

NYC TECH INNOVATORS

The NYC Tech Talent Pipeline recognizes NYC businesses and tech professionals each year for their work supporting local talent and initiatives that help to grow an inclusive tech ecosystem in NYC.

NYC Tech Innovators demonstrate a commitment to develop innovative solutions to hire and support local talent, provide experience and exposure opportunities to increase success and preparedness for tech careers and contribute to citywide and national efforts to drive local talent to pursue and succeed in careers in tech.

2017 NYC TECH INNOVATORS

The 2017 NYC Tech Innovators are being recognized for their commitment to implement on-ramps for entry-level tech talent through Associate Engineer Programs.

In addition to supporting local talent, these companies surfaced models for replication across various employers, demonstrated the value of hiring local talent through innovative programs, provided mentorship and support to peer companies looking to implement similar models, and informed curriculum through feedback and review of candidates.

We are so thrilled to recognize the 2017 NYC Tech Innovators and their commitment to support local tech talent.

Read on to learn how these companies are building the next generation of tech talent through Associate Engineer Programs.

VIACOM



Betterment

*Interested in learning more about Associate Engineer Programs?
Visit techtalentpipeline.nyc/associate-engineer-programs for more information.*

VIACOM 2017 NYC TECH INNOVATOR



SPOTLIGHT

MANOJ GURUNG

Manoj Gurung (right), from Ridgewood, Queens, is an Associate Software Engineer at Viacom, who participated in an early round of the Viacom Varsity program. Originally from Nepal, Manoj earned a degree from the City University of New York's Queens College and was connected to Viacom through a collaboration with the NYC Tech Talent Pipeline's CUNY Tech Prep program. Credit: Michael Appleton, City of New York

In late 2015, Viacom's engineering team found themselves facing a challenge familiar to many NYC companies. Looking to the future, leadership recognized a need to expand their ranks and capability to support the evolution of their business. The team knew Viacom's traditional approach of hiring only senior engineers wasn't going to yield the growth and collaboration required to succeed.

With the blessing of upper management, a team of engineering managers decided to dedicate time to figuring out how to hire awesome entry-level engineers. Accustomed to bringing aboard senior professionals, the team realized that they would have to adapt their approaches to interviewing, onboarding process, team placement, and evaluation.

The result: Viacom Varsity - a new initiative to hiring and developing associate software engineers. The program consists of a broader, more fundamental interviewing process, a 4-6 week internal bootcamp, rotations across varying teams, and a more frequent feedback loop to aid continuous improvement.

Diversifying their regular sources of talent, Viacom built bridges with local partners, including the NYC Tech Talent Pipeline, to find the qualified candidates that would excel as Varsity participants. Though designed for college graduates, the team also considered qualified talent from other sources.

Over the course of one year, the company successfully hired 16 Associate Software Engineers through Viacom Varsity. Additionally, this solution had the ancillary benefit of introducing new perspectives that reflect the taste of Viacom's audiences and customers. Given the benefits of the program, Viacom has continued the Varsity model and is considering applying it to other teams beyond engineering across the company.

For more information on the Viacom Varsity Program's origin and structure visit:

blog.viacom.tech/2016/12/15/getting-over-the-fear-of-hiring-entry-level-engineers/

SPOTIFY

2017 NYC TECH INNOVATOR

Since opening their office in New York City, Spotify's Research & Development department has experienced rapid growth. With a belief that their products and company can greatly benefit from the work of diverse individuals, Spotify has sought out new opportunities to engage and recruit engineers from diverse backgrounds.

In 2016, Spotify launched The NYC Technology Fellowship Program—a development program aimed at hiring engineers just entering the professional tech environment from diverse experiences & backgrounds. Participants in the fellowship program operate as a team within Spotify for 16 weeks, while receiving mentoring and personal and professional development from a broad set of employees to help them reach their full potential and learn what it's like to work at Spotify.

The NYC Technology Fellowship Program has been a great success in developing talent for their engineering teams that reflect the diversity and backgrounds of New York City. Working directly with the NYC Tech Talent Pipeline (TTP) to attract, recruit and screen talent from across the five boroughs, Spotify has successfully hired over 15 engineers through The NYC Technology Fellowship Program; with plans to expand in the years ahead.

TTP recognizes Spotify as a NYC Tech Innovator for their pioneering approach to grow their business and support local talent while delivering quality jobs for New Yorkers.



SUSAN LOVAGLIO

Born and raised in Queens, NY, Susan spent over 10 years in the US Navy as a jet engine mechanic, serving across the US and Middle East. After the military, she pursued a degree in accounting but soon found the career options to be an imperfect fit for her passion for building. Due to the struggling economy, Susan lost a succession of jobs to downsizing - first as an office manager, PR assistant, and then working at a tech start-up. Following these experiences, she promised herself that she would secure her place by becoming a creator, instead of merely supporting the creators.

Making good on her promise, Susan enrolled in the NYC Tech Talent Pipeline's Mobile Dev Corps, a 16-week training program featuring a curriculum informed by local companies. Through this program, Susan learned the skills and gained the project-based experience she needed to become a confident iOS developer. After successfully completing the program, Susan was offered a position in the Spotify New York City Technology Fellowship, a development program aimed at hiring engineers just entering the professional tech environment from a diverse set of backgrounds. Today, she is a full-time iOS engineer at Spotify's growing NYC office.

BETTERMENT 2017 NYC TECH INNOVATOR

Betterment launched their Apprenticeship program in 2016 in an effort to add junior talent to their engineering team. They partnered with local organizations to find qualified emerging talent with passion for tech from diverse backgrounds.

Apprentice Engineers at Betterment are fully embedded within a team for 12 weeks, in which they receive mentorship and support while working alongside their mentor and teams. Apprentice Engineers participate in “open office hours” with senior engineers to ask questions about their work, the organization, and about their careers in general.

The Apprentice model provides Betterment the opportunity to work with junior, diverse talent in a way that allows them to contribute to their business meaningfully, encouraging them to grow and learn in new ways.

Betterment achieved tremendous success with their first Apprenticeship Program and are excited to prepare for their next cohort of Apprentices.

TTP recognizes Betterment as a NYC Tech Innovator for their commitment to supporting local talent through innovative models like the Betterment Apprentice program.



FIDEL SEVERINO

Thirty-one-year-old Bronx resident, Fidel, was born in the Dominican Republic where he attended school until 11th grade. At 15, he moved to the United States and enrolled in the Manhattan Center High School in New York City. Following graduation and one semester at Lehman College, family circumstances forced Fidel to return to the Dominican Republic where he found work as a bilingual customer support representative. When the opportunity arose to return to the United States, Fidel was unable to find a similar position in New York City and began working as a cashier at a car wash. Driven by his unwavering interest in technology, Fidel worked to learn the basics of programming using free online tutorials, with an eye towards a next step that could help him realize his dreams of launching a tech career.

Upon being accepted into the Web Development Fellowship @ Flatiron School, Fidel left the car wash and dedicated his time to learning how to code. It was here where he was able to learn the skills he needed to finally begin his career in tech. After graduating from the program, Fidel participated in Betterment's apprenticeship program where he was embedded on a team and received mentorship and support from senior engineers. Following the 12 week apprenticeship, Fidel is now employed at Betterment full time and volunteers his time as part of the NYC Tech Talent Pipeline Alumni Network.