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AT&T *aspire*

Powering Career Skills

AT&T welcomes approximately 25,000 new hires to the company every year, and it is critical that each one is able to hit the ground running from day one with the skills necessary for success. That includes “hard skills” like science, technology, engineering and math – almost $\frac{3}{4}$ of AT&T’s recent new hires begin their careers with us in the STEM fields – and also 21st century career skills like leadership, critical thinking and collaboration.

AT&T is driving innovation in education to promote student success in school and beyond through our signature philanthropic initiative, AT&T Aspire. We are leveraging technology, relationships and social innovation to help all students make their biggest dreams a reality. By investing and

collaborating with innovative organizations, we provide and support opportunities to foster skills that will meet the needs of the future workforce. A few of these initiatives include:

Udacity/Nanodegree

To prepare more people with the skills needed for high-demand tech jobs requiring technological expertise, we are teaming up with education technology leader Udacity to launch Nanodegree programs – new educational online pathways to industry-relevant skills. Nanodegree courses are online, self-paced and taught by leaders in tech, with personalized coaches. The Nanodegree programs will be fully recognized for entry-level jobs at AT&T, and up to 100 graduates will be placed in paid



internships at AT&T. Together with Udacity, we are also providing 1,200 scholarships to students through several leading nonprofit organizations.

Girls Who Code

In 2015, AT&T made a \$ 2 million contribution to Girls Who Code, a national nonprofit working to close the gender gap in the technology and engineering sectors. AT&T's contribution supports the expansion of the Girls Who Code Summer Immersion Program and Clubs Program, and the launch of the Girls Who Code Alumni Network, which will help ensure that young female graduates of Girls Who Code programs have clear pathways to careers in the computing field.

Code.org

AT&T contributed \$150,000 to Code.org, a non-profit dedicated to expanding access to computer science, and increasing participation by women and underrepresented students of color. The funding will be used to develop a computer science curriculum, evaluate the impact of its programming, and enhance activities that will help encourage a more diverse student body in the field of computer science (CS). AT&T is also supporting Code.org's Hour of Code.

Black Girls CODE

AT&T is supporting Black Girls CODE to launch new chapters in Dallas and Miami. Black Girls CODE chapters provide year-long programs in technology and computer science for underrepresented girls between

the ages of 7 and 17. Workshops include courses in web-design, game development, robotics, mobile design, and coding languages. Other events include a one-week technology summer camp and a two-day "girls only" hackathon in collaboration with other regional girl-serving organizations.

General Assembly

In 2015, AT&T contributed \$250,000 to the General Assembly Opportunity Fund, a fellowship program aimed at providing hands-on education and career opportunities in technology to underrepresented groups across the globe. The Opportunity Fund specifically supports women, people of color, military veterans, and low-income individuals. This collaboration will provide 20 fellowships to General Assembly's 12-week Web Development and User Experience Design Immersive programs and will provide tuition for 50 students to participate in General Assembly's 12-week online Web Design course.

Roadtrip Nation

In 2015, AT&T contributed \$2.2M to Roadtrip Nation (RTN), an organization that creates innovative career exploration resources to help students explore pathways aligned with their interests. The funding will help RTN reach more than 80,000 students nationwide throughout the 2015-2017 school years with its live events, exclusive high school curriculum, and interactive online tools.



Teach for America

AT&T contributed \$250,000 to Teach For America to increase the infrastructure of its new computer science initiative, CS@TFA, in five regions. The funding supports the recruitment of additional computer science (CS) teachers in the San Francisco Bay Area, Kansas City, New York, South Carolina, and Washington, D.C. The funds will also support the work of these teachers to expand and strengthen CS education in their local communities.

Texas Affordable Baccalaureate Program

AT&T contributed \$400,000 to the College for All Texans Foundation to expand the state's Texas Affordable Baccalaureate (TAB) program, which aims to decrease both the cost and time required to earn a degree by leveraging competency-based education, online and hybrid instruction models and alternative tuition structures. TAB is part of the Texas Higher Education Coordinating Board's efforts to make higher education more accessible, affordable, and responsive to student and industry needs. Industry representatives are engaged at the beginning of program development, helping to determine the skills that they as employers want new graduates to demonstrate.

YouthBuild

In 2014, AT&T made a \$300,000 two-year contribution to increase opportunities for low-income youth who have previously dropped out of high school to prepare for

college and pursue meaningful careers.

In local YouthBuild programs, low-income young people ages 16-24 work toward their GEDs or high school diplomas while learning job skills.

Year Up

Year Up is a national non-profit that enables urban youth to move from poverty to professional careers in one year. Its program provides opportunity youth (aged 18-24) with training, college credits and internships. AT&T contributed \$1 million to Year Up to launch a Year Up site in Dallas in 2016. Students are dual-enrolled in both Year Up and a college partner and earn transferable college credits for their work in the program. Students engage in five months of classroom-based hard and soft skill training, followed by a six-month, full-time, professional internship with corporate partners. Forty young adults will enter the program with at least another forty shortly thereafter.

Aspire Mentoring Academy

When mentors connect to young people, both are changed for the better. Through Aspire Mentoring Academy, AT&T employees connect with students to help them discover their career passions and potential. We collaborate with best-in-class nonprofits that support students who will benefit the most from mentoring including Big Brothers Big Sisters, Boys & Girls Clubs of America, Communities In Schools, DECA, iCouldBe, Jobs for America's Graduates, Junior Achievement, Nepris, and We Teach Science.

