



# Owning Change, Unlocking Potential

## DRIVE ROI BY DIVERSIFYING YOUR WORKFORCE

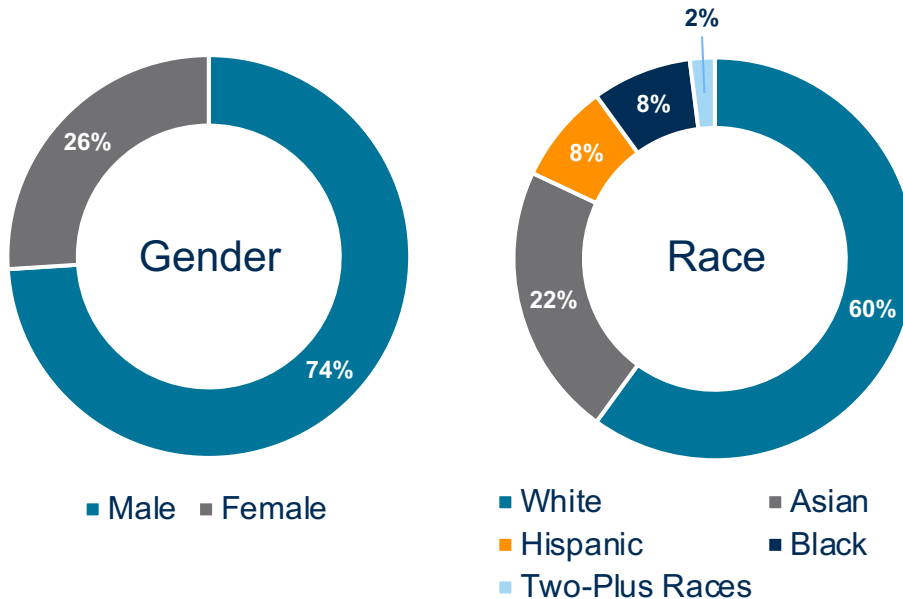
Advancing DEI in IT requires more than shifting recruiting tactics and company culture. It requires solutions that save managers time and money. TEKsystems works with Per Scholas to deliver a program that solves the ongoing demand for talent. The outcome? Management support for leaders, training for learners and skilled talent to help drive business growth and ROI.



# Challenge

## MEETING DIVERSITY GOALS AND MAKING A CASE FOR BUSINESS OUTCOMES

IT leaders struggle to maintain a diverse workforce. Despite efforts since 2020, the demographics haven't changed:



### However, the benefits are clear:

- **Profitability/ROI:** Diverse and inclusive companies are 36% more likely to outperform their peers financially.

- **Innovation:** When people with different views and divergent backgrounds solve problems together, the solutions are more creative.
- **Retention:** Employees who can be authentic at work and feel a sense of belonging stay longer than employees who don't feel the same way.

# Obstacles

## TIME AND EXPENSE

IT managers spend [one-third of their working hours](#) on DEI-related initiatives—in addition to their day-to-day responsibilities. Recruiting, onboarding and retention are already challenging enough, considering:



The number of open IT jobs is **6.5 times greater** than the number of workers available to fill those roles.



It costs anywhere from **six to nine months** of the first-year salary to replace an employee, according to SHRM.

**How can managers get their time back and impact revenue generation?**

A group of business professionals in an office setting. A woman in the center is pointing at a whiteboard, while others look on attentively. The image has a blue tint.

# Our Solution

## WE'VE BUILT AN APPROACH THAT:

- Builds a diverse talent pipeline
- Removes roadblocks and drives results by freeing up managers' time and attention
- Provides over 12 months of direct support
- Is customized to your business needs

# Our Solution

## HERE'S HOW IT WORKS:



**Per Scholas provides rigorous boot camp-style training for tech careers across the U.S., empowering over 25,000 technologists in nearly 30 years.**

- Instructional development team builds curriculum alongside customers.
- Training is validated in the market, in real time, ensuring that our candidates are job-ready on Day 1.

**TEKsystems enables customers to integrate contract-to-hire resources quickly into their ecosystem to make an immediate impact and lower risk burden.**

- The Talent Advocacy Program saves our customers time and money.
  - TEKsystems' talent advocacy managers (TAMs) are dedicated managers who handle onboarding, mentoring, performance tracking and everything in between.
  - TAMs guide candidates through ongoing learning journeys.
  - TAMs help track return on investment.
- Ensure that our candidates are upskilled or reskilled to be job-ready on Day 1.
- Leverage decades of diversity program experience to drive ROI by lowering the burden on managers, minimizing risk for team performance and creating opportunities for future talent.

**“Not only have our rising talent [from TEKsystems] been superior when compared to other early-career talent hired into our organization, but they’ve become productive much faster.”**

**Chief of Staff at Leading Healthcare Company**  
(Invested in Talent: Building a Diverse Workforce)





6,000 global customers



80% of the Fortune 500



Full-stack capabilities



Workforce development learning solutions and training



National IT training nonprofit for nearly 30 years



Diverse learners (85%-plus people of color, 40% women)



## DUAL INNOVATION



IT training + DEI



Customization + speed



Minimized risk + maximized ROI

Since 2015, TEKsystems and Per Scholas have partnered to create pathways in IT for alternatively skilled individuals, equipping them with in-demand skills and connecting them with careers that match their expertise.