2024 ACCESS TECH

INTERNSHIPS AND JOBS PROGRAM

POWERED BY:

AMERICA ON TECH

WWW.AMERICAONTECH.ORG/INTERNSHIPS

WHO WE ARE

AN EARLY PIPELINE TECH TALENT ACCELERATOR

Established in 2014, America On Tech (AOT) is an award-winning nonprofit on a mission to decrease the racial wealth gap by increasing equitable pathways for underestimated students into degrees & 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, 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.

Our work has received national media attention in Forbes, CNN, TechCrunch and other publications for its resounding success in developing diverse tech talent pipelines.

100+	500+	85%	56%	550+	450+	85%
Corporate Partners	High School Partners	of students are Black / Latine	students are women or non-conforming	students currently in AOT programs	AOT college grads by May 2024	alums in tech majors or careers

OUR STUDENTS

IMPACT HAS REACHED OVER 5,000 YOUNG PEOPLE ACROSS NYC, LA, AND MIAMI

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

> "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 Erhuvwu Odjegba

AOT's students have had incredible results, diversifying college tech programs - and ultimately the field - nationwide.

COMMITMENT TO DIVERSITY

BENEFITS TO HIRING PARTNERS

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.
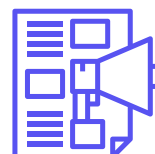
Volunteer & Employee Engagement

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.

SIGN-UP TO HIRE AOT ALUMNI TODAY AT:
AMERICAONTECH.ORG/INTERNSHIPS

*This packet focuses on NYC-area AOT alumni, who can work in a virtual format anywhere in the US.
To inquire about LA-area alumni who may be able to work in-person, please reach out to selene@americaontech.org.*

ACCESS TECH

PAID SUMMER PROGRAM FOR 16 - 24 YEAR OLDS

AOT's Access Tech Program provides 16-24 year olds with a game-changing opportunity to put the skills they have learned in our tech programs and through their college coursework into real-life work experiences. 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 summer internship program 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 partners have been leading companies and organizations committed to creating pathways for young people into degrees and careers in technology. Select partner companies are listed below:

- **Accenture**
- **Anteriad**
- **Apartment Therapy**
- **Bank of America**
- **BNY Mellon**
- **BlackRock**
- **ChaShaMa**
- **Codecademy**
- **Con Edison**
- **Deutsche Bank**

- **Interactive Advertising Bureau**
- **Morgan Stanley**
- **NBCUniversal**
- **Open Market by Pointedspaces**
- **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 2023 Internship Partner Zoe Rabinowitz, Yaa Samar! Dance Theatre*

COMMITMENTS AND EXPECTATIONS: SUMMER 2024

Step 1: Confirm your participation in the program by April 15, 2024* [using this form](#)
- Confirm you can hire at least 2 interns (*our hiring recommendation*) for 25 hours/week from July 2024 - August 2024 (can be in-person in NYC, virtual, or hybrid format)
- Confirm you can pay interns at least $16/hr **OR** join our **WAITLIST** for the NYC DYCD subsidy program, which pays interns directly, at no cost to you. You can also plan a hybrid model to allow for more hours or weeks!
- 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 10, 2024
- Submit forms to AOT describing 1) the internship position and 2) the project. The sooner, the better!

Step 3: Review candidates and select for interviews and position(s) by June 2024
- Review candidate resumes to select at least 2 students per position for interviews with your team

Step 4: Attend two, 30-minute on-boarding sessions in June 2024
- Have a team member attend a virtual onboarding session with AOT
- Schedule an office tour (if applicable) or virtual meet and greet with your intern(s) and team

*While April 15 is the final deadline, we confirm partners on a rolling basis as early as December 2023 and can add you to a waitlist after April 15. We encourage submission of your confirmation form ASAP, especially if hoping to secure subsidy funding!

YEAR-ROUND ALUMNI INTERNSHIPS (18-24 YEAR OLDS)

COMMITMENTS AND EXPECTATIONS

Many companies are interested in hiring our 18-24 year old alumni for longer, more advanced summer internships with a similar level of AOT support as described previously for entry level interns. We are happy to support your search, as long as you are able to pay those interns directly from your budget.

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 AOT 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

COMMITMENTS AND EXPECTATIONS

HIRING AOT ALUMNI FULL-TIME

Having begun our work with NYC students in 2014, AOT is thrilled to see more and more of our program alumni graduating college and/or preparing to enter the tech field every year. We look forward to partnering with companies and organizations interested in hiring our alumni into entry-level tech roles.

WHAT AOT CAN OFFER COMPANIES WHO HIRE OUR ALUMNI FULL-TIME:

- A tech talent pool of 450+ alumni who will have graduated college by May 2024
- The option to work with AOT to craft new opportunities based on your needs and the talents of our alumni
- A wealth of tech JDs to assist in designing roles
- AOT staff members to serve as internal recruitment experts and help schedule interviews
- An additional support system for early career hires as they navigate the ins and outs of their first full-time job
- Ongoing professional development and networking for our alumni as they launch their careers
- An unlimited pipeline of future hires, as our impact grows

> "
> 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

AMERICA ON TECH

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 **lilly@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**