

The background is a dark blue gradient with a series of concentric circles centered in the upper middle. Overlaid on this are light blue circuit-like lines, some of which form a dense, tree-like structure on the left side and other smaller branches on the right and bottom edges. The lines consist of straight segments connected by small circles, resembling a network or data flow diagram.

TECH TALENT UPDATE AND PLANNING

FEBRUARY 14, 2019 FEEDBACK SUMMARY

OUTCOMES YOU'D LIKE TO SEE ACHIEVED THROUGH TECH TALENT EFFORTS

Sue Thaden – CRI: Thriving and competitive community, retain companies, build new companies, increase economic growth

Mike Lechtenberger – Mutual of Omaha: Address brain drain and retirements

Rama Kolli – BCBSNE: A thriving; prosperous Omaha, uplift families, Omaha is seen as a tech talent hub

Sarah Moylan – Omaha Chamber of Commerce: Tech workers, invent new things in new ways

Shonna Dorsey – Mutual of Omaha: Easy for anyone to find their place in tech from product design to data scientist etc.

Mindy Simon – Conagra Brands: Regional tech hub and innovation/disruption vision

Matt Spyers – First National Bank: Build Tech Talent pipeline for FNBO and Omaha

OUTCOMES YOU'D LIKE TO SEE ACHIEVED THROUGH TECH TALENT EFFORTS

Liz Mazzotta – Mutual of Omaha: Continuous supply for tech talent support for our business

Michael Miller – UNMC: Attract talent in the IT/Tech field

Kim Whittaker – FNTS: Help build a strong economy/business and grow Omaha

Kandace Miller – AIM: How can we grow, connect and inspire the tech ecosystem

Dee Baird – Greater Omaha Chamber of Commerce: Prosperity, upward mobility, regional growth

Allison Sogehorn – Greater Omaha Chamber of Commerce - Attract and retain tech talent to grow our region and raise the profile of Omaha to become the “hub” for tech talent

OPPORTUNITY STATEMENT – RECOMMENDED UPDATES

In order to create sustainable economic growth in Nebraska, we need to advance our tech talent and entrepreneurial ecosystem, which includes:

- **Increasing the number of Computer Science graduates from our higher education pipelines.**
 - K-12 initiatives promoting tech skill development outside of Computer Science
 - Create sticky awareness of community awareness of IT careers branch
 - Consider using something other than computer science to include all tech related degrees (digital marketing, data science, cyber security, UI/UX, etc.)
- **Increasing opportunities for non-IT talent switching to IT careers.**
- **Improving the support system, incentives and funding access for startups and tech training.**
 - Increase networking and connection opportunities for existing tech talent
 - Venture capital, culture and ecosystem and scale
 - Establish a supportive International workforce “policy”
- **Improve access to tech through tech infrastructure i.e. free wifi, highspeed etc.**
- **Actively promoting Nebraska as a unique and desired destination for tech talent and startups.**
 - Culture branding of tech in community and business
 - Diversity of Omaha
 - Create promo around attract, retain, build goals

EXERCISE OUTCOMES

- **Team Breakout Overview** – groups formed with individuals with expertise/deep interest in each of the following areas:
 - **Training Providers:** Increasing the number of Computer Science graduates from our higher education pipelines.
 - **Career Switchers / Entry Level Talent Pipeline:** Increasing opportunities for non-IT talent switching to IT careers.
 - **Support System:** Improving the support system, incentives and funding access for startups and tech training, actively promoting Nebraska as a unique and desired destination for tech talent and startups. VCs and other funders, workforce development, nonprofits, etc.

TRAINING PROVIDERS TEAM FEEDBACK

- Get parents engaged early and often and expand efforts to create tech interest with kids in all zip codes
- Expand Careerokit and focus it on the variety of career opportunities in tech.....20k students (OPS) learning tech roles!!
- Demystify tech
- Explore opportunities to include other majors outside of Computer Science
- Poll grads: why do they stay, why do they leave
- Collaborate with businesses to teach IT concepts to students
- Invest in the tech educators (they are the common denominator)
- Standardize and build a Greater Omaha internship program
- Work with higher ed to ensure employers are receiving the value for taxes paid and investments made
- Stop requiring masters for tech teachers and for H1





CAREER SWITCHERS / ENTRY LEVEL TALENT TEAM FEEDBACK

- Build awareness through workforce development and other supporting agencies/services
 - Create opportunities for Non-college bound, former military educational programs
 - Create affordable access to programs
 - Create tax incentives for employers
 - Explore Google training/certificate opportunities
 - Explore opportunities to advertise opportunities for career switchers
 - Maximize local talent development through nontraditional pathways
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SUPPORT SYSTEM FEEDBACK

- Create access to free/reduced tech training
 - Develop collective vision (opportunity statement)
 - Vision-to-funding “the big ask” for Greater Omaha
 - Continue meetings like this!
 - Eliminate silos
 - Create a holistic ecosystem – this will be necessary to scale
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