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:


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](http://www.volunteermatch.org)
   Training: [http://learn.volunteermatch.org](http://learn.volunteermatch.org)

2) Catchafire
   Website: [www.catchafire.org](http://www.catchafire.org)
   Training: [https://catchafireblog.org](https://catchafireblog.org)

3) Fiver
   Website: [www.fiverr.com](http://www.fiverr.com)
   Training: [https://learn.fiverr.com](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](https://flatironschool.com/scholarships/women-take-tech)

- General Assembly’s Make It Happen Scholarship  

- General Assembly’s Scholarship of Partner-Supported Program  
• 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

• Codeacademy, 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.schoolentrancetests.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

• 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_r

- 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.
• **Blacks in Tech Podcast**: Features discussions about career opportunities and diversity and inclusion for African Americans in the tech field.  

• **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.  

• **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://changecatalyst.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 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


- 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

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

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

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

22) IBM
   Website: www.ibm.com
   Supplier Diversity:

23) Intel Corp.
   Website: www.intel.com
   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://newhiretechladies.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.blacksintechology.net/jobs-board
- 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/techconnext

• 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://womenintechnetsummit.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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- Salem Media Group
- Solutions4Change, LLC
- Starz
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