



Building a
Future
That Works

WORK-BASED LEARNING IN TECHNOLOGY

There's a critical need for work-based learning to strengthen the IT talent pipeline. Technology is playing an increasingly important role in the strategic objectives of most large companies, and it has never been more difficult to fill key positions in the fields of software development, cloud computing, and artificial intelligence. IT trade group [CompTIA estimates](#) that there are more than 700,000 unfilled IT jobs¹ in the United States, and, according to Robert Half International, [87 percent of IT executives](#) say it's challenging to fill IT positions.²



Special Considerations

Fortunately, technology jobs are well suited to work-based learning for three reasons:

IT is a rapidly evolving discipline. The skills required in IT workplaces are constantly changing, as technologies, programming languages, and other innovations come and go. Work-based learning programs can ensure that a company's IT workers keep their skills up to date.

Community college programs and coding boot camps are good training options, but they only go so far.

WBL programs can strengthen the pipeline from the front lines to the management ranks and bring a diverse pool of talented people to higher-level positions. This diversity will enable management to better address the varied needs of both the company's frontline-level workforce and the increasingly diverse consumer base.

IT employers are looking to attract diverse talent. Companies can use work-based learning strategies to attract and retain a diverse pool of talented employees and help those people advance within the industry.

Companies such as Pinterest, LinkedIn, and AirBnB have recently launched WBL programs, effectively [tapping into diverse pools of talent](#) that can grow with the company.

1. Wendy M. Pfeiffer, "There are 700,000 Open Tech Jobs in the US. Here Is How Companies Can Fill Them," *CNBC*, November 1, 2019, <https://www.cnbc.com/2019/06/18/there-are-70000-open-tech-jobs-here-is-how-firms-are-hiring-for-them.html>.

2. Robert Half, "How to Retain Your Team in a Competitive IT Hiring Environment," Robert Half International, December 12, 2018, <https://www.roberthalf.com/blog/management-tips/how-to-retain-your-team-in-a-competitive-it-hiring-environment>.

3. Lydia Dishman, "These Top Tech Jobs Are Hiring First, Training Later," *Fast Company*, October 19, 2017, <https://www.fastcompany.com/40482650/these-top-tech-companies-are-hiring-first-training-later>.

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