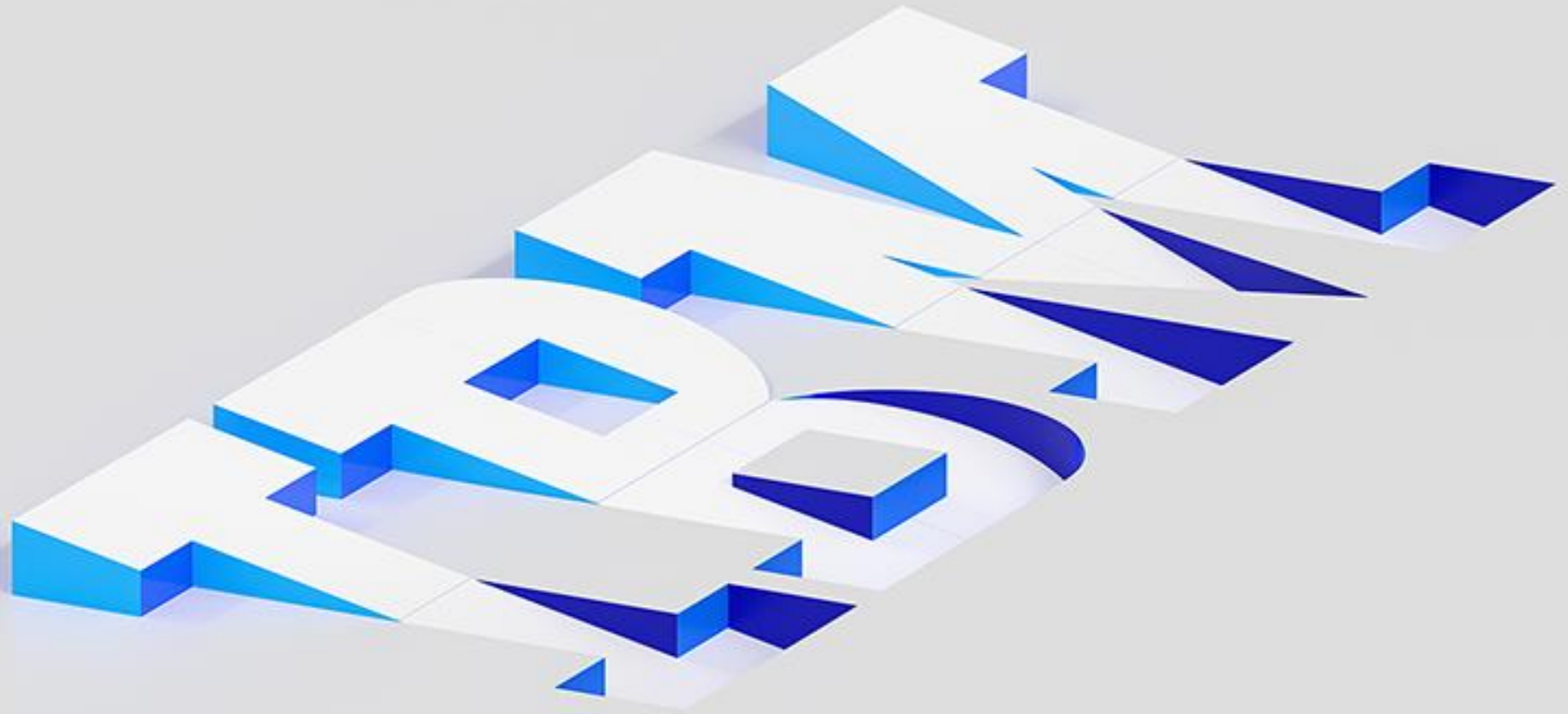
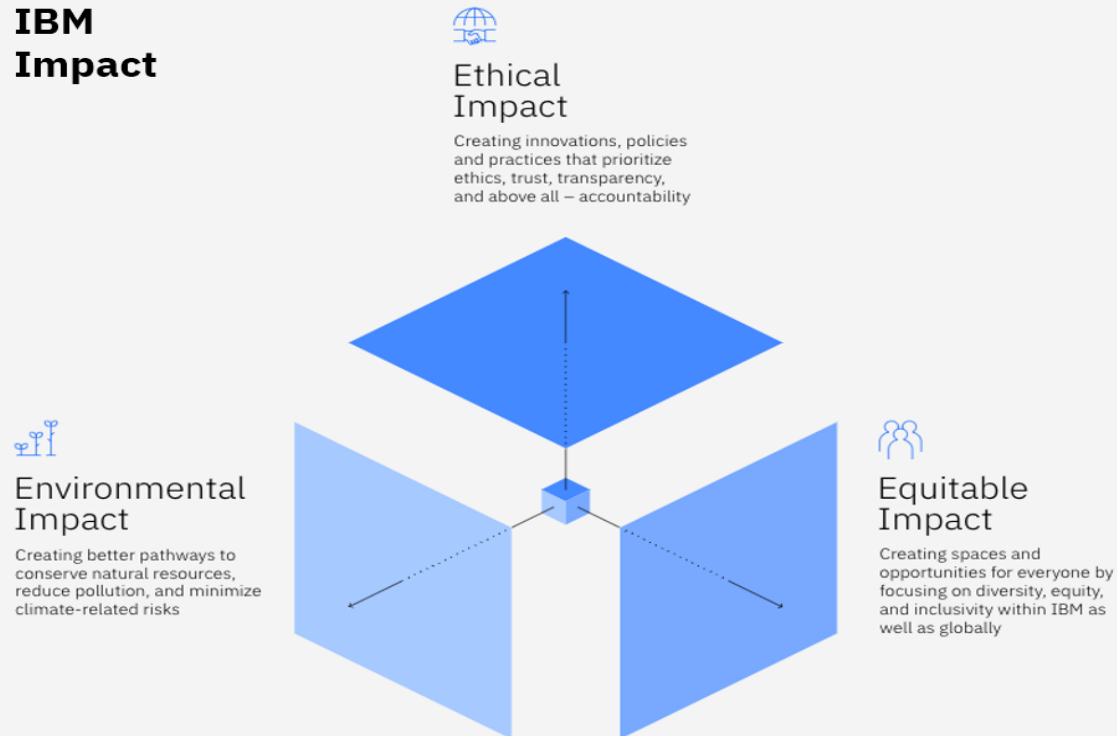


