There’s hidden talent everywhere …
What is AlbanyCanCode?

Established in 2016, AlbanyCanCode is a 501(c)3 non-profit that develops non-traditional talent and advocates for a vibrant, inclusive tech talent pipeline in our region. We design and deliver workforce training courses and hands-on K12 coding programs, in alignment with the needs of employers, educators, talent and the community in general.
CanCode: What We Do

Our mission is to:

- Shift the mindset about who can work in technology;
- Remove cultural and economic barriers to joining the tech workforce;
- Establish and promote pathways to tech careers throughout the region.
Workforce Development Classes

- 12-week classes prepare students for entry level tech jobs
- Small class sizes
- Instructors from the field know how the curriculum applies to job setting
- Tuition funding provided through WIOA, ACCES-VR, private funders
- Employers pay for staff to skill up employees
- Classroom culture of empowerment, we assume student success
- Program Managers as coaches, mentors & remove barriers

Course Catalogue:
- Front End Web Development
- JavaScript Fundamentals
- JavaScript Frameworks
- Automated Web Testing
- Python for Data Analytics
- SQL/ETL
- Salesforce Applications
How does it work?

We partner with community colleges and BOCES programs to deliver workforce training:

- Partner assists with marketing, provides classroom space, handles registration, and accepts tuition, including funds from WIOA, ACCES-VR, and other third party funders.
- ACC provides the instructors, TAs, and program managers who provide wrap around support to students, as well as career counseling and assistance with their job searches.
- Revenue sharing agreement between ACC and partner.
- In the Capital Region, we work with SUNY Schenectady, SUNY Adirondack, and Hudson Valley Community College, as well as Capital Region BOCES to offer our workforce development classes.
- Expansion into Hudson Valley region with first partner: SUNY Ulster
Community College Partners

SUNY Schenectady County Community College
SUNY Empire State College
SUNY Adirondack
SUNY Ulster
Hudson Valley Community College

ALBANY CAN CODE
How does it work?

Our **Employer Network** is a huge part of our success:

- Quarterly employer roundtable events to hear the needs of local employers and how they are changing.
- Employer driven curriculum ensures that we are teaching the skills employers need now
- We are able to be flexible and responsive to employer needs
- Network of over 50 companies, 25 who have been with us since our inception.
Student Outcomes

+$17,000 Median Annual Salary Increase for Completers of 1 or more ACC Courses

Student Salary Changes from Before Enrollment to After Completion

As of 11/1/19
## Student Outcomes

<table>
<thead>
<tr>
<th>Category</th>
<th>Median Wage Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women</td>
<td>$13,000</td>
</tr>
<tr>
<td>People of Color</td>
<td>$18,680</td>
</tr>
<tr>
<td>Veterans</td>
<td>$31,200</td>
</tr>
<tr>
<td>Previously unemployed</td>
<td>$34,835</td>
</tr>
<tr>
<td>Under Median income initially</td>
<td>$28,368</td>
</tr>
</tbody>
</table>

As of 11/1/19
Our goal is to bring more women, minorities, and veterans into our programs with each cohort.

As of 11/1/19
Economic Impact of AlbanyCanCode

- Women are still lagging behind their male counterparts but as a result of AlbanyCanCode’s classes, they have seen substantial increases in income.
- Women of color had an average of $18,691 in income increase, while white women had a $13,444.50 increase in income.

<table>
<thead>
<tr>
<th></th>
<th>White</th>
<th>Non-white</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>$15,695.25</td>
<td>$28,694.17</td>
</tr>
<tr>
<td>Female</td>
<td>$13,444.50</td>
<td>$18,691</td>
</tr>
</tbody>
</table>

Lo, Manny. (2020) The Economic Impact of AlbanyCanCode: Understanding its impact on the labor market. Center for Undergraduate Research and Creative Activity (CURCA) at Siena College. pg.14
K-12 Programming

Our K-12 programming seeks to prepare the workforce of tomorrow by working with schools and BOCES programs
- Summer Camps
- Enrichment classes
- Professional Development

ALBANY CAN CODE...
Community Programs

Our community programs reach into different communities to demystify tech terminology and show participants that they have the aptitude for a career in tech

- MomUp! Workshops
- CodeTalk Workshops
- Virtual Digital Literacy
New Landscape of Digital Literacy

• In an evolving economy, there is an urgent need for foundational digital skilling for all workers.

• 13% of overall workers have no digital literacy skills.

• Another 18% have limited skills.

“For businesses to flourish in this rapidly transforming environment, they need reliable access to skilled workers, and strong, responsive public policies that facilitate upskilling for their incumbent workforce.”

