



RITE 2.0 and *Shaping the Future of the IT Workforce* Strategic Planning Process
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KEY TAKE-AWAYS FROM HIGH SCHOOL PARTNERS MEETING – MARCH 28, 2017

Students have poor understanding of the IT industry workforce, career options, and what jobs in IT looks like and require. **[Students have poor understanding of IT]**

While there are exceptions, High Schools lack Computer Science and IT courses. **[High Schools lack Computer Science and IT courses]**

High School teachers and counselors lack training and experience in CS/IT don't understand NEO's need for a trained work force and what local companies are hiring IT professionals, and are not able to guide students into the field. **[Teachers/Counselors lack IT experience/training]**

Students, parents, teachers, and counselors don't understand NEO's need for a trained work force and what local companies are hiring IT professionals. **[Parents and students have a poor understanding of NEO's IT workforce needs]**

Limited time/money investment and industry involvement/internships results in very few IT experiential learning opportunities in K-12, especially in the earlier grades. **[Lack of experiential learning opportunities]**

While there are some exceptions, most schools need more industry/real-world experiences but lack the personnel/budget/capacity to sell, design/build and sustain industry partnerships **[Lack of sustained industry partnerships]**

Parents do not understand NEO's need for a trained work force and what local companies are hiring IT professionals, and the career opportunity that IT can provide for their children, and are instead reinforcing stereotypes that dissuade their children from pursuing careers in IT. **[Parents are not advocating IT careers]**

Female and minority students lack role models and don't see themselves as fitting in to IT courses, social groups, and work places. **[Women/minorities lack role models in IT]**

Efforts to promote IT careers focus too much on salary and career pathways but not on ability to make an impact on society. [Promotion focuses on IT salaries and career, not on impact on society]

While some students leave NEO to "escape" or "see the world", many urban youth would prefer to stay in NEO. **[Many urban youth would like to stay in NEO]**

Student believe they can only have successful IT careers in California-based “IT companies” like Google, Amazon, or Apple. **[Students don’t understand the possibility an IT career in non-IT companies]**