three North American innovation hubs - Boston, Silicon Valley and Vancouver - who have joined to share best practices around how best to revamp the workforce system for an increasingly mobile economy characterized by fast-shifting skill demands and relentless technological change. They are bringing together great ideas and new programs to address equity in the technology sector.

BOARD



RON MITCHELL PRESIDENT

Ron is a recognized leader in the area of career & entrepreneurial development, and a regular contributor to national media outlets. Ron has founded three ventures in the career development space including Virgil, Career Core and the AlumniAthlete Network.



MARYBETH CAMPBELL TREASURER

Marybeth Campbell is the Executive Director of Worcester Community Action Council, Inc. (WCAC), the antipoverty agency serving Greater Worcester and South Worcester County in Massachusetts. She serves as the treasurer of BICWA and is an advocate for workplace inclusion.



PHILIP JORDAN CLERK

Philip Jordan is Vice President of BW Research and Executive Director of the Economic Advancement Research Institute (EARI). He has led extensive economic and workforce research of clean energy industries across the nation, including the annual U.S. Energy & Employment Report.



ALYSIA ORDWAY DIRECTOR

Alysia is Employee Engagement Director for the Boston Private Industry Council, where she helps people expertly navigate their interests is the best way to find a fulfilling learning experience. She serves as a director for BICWA and believes in gender equity as core to diversity.



KRIS STADELMAN DIRECTOR

Kris has been a leader in Workforce Development for three decades in four states. She is currently the Executive Director of the NOVA Workforce Investment Board in the Silicon Valley; she was the previous CEO of the Workforce Development Council of Seattle-King County, Washington.



LUTHER JACKSON DIRECTOR

Luther is NOVA Workforce Development Manager, specializing in Silicon Valley labor market research and analysis. Luther works with BICWA on a variety of issues in his capacity as a director and brings decades of experience in the tech sector as he contributes to BICWA programs.



KAITLYN BEAN DIRECTOR

Kaitlyn is Senior Program Officer, Skillworks, at the Boston Foundation. She supports organizations and initiatives that strive to reduce barriers and improve the amount and quality of services and pathways to success for disadvantaged and under-served groups in society.



WHAT WE DO

- ✔ **Gather technology focused employers from across sectors like FinTech and banking; cybersecurity; and government services**
- ✔ **Provide experiential and virtual ways to engage and connect**
- ✔ **Provide clear and focused skill assessment**
- ✔ **Offer employers a rich and talented pool of potential hires.**



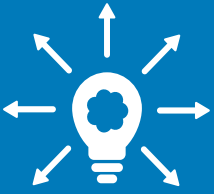
TTX is a regional labor market initiative that provides access to modern technology careers. We seek to help fix an inefficient system that relies on imperfect proxies and personal relationships in the absence of better systems of talent procurement. Those proxies not only lack inclusivity, they leave many talented people on the sidelines. Through in-depth assessment, development of interpersonal relationships, coaching, networking, and employer engagement, TTX helps to identify, assess, train and connect talented workers to jobs in the tech economy in ways that do not rely on inherent biases that restrict the talent pool and result in fewer opportunities for women, people of color, and older workers. It is a talent solution that develops newer, better proxies for employers that are also not biased against underrepresented populations.



How TTX Works

While designed as a portable pop-up facility capable of moving to communities throughout the region, TTX will be a virtual and physical destination where tech-focussed job seekers have access to:

- Curated personal networking opportunities through small “success teams,” employer employment presentations and domain-focussed meetup groups.
- Training in networking, personal branding, problem-solving and other career navigation skills.
- Skill and career assessments.



INITIAL TTX PARTNERS



Info or quote goes here

VIRGIL

Info or quote goes here



Info or quote goes here



TTX Connects & Fast-Tracks

Tech Talent Exchange (TTX) is the workforce equivalent of a Greater Boston town square, a virtual and physical hub where job seekers from diverse backgrounds meet to fast-track their tech careers through professional networking, employer connections and skill assessment and training.

Key TTX personnel are a site manager and dream coaches.

The manager is responsible for working collaborative with community-based organizations to ensure that TTX complements and supplements existing resources and fulfills its mission as a workforce and economic development catalyst.