**Digital Skill Gap Across Industries**

<table>
<thead>
<tr>
<th>Selected industries</th>
<th>Percentage of workers with no digital skills</th>
<th>Percentage of workers with limited digital skills</th>
<th>Combined percentage of workers with limited or no skills*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Construction, transport, and storage</td>
<td>22%</td>
<td>28%</td>
<td>50%</td>
</tr>
<tr>
<td>Retail, wholesale, and auto repair</td>
<td>14%</td>
<td>23%</td>
<td>37%</td>
</tr>
<tr>
<td>Hospitality and other services</td>
<td>18%</td>
<td>18%</td>
<td>36%</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>16%</td>
<td>19%</td>
<td>35%</td>
</tr>
<tr>
<td>Administrative and support services; arts, entertainment and recreation</td>
<td>13%</td>
<td>22%</td>
<td>35%</td>
</tr>
<tr>
<td>Health and social work</td>
<td>12%</td>
<td>21%</td>
<td>33%</td>
</tr>
<tr>
<td>Finance, insurance, and real estate (FIRE)</td>
<td>6%</td>
<td>14%</td>
<td>19%*</td>
</tr>
<tr>
<td>Education</td>
<td>5%</td>
<td>11%</td>
<td>15%*</td>
</tr>
</tbody>
</table>

*NOTE: Numbers may not sum due to rounding.

Digital Skill Building

- Research has found that workers with limited skills are less likely to receive on-the-job training compared to their peers.
- In a PIAAC survey, PIAAC survey about on-the-job training, found nearly one in three (30 percent) workers with no digital skills had done so, as had 41 percent of workers with limited digital skills.
- Research suggests supporting increasing skills among adults with lower skill levels has a more powerful effect on per-capita Gross Domestic Product and labor productivity, compared to skill gain among adults who are higher in skill level.


Virtual Digital Literacy

- A twelve-week Digital Literacy class is offered, alongside our workforce programming classes delivered in partnership with local county OET offices and community partners.

- Our approach is hands-on and provides each student with 1:1 resources to solve problems as they arise at each student’s own pace.

- Our community programs reach into different communities to demystify tech terminology and show participants that they have the aptitude for a career in tech

Counties we partner with?
- Albany
- Ulster
- Saratoga
- Warren
- Rensselaer
- Schenectady
- Columbia / Greene
- Orange
- Dutchess
Virtual Digital Literacy

- Students in CanCode’s Digital Literacy courses have a wide range of experiences and competencies, ranging from those who have used a computer in some home or office setting, to those who have rarely used a computer and feel very nervous about doing so. This is majority.

- This class is intended to meet students wherever they are and help them achieve their own personal goals, whether that is entry into an CanCode workforce computer programming courses or other employment opportunities.
Curriculum

- Basic computer skills
  - file and folder structures
  - selecting, copying, pasting
  - typing and mouse/track pad usage
- Web browsers
- Microsoft suite of projects
- Google Suite
- Video conferencing
- Email etiquette and usage
- Resume creation
- LinkedIn and web based job tools

- Laptops and internet access
- Microsoft O365 license included for the duration of class.
Virtual Digital Literacy

- Students who master these basic digital skills can move on to learn the basics of HTML, CSS, and JavaScript in preparation to take one of our workforce computer programming classes such as Front End Web Development or Automated Web Testing.
- Digital skills to find remote employment
- Assist children learning in a virtual setting

Course Catalogue:
- Front End Web Development
- JavaScript Fundamentals
- JavaScript Frameworks
- Automated Web & Security Testing
- Python for Data Analytics
- SQL/ETL
- Salesforce Applications
- Microsoft Azure & PowerApps
Our model is perfect for smaller cities like Albany, Schenectady, and Troy, where employers are struggling to find candidates with the skills they need locally, and many local people do not have the training to take part in the economic growth of the region.
Expansion

Over the past year, ACC has received calls from all over the state. We believe that the model we have developed in the Capital Region will be successful in small cities all over New York State and beyond.

- We have selected the Mid-Hudson Valley as the first expansion region, beginning with Kingston and Ulster County then on to Poughkeepsie and Newburgh.
- First Employer Roundtable in Ulster County on November 12, 2019.
- Second expansion region will be Utica and the Mohawk Valley
Your community can be a CanCode community.
“Before enrolling in AlbanyCanCode, I was struggling to make ends meet. I wanted to become a software engineer, but I did not want to enroll in a 4-year institute. It was too costly and time-consuming. I could go the self-study route, but I decided to give AlbanyCanCode a chance and now a year later I am a software engineer and my salary has increased by 50 percent. It was a life-changing experience.”

- Jamal Taylor, AlbanyCanCode alumnus and instructor