Did You Know . . .

The Milwaukee region has a significant base of technology talent of nearly 76,000 workers, supporting more than 140 industries, accounting for more than $27 billion to the regional economy. There is a need to strengthen both the talent pipeline and the ecosystem that supports this talent base (The Huls Group and TIP Strategies, Inc., 2018).

Computer and information technology occupations will grow 13 percent in the next decade, faster than the average for all occupations, adding 557,000 new jobs (Bureau of Labor Statistics) BUT if training for computer science teachers stays the same, there may be a shortage of 23,000 teachers by 2025 (Thompson, EdSurge, 2018).

Vision

High School Students in Greater Milwaukee have access to high quality computer science education and real-world job experiences, positioning them for success in technology-related fields.

Mission

Code the Way partners with high schools and technology companies to offer students advanced computer science training and real-world job experiences working on projects that benefit local nonprofits, and increases certified computer science teachers, contributing to the computer science talent base.

Code the Way model includes:

- **Increasing certified computer science teachers** – Support and training for computer science teacher certification increases the availability and quality of high school computer science programs.

- **Student access to real-world job experience** – In addition to an advanced course that may earn post-secondary credits, students get experience working collaboratively on a project that benefits a nonprofit, culminating in a presentation to business leaders.

- **Companies are part of the solution** – Companies invest in education, make technology more accessible to nonprofits, offer their employees a meaningful volunteer experience, and contribute to the talent pipeline.

Background

After two years of successfully piloting the program, Code the Way seeks to impact more students, specifically a mix of urban and suburban, improve high school computer science programs, and benefit more nonprofits in Milwaukee. Sixty high school students from three high schools have participated, resulting in measureable outcomes.

What Students Have to Say

“This experience was very beneficial to me because it opened up a new career pathway for my life. Before I was undecided as to what I should do going into college. I am now very confident I will major in computer science thanks to this wonderful experience.”

Vanessa Osterberg, Student
Greendale High School
More Student Stories

“We all learned how to do the essentials of web development, became acquainted with company culture, and continuously improved at both team-wise and client-wise people skills - and not only that, we had a great product to show for it at the end.”

Zheng Yan, Student
Stanford University

“We were thrown into a well of knowledge deeper than anything we had experienced before. If someone had told me that I could learn the basis of 5 different programming languages in just 2 weeks time, I would have laughed. I am currently a part of a FRC robotics team so I’ve worked with other people on projects, but working for a client was something completely new. The fact that the requirements for the application could change completely in one meeting baffled me, and I learned that working with a client involved not only completing a list of tasks, but also balancing what the client needed with what we could actually get done.”

Daniel Anderson, Student
Brookfield Central High School

Meeting Demand for Technology Workers in Real Time

“Before we engaged with Code the Way, SafeNet was struggling how to gain exposure to future technology workers and to give back to the community in a meaningful way. By hosting a high school team at our office, we were able to provide a relevant volunteer opportunity to our employees, give our company exposure to and help build our region’s future tech leaders, and positively impact a local non-profit. It is the ultimate win-win-win.”

Brad Zepecki, Founder and Former CEO, SafeNet Consulting

Helping Nonprofits Be More Efficient Through Technology

“I continue to be impressed with the caliber and professionalism of the slate of interns and the leadership and partnership seen in Ryan Osterberg and SafeNet. Code the Way offers an opportunity for nonprofits to have cumbersome processes streamlined, problems solved and mission advancement.”

Maggie Tate-Techtmann Administration Director
Life Navigators

Achievements in Just Two Years

- **Sixty students**, three separate projects, impacting two nonprofits, meaningful volunteer opportunities for company developers, scholarship dollars received, post-secondary credits received, authentic work experience, and changes in college direction.
- **Three new certified teachers** able to elevate the quality of their high school computer science program.
- **Two nonprofits**, that received more than $250,000 worth of technology services, allowing for the shift in human resources towards mission work.

What We Need to Launch and Grow Impact

- **Secure $25,000** in capacity building money by the end of 2018 to begin outreach to schools, companies and nonprofits, and $150,000 in 2019 to plan for and execute the summer program.
- **Recruit 45 students, 10 from MPS.**
- **Attract 4 companies** to host or sponsor student teams.
- **Identify 4 nonprofits** that are a good match for student projects.
- **Attract** additional developers and business analysts seeking meaningful volunteer opportunities.