IBM



At IBM, we are investing in the future of work with a holistic, end-to-end ecosystem approach that leverages our technology and talent to reduce the systemic structural issues.

## IBM Impact



IBM has a series of **global commitments** that showcases our investment in the future of work:

- Skill **30 million people** globally by 2030
- Reach **4 million volunteer** hours by 2025 (*including our education programs*)
- Invest **\$250 million** in apprenticeships and New-Collar programs by 2025

# IBM is investing in the future of work

## Our approach: Skills-first Interconnected Ecosystem

Our unique ecosystem approach aims to create a more diverse pipeline of candidates for technology-related jobs across all industries, focusing on a skills-first approach that reduces the system structural issues and fosters credentials.

### Social Impact Programs

Meeting needs of different learners. For example, at IBM:

- IBM SkillsBuild
- P-TECH

### Talent Attraction and Development

Fostering a workforce that is talented and diverse. For example, at IBM:

- Apprenticeships
- Internships
- IBM Tech Re-Entry Program
- Recruitment practices

### IBM Consulting Experts on Talent Transformation

Implementing best practices on Talent Transformation. For example, at IBM:

- Credentials platform


### Advocacy


Advancing workforce policies. For example:


- Skills-first coalition
- US Department of Labor Apprenticeship Ambassadors

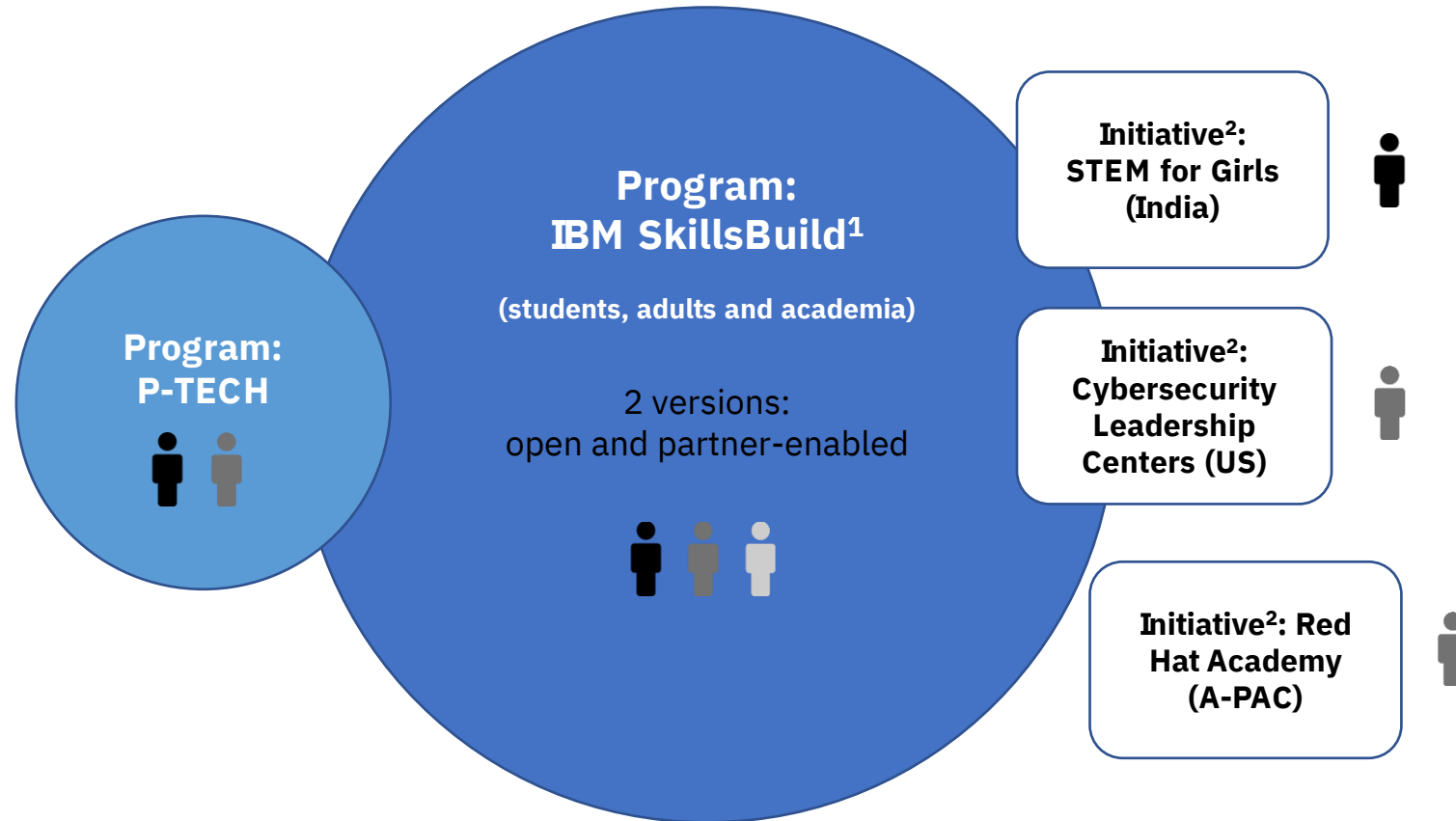
# Education Programs and Initiatives

**Target Audiences with a focus on underrepresented communities:**

High School Students and Teachers 

University Students and Faculty 

Adult Learners 



Through these programs and initiatives support IBM's commitment to skill 30 million people globally by 2030

<sup>1</sup>All these programs and initiatives overlap with IBM SkillsBuild

<sup>2</sup>Initiative: Country/region specific projects with a focus on a target audience

