2023 ACCESS TECH
INTERNSHIPS AND JOBS PROGRAM

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AMERICA ON TECH
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**AMERICA ON TECH**
Established in 2014, America On Tech (AOT) is an award-winning nonprofit organization on a mission to decrease the racial wealth gap by increasing equitable pathways for underestimated students into degrees and careers in technology.

AOT runs technology courses for underestimated students to ensure their success in the innovation economy. Our courses focus on building their skills in areas such as web development, mobile development, UX design, data science, product management, and digital marketing. Students in our programs are paired with mentors, receive professional development and gain access to paid employment opportunities.

3,500+ Students Reached
100+ High School Partners
100+ Corporate Partners
1000+ Volunteers Enrolled
85% Alums in Tech Jobs/CS Degrees

Our work has received national media attention in Forbes, CNN, TechCrunch and other publications for its resounding success in developing diverse tech talent pipelines.
AOT students are not only equipped with technology skills - they are mature, driven, and excited to learn! By the end of AOT’s programs, students participate in:

- Robust coding lessons taught by experts in the field, followed by a deep dive into their chosen specialty area (advanced web development, UX design, digital marketing, product management, or data science), totaling more than 160 hours of instruction
- Career-focused engagements that provide mentorship from leaders at top tech companies
- 5 Professional Development Days to create a resume, practice interviewing, and learn professional skills for successful hands-on opportunities in the workplace

AOT has seen incredible results among our students, diversifying college technology programs - and ultimately the tech career field - nationwide.

“I joined America On Tech’s Tech Flex Leaders program in my senior year of high school, after trying out several different hobbies and career paths. The minute I started coding, that’s when I knew what my future would be. I will be majoring in Software Development in college, and without AOT, I would not have had the means or connections to make this happen.

- AOT Alumna Erhuwuu Odjegba

85% of students identify as Black/Latinx
56% of students identify as women or gender non-conforming
550+ students are currently enrolled in AOT programs
150+ alums slated to finish college by May 2023
85% of alums study tech fields in college and enter tech careers
America On Tech’s Access Tech Program provides 16-24 year olds with a game-changing opportunity to put the skills they have learned in our technology training programs and through their college coursework into real-life work experiences with technologists in the field. The program primarily aims to place students in the following areas:

- Software Engineering and Web Development
- User Experience and User Interface Design
- Project and Product Management
- Digital and Social Media Marketing
- Data Science and Analytics

Access Tech is comprised of two pillars:

- A formal, 6-week long internship program over the summer for high school students and college-aged alumni
- Year-round partnerships with companies looking to bring on college interns and full-time hires

Our past Access Tech hosts have been leading companies and organizations who are committed to creating pathways for young people into degrees and careers in technology. Select companies with which our students have obtained employment are listed below:

- Accenture
- Anteriad
- Apartment Therapy
- Bank of America
- BNY Mellon
- BlackRock
- ChaShaMa
- Codecademy
- Communitas America
- Con Edison
- Deutsche Bank
- Guardian Life Insurance
- Interactive Advertising Bureau
- Morgan Stanley
- NBCUniversal
- PureWow / Gallery Media Group
- Red Beach Advisors
- Sapphire Digital / Zelis
- Teikametrics
- Warby Parker
- Workopti
- YWCA of the City of New York

AOT was a super helpful resource to connect my organization with eligible and knowledgeable intern candidates. The intern was well-prepared and professional due to the training and preparation of AOT programs.

- Summer 2022 Internship Partner Zoe Rabinowitz, Yaa Samar! Dance Theatre
Summer internships with America On Tech high school students are the most impactful way to transition students from their training programs to tech careers, and provide an invaluable way for employers to give back while discovering diverse new talent.
SUMMER INTERNSHIPS

COMMITMENTS AND EXPECTATIONS: SUMMER 2023

Step 1: Confirm your participation in the program by April 14, 2023* using this form
- Confirm you can host at least 2 interns (our hiring recommendation) for 25 hours/week from July 2023 - August 2023 and indicate an in-person, virtual, or hybrid format
- Confirm you can pay each intern at least $18/hr for their internship OR indicate interest in the NYC DYCD funding stream, which provides payment to the interns directly through an application and approval process at no cost to your company/organization
- Confirm a tentative summer project for the interns and an employee point of contact/manager for the interns

Step 2: Submit a final job description and project for the intern(s) by May 12, 2023
- Submit forms to America On Tech describing 1) the internship position and 2) the internship project

Step 3: Review candidates and select for interviews and position(s) by June 2023
- Review candidate resumes to select at least 2 students per position for interviews with your team, followed by hiring decisions

