



TechHire Nebraska:

Phase I – Pilot Project

PILOT PROJECT SUMMARY

National TechHire Initiative: TechHire Nebraska

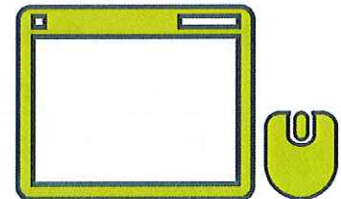
- TechHire Nebraska Steering Committee

Provide accelerated IT training to non-traditional IT candidates

- Recruitment
- Screening
- Assessment
- Training
- Placement

Senior-level IT mentoring for each TechHire participant

- Technical
- Professional



TechHire GOALS

Build IT pipeline to fill gap (open IT positions vs. IT graduates)

- By 2020, open IT positions will outnumber IT grads by 1 million, US-wide¹

Fill gap with lower cost resources at entry level

- Central Nebraska:
\$35,000-\$40,000 vs \$44,000-\$48,000 for degreed, entry-level IT
- Boost medium income for non-traditional candidates



¹ (CEB Employer Playbook: Best Practices and Tools to Recruit Technology Talent from Non-traditional Sources. (2015))

XPANXION'S ROLE

Paul Eurek and Dan Hoffman – White House panel discussions

- 9-year model for recruiting, assessing, training, and placing non-traditional candidates
- Four Xpanxion employees on TechHire Nebraska Steering Committee

Outcome

- Multiple non-traditional candidates to begin IT career
 - Quality Assurance
 - Technical Support
 - Database Administration
 - Automation Testing



PARTNER COMPANIES

Partners = program success

- Commit to mentoring TechHire participants during training
 - Specific domain knowledge
- Commit to hiring TechHire graduates after 90/120-day training

Revise hiring practices for entry-level IT positions

- TechHire supplies non-traditional candidates to begin IT career
 - Quality Assurance
 - Technical Support
 - Database Administration
 - Automation Testing



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BENEFITS TO PARTNER COMPANIES

Dedicated entry-level employees

- Non-traditional employees: more likely to appreciate opportunity
 - Lower attrition rates
- Traditional IT grads: tend to “follow the money”
 - High replacement cost

Lower cost entry-level IT employees

- Recruitment cost absorbed in TechHire program
- Salary competition for degreed IT candidates



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CASE STUDY

Two of the four Pilot Phase participants placed with billable clients within three weeks of graduating the program

- Clients: Cardlytics, MagMutual

Mentorship helped to prepare participants'

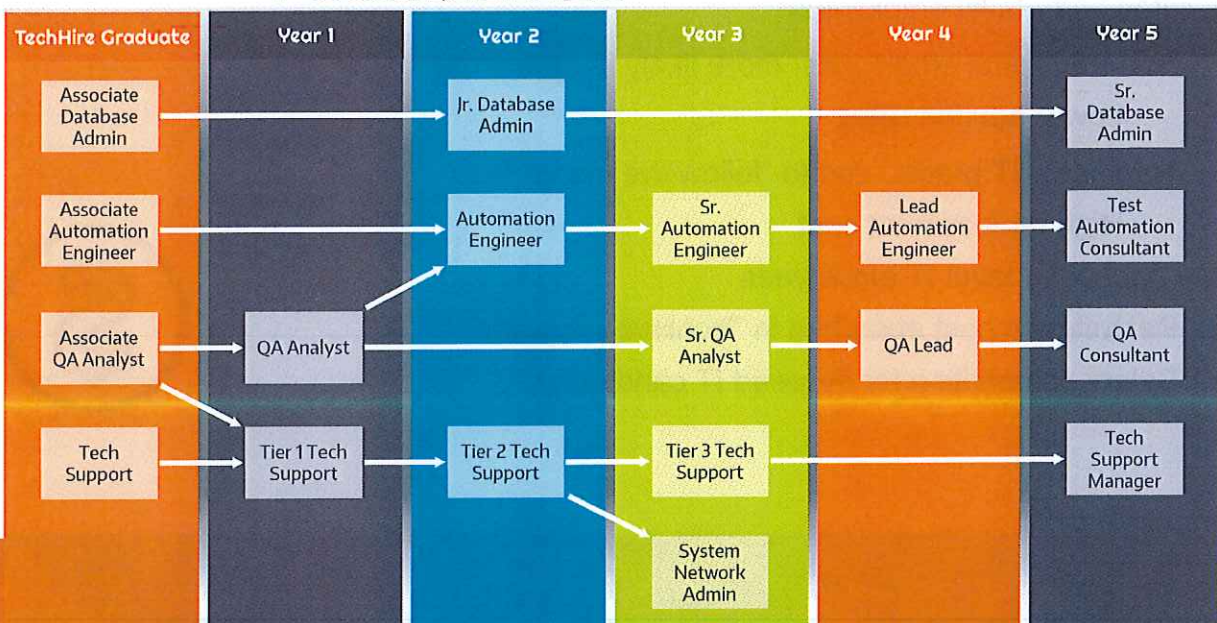
- Client domain knowledge
- Professionalism



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TECHNOLOGY CAREER PATH POSSIBILITIES



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