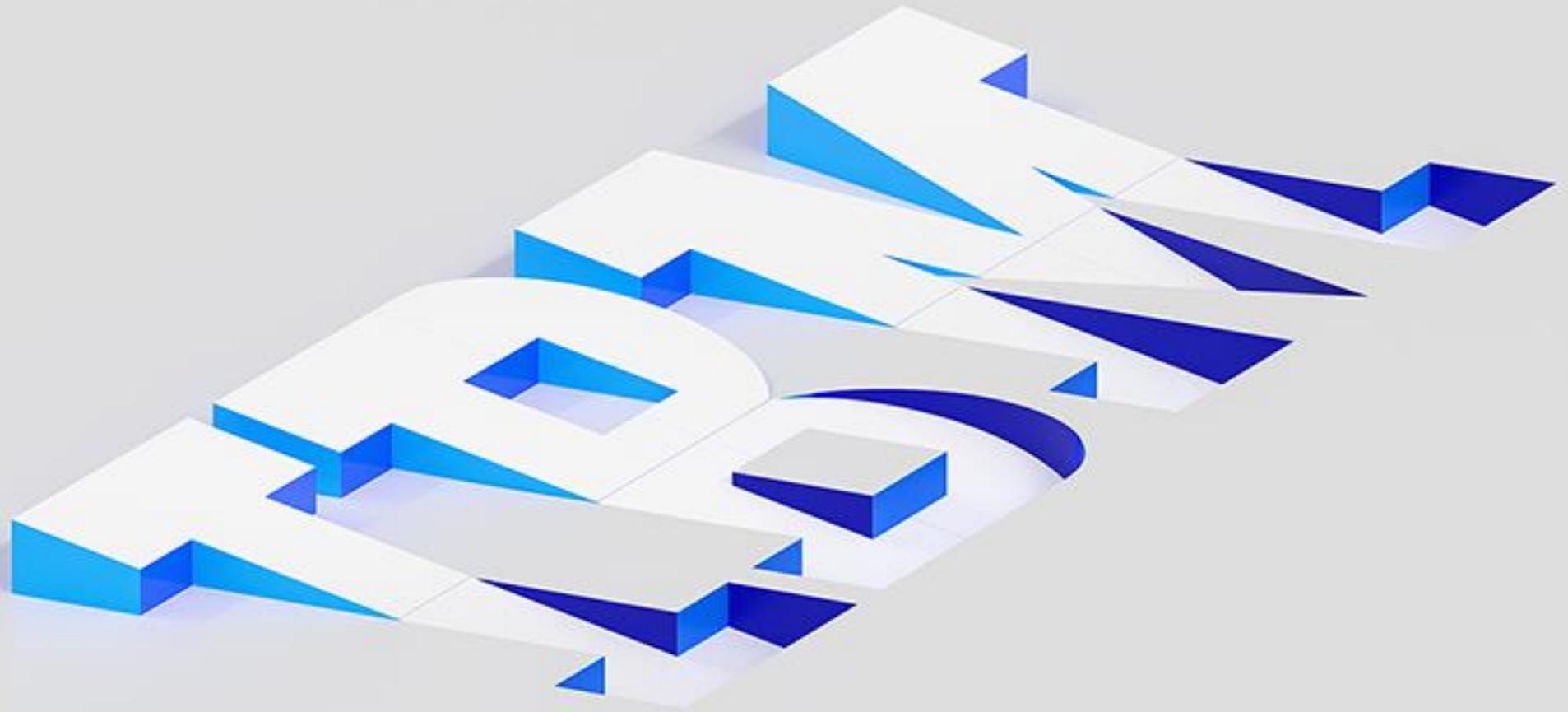
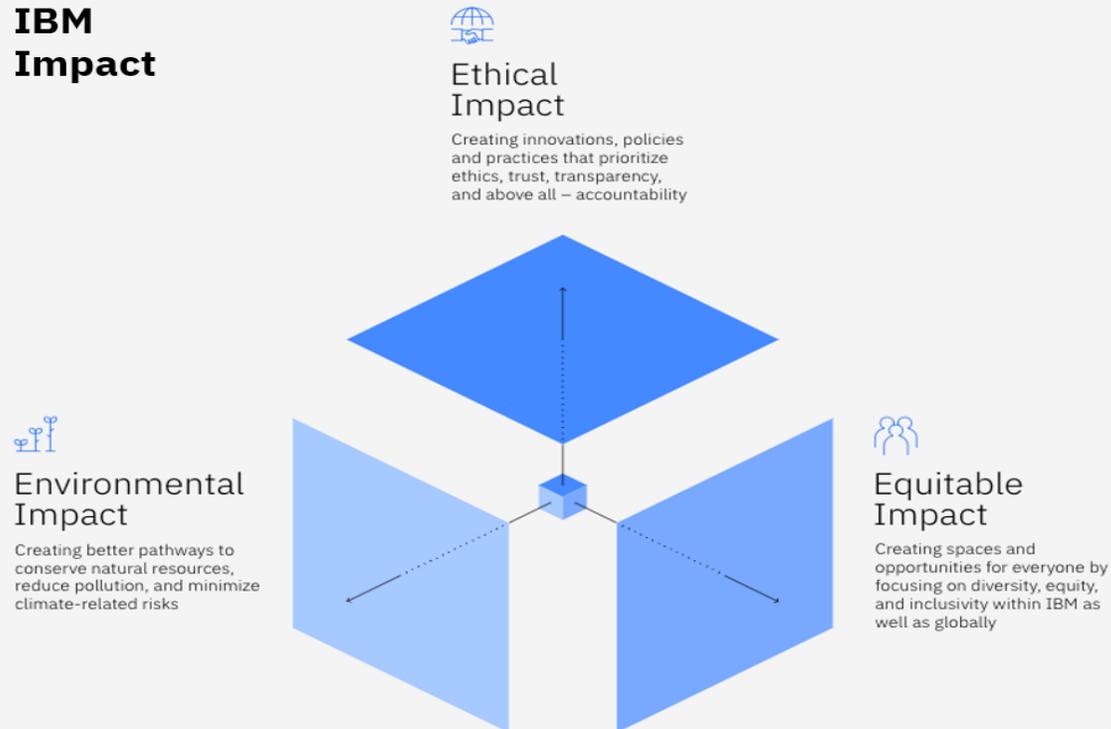