The dream coach is “the hub of the hub,” a matchmaker who leverages a detailed knowledge of industry demands, familiarity with existing community resources and job seeker strengths and interests.

GET INVOLVED

Tech Talent Exchange (TTX) is an exciting new initiative of the **Bi-Coastal Workforce Alliance (BiCWA)**. Strategically headquartered at the Link in Kendall Square, Cambridge, TTX provides key linkages among job seekers, employers, and training providers. The talent development system for tech careers is disjointed. Let's create alternatives. *We intend to convene in smaller cities and rural hubs across the U.S. in coming months.*

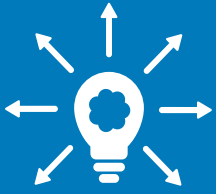


Mission Support & Collaboration



Mission Advice & Targeting





LEVELS OF PARTICIPATION

TIER 1: INVESTED PARTNER

- End user
- Funder

What you get

- Economic participation
- Attribution

TIER 2: COLLABORATOR

- Advocates
- Contributes to crafting solutions and vision
- Host Site
- Market Intelligence

What you get

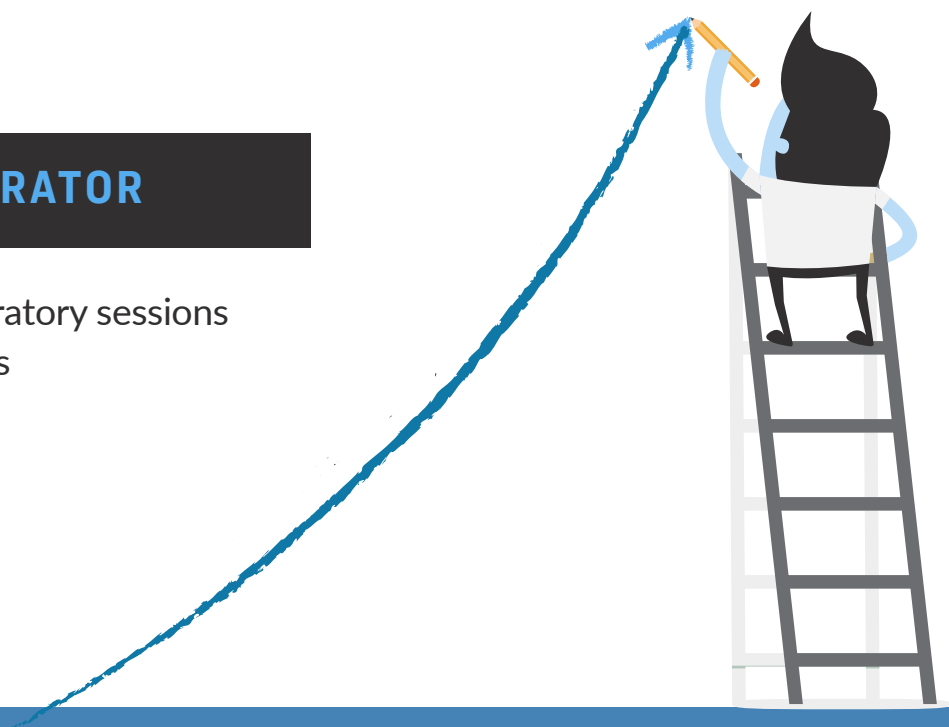
- Recognition

TIER 3: COOPERATOR

- Participant in exploratory sessions
- Makes introductions

What you get

- Information/data
- Access to events





WHAT'S NEXT?

The site manager and TTX team will partner with community-based organizations and educational institutions to identify and recruit job seekers who are best suited to benefit from TTX.



Outreach

Trgeted outreach to tech students and alumni from historically underrepresented populations.



Solutions

Traditional workforce institutions that were designed for the industrial era cannot keep pace. That's where TTX comes in



Impact

Tech employers with growth opportunities are stymied by a global war for top-flight talent to fill needs. TTX will match employers to talent.



Growth

TTX will coninue to grow in under-served regions, whether in a storefront or on an upper floor of a community-based agency.





CONTACT US TO LEARN MORE

Tiffany Shackelford
tiffany@mgstrategy.design
703.799.2996

TechTalentExchange.org

