

Preparing for success tomorrow by investing in our people today.



AT&T is moving to a software-defined, mobile-first network. To continue being successful with our technology transformation and to keep pace with consumer demand for newer, faster and smarter techs and services, we have to reskill our workforce:

- From hardware to software skills
- From wireline to Internet Protocol (IP) and wireless skills
- From data reporters to data scientists

The need to develop a pipeline of employees with the skills to succeed and to help us succeed has never been more critical. But, we also see a broader need to prepare students and those already in the workforce for success in the 21st century.



Our People and the Talent Pipeline

- Today, AT&T has more than **280,000 employees** worldwide.
- Each year, AT&T **must fill approximately 60,000 jobs** and about 50% of those jobs are filled with candidates found internally.



Investing in Our People

- In 2008, AT&T created “T University,” an internal education organization with an annual spend of approximately **\$250 million**.
- In 2015, AT&T invested about **\$230 million** training employees, **more than \$30 million** in tuition aid and provided more than **24 million hours** of training.
- To date:
 - Employees have completed **1.6 million web-based transformation courses**. Course areas include: Data Science, SDN (software defined network), Cyber Security, IP Networking, Agile Program Project Management and Computer Science.
 - **110,000 “badges”** have been awarded to **50,000 employees**. Badges are visual indicators added to an employee’s profile within the company’s internal social networking platform and signify that the employee has completed all coursework required.
 - **More than 1,000 employees** are enrolled in Nanodegree programs.
 - **Nearly 400 employees** have been admitted to the Georgia Tech Online Master of Science in Computer Science program and the first graduating class (December 2015) included 3 AT&T employees.



Investing in Our Communities

- Through AT&T Aspire, we’re using the power of our network to build a better tomorrow by investing in new tools and solutions to help more young people gain the skills they need to lead the digital, global economy.
- In collaboration with Udacity, AT&T has provided **1,200 Nanodegree credential scholarships** to underserved students through qualified non-profit organizations.
- Additionally, we’re also providing support to organizations that help students find future careers and get hands-on work experience.
 - Some of these organizations include Roadtrip Nation, Jobs for America’s Graduates, Year Up and Genesys Works.
 - We also support programs like Girls Who Code, Code.org, Black Girls CODE, All Star Code and General Assembly’s Opportunity Fund that help students develop computer science and coding skills.