IBM



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

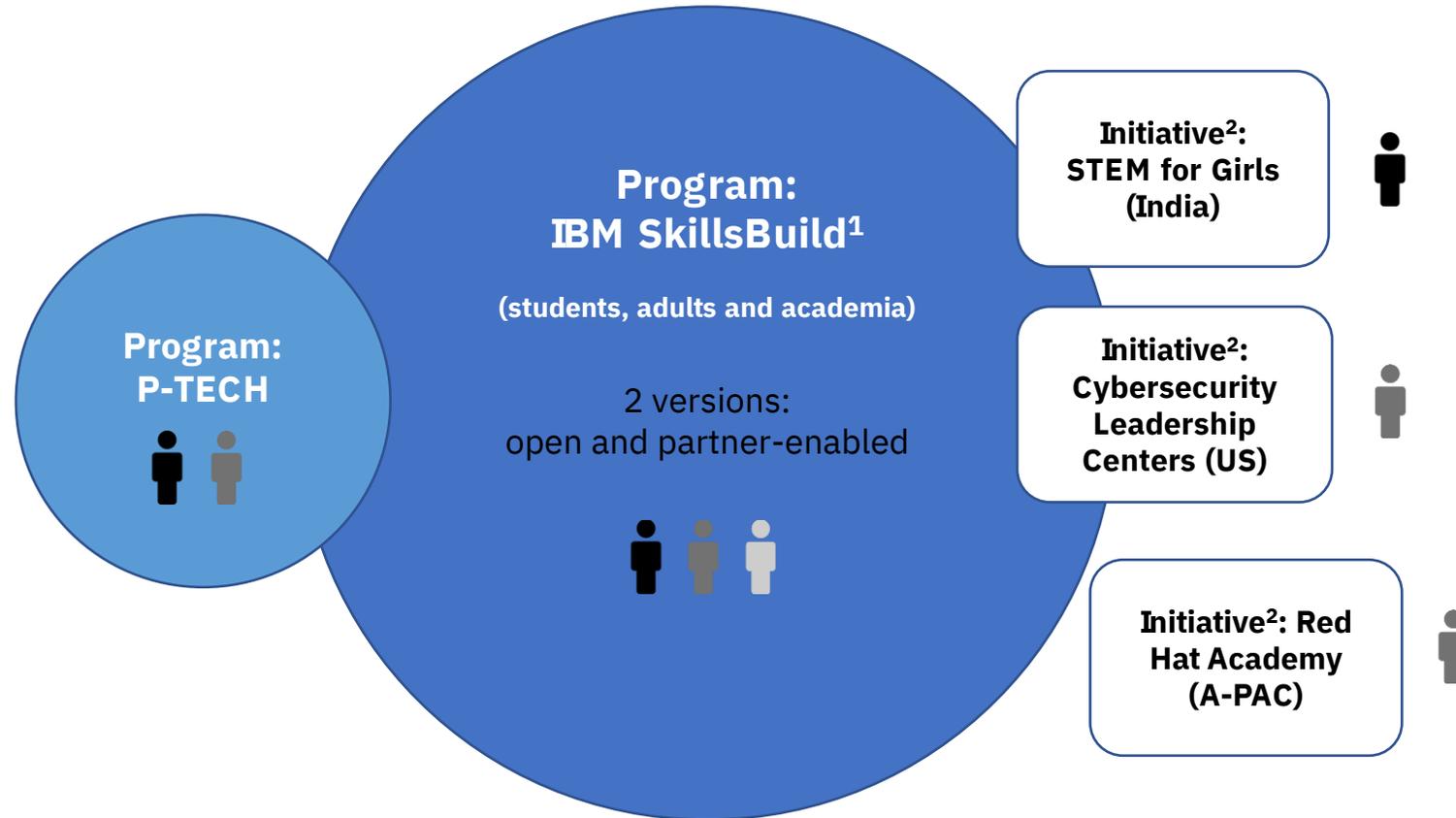
Education Programs and Initiatives

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

¹All these programs and initiatives overlap with IBM SkillsBuild

²Initiative: 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