# Target Audiences

Leverage our technology and talent to provide training and access to careers in tech to those who have traditionally been excluded from the tech sector.

## Education Programs Serve

**High Schools:** Tech and human-centric, workplace skills for high school students.

**Academia:** IBM is providing technology, supporting research, and creating assets to advance relevant skills for today's workforce.

**Adult Learners:** Through IBM SkillsBuild, we are empowering professionals, already in the labor market, to become better qualified and secure top jobs that require technology.

# What is P-TECH?



- P-TECH is a **public education reform model** focused on **college attainment** and **career readiness**.
- IBM's P-TECH model enables students, from primarily underserved backgrounds, to earn both a high school diploma and a no-cost associate degree in a STEM field within a six-year period.
- The P-TECH at IBM team manages paid work experiences for both students & graduates.
- P-TECH was designed with two goals:
  1. Address the global "skills gap" and strengthen regional economies by building a workforce with the academic, technical and professional skills required for new-collar jobs
  2. Provide an innovative education opportunity with a direct pathway to college attainment and career readiness.

# IBM SkillsBuild

A [free education program](#) focused on underrepresented communities, that helps adult learners, and high school and university students and faculty, develop valuable new skills and access career opportunities.

## As of 2022:

- IBM SkillsBuild offers over 1,000 courses in 19 languages in technical disciplines around the globe.
- 2.2M students and job seekers worldwide have joined IBM SkillsBuild and completed nearly 4.5 million learning hours



"Talent is everywhere; training opportunities are not. This is why we must take big and bold steps to expand access to digital skills and employment opportunities so that more people – regardless of their background – can take advantage of the digital economy."

--Arvind