Step 4: Attend two, 1-hour on-boarding sessions in June 2023
- Have internship point of contact attend a partner on-boarding session (hybrid or virtual)
- Schedule an office tour (if applicable) and meet and greet with your intern(s) and team

*While April 14 is the priority deadline, we confirm partners on a rolling basis as early as December 2022 and can discuss confirmations after April 14 based on your company’s situation. We encourage submission of your confirmation form ASAP, especially if pursuing the city subsidy funding!
1) For companies who wish to hire our 18-24 year old alumni for summer internships with the same format and level of AOT support as described previously for high school interns, we are happy to do so, as long as you are able to pay those interns directly from your budget. *We would follow the same timeline and touchpoints on the previous page.*

2) We have also seen how effective our summer internship offerings have been at preparing our alumni for full-time tech careers. As a result, we have extended our placements to include year-round internships and full-time roles for current college students and college graduates, where available.

We work with company partners to both develop an AOT pipeline for their existing roles as well as specifically tailor new roles for AOT alumni. *Please see the following two pages for details.*
YEAR-ROUND ALUMNI (18-24 YEAR OLDS) INTERNSHIPS

COMMITMENTS AND EXPECTATIONS

Step 1: Schedule a planning call with our Internship & Alumni Relations team
• Align on internship role(s) and hiring timeline
• Confirm you can pay alumni at least $20/hr, and confirm an employee point of contact/manager

Step 2: Submit a job description and project
• Submit internship documents to America On Tech describing 1) the internship, including any specific prerequisites or qualifications, and 2) the internship project, if applicable

Step 3: Review candidates and select for interviews and position
• Review candidate resumes, select candidates for interviews, and make final hiring decisions
Having begun our work with NYC students in 2014, America On Tech is thrilled to see more and more of our program alumni graduating college and/or preparing to enter the tech career field every year. We look forward to partnering with companies and organizations interested in hiring our alumni into specialized entry-level tech roles.

What AOT can offer companies who hire our alumni:

- A tech talent pool of 100 alumni who have already graduated college as of Fall 2022 and an additional 100 alumni who will have graduated college by May 2023
- The opportunity to work with you to specifically craft new opportunities based on your business needs and the incredible talents of our alumni base
- A wealth of tech job descriptions and templates to assist industry partners in designing their roles
- AOT staff members to serve as internal recruitment experts, organizing candidate materials and helping to schedule interviews
- An additional support system for early career hires as they navigate the ins and outs of their first full-time employment
- Ongoing professional development and networking for our alumni as they launch their careers
- An unlimited pipeline of future hires, as we continue to bring more and more students into our programs every year

I've been floored by the quality of talent coming through the program and had the pleasure of bringing AOT interns onto my team at a previous company. We stayed in touch until recently when they graduated from college and I found myself in a position to hire a full-time employee – the first person I had in mind was my AOT intern. Now, Yadira is working alongside me and impressing the company left and right. AOT's dedication and brilliant programming helped her grow into a superstar and we're hoping to bring on more interns this coming summer, under her guidance!

- Hiring Partner Jince Kuruvilla, Olo
Our AOT alumni are supremely talented and will contribute high quality work to any team or project they join. In addition to this, hiring our alumni offers many benefits to hiring partners:

**Corporate Citizenship Agenda**
Contributes to your company’s corporate citizenship agenda and helps raise further awareness of your company as a lead technology innovator in the country.

**Diversity & Inclusion**
Drives your company’s inclusion and diversity agenda with our strong focus on building long-term, diverse tech talent pipelines available for hire through internships and jobs.

**Volunteer & Employee Engagement**
Provides a robust, skills-based volunteering opportunity for your employees that helps inspire work culture through meaningful engagement.

**Brand Activation & Marketing**
Provides an opportunity for your company’s brand to be highlighted during important industry events and other online / digital campaigns.
OTHER WAYS TO GET INVOLVED WITH AOT

BECOME A CORPORATE PARTNER
For information about how to broadly partner with AOT, please visit our website and contact hello@americaontech.org

BECOME A VOLUNTEER
For information on how to volunteer (individually or as an employee group) with our programs throughout the year, visit: americaontech.org/volunteer

DONATE TO OUR PROGRAMS OR EVENTS
For information on how to donate to our programs and support our students, visit: americaontech.org/donate

CONTACT US
For information on how to contact us, click the social media icons below or visit: americaontech.org/contact

www.americaontech.org
SIGN-UP FOR INTERNS TODAY AT:
AMERICAONTECH.ORG/INTERNSHIPS

FOR MORE INFORMATION:
HELLO@AMERICAONTECH.ORG

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