

Educating the Educators: Starting with High School



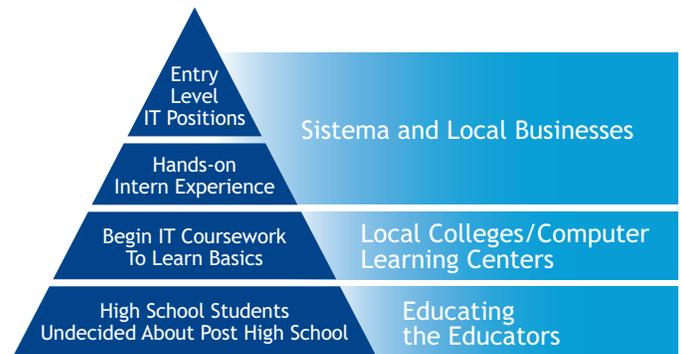
Sistema brought school district leadership (teachers, administrators, councilors, etc.) together in a forum to directly experience some of today's leading technologies. Key school staff was invited to visit some of our local, major area companies to listen to Chief Information Officers explain the benefits of a career in Information Technology. For students whose post high school direction was unclear or who felt attending a traditional trade school was their only option, local business and Sistema leadership explained to educators:

- Where students could go post high school for initial training in some of the most common technologies used by local companies.
- What types of entry level positions exist post training (beginning programmer, project manager, Quality Assurance manual tester, etc.).
- What the career paths look like for these different positions along with anticipated income earning potential.

Too often, councilors and teachers find it difficult to understand and keep up with what is current in IT industry trends. With this program we strive to empower educators with knowledge crucial in passing along proper vision to inspire and guide students. Our goals are to:

- Bridge the gap between education and leading edge business needs.
- Help local schools better cultivate technology talent.
- Create awareness in high school students regarding the benefits and logical path toward becoming an IT professional.
- Build corporate cohesion in the community and prime companies to take on local talent.

IT Talent Growth Pyramid



“All of the district staff came away with new ideas on how to motivate students to choose a career pathway in the technical arena.”

—Phillip R. Chavez

Assistant Superintendent of Curriculum and Instruction,
Southside Independent School District



Going from Education to an IT Career Path:



Moving Beyond College and IT Coursework

Over the last three years, Sistema has taken recent graduates and trained them in the areas of .Net programming, network administration, project management, recruiting, SAP programming, quality assurance testing and product management. We suggest an area of concentration (programming, QA, project management, etc.) based on each individual's educational background, career interests and personality type. Once we have landed on a path, we provide one-on-one training. For example, if the individual has learned some beginning programming at a community college, we step it up with training on a specific application (Java, .Net, etc.) or if the person has a good understanding of a particular application, we may train on one of the more popular packaged software solutions (SAP, ATG, etc.). Whatever the training, it is specific to the programming and QA needs within San Antonio and Austin. Many of the graduates we work with are from San Antonio or Austin and have no desire to leave, so it is important that we train them on applications and skills needed by our local clients.

In many cases, our clients require highly specialized IT talent to handle various planning, programming and testing needs. However, there are times when they are willing to take in recently trained individuals and give them a chance. Sistema actively seeks out those "chances." Many of our interns have moved on to enjoy careers at local companies.

Giving Everyone an Opportunity

A mid-size bank in San Antonio was looking for an economical way to complete some short term, QA manual testing on their new eCommerce features prior to launch. The client was trying to watch costs and asked Sistema to come up with a creative solution for conducting the testing quickly, accurately and within a very tight budget.

Sistema worked with the client to understand the skill sets needed. When it was uncovered that the project would not require deep experience in QA testing, we started down an interesting path. Instead of our traditional recruiting processes, we went out into the community and approached college-aged individuals, young mothers looking for something challenging and even a retired real estate agent who was motivated to learn.

After completion of the project, we were able to secure an IT help desk job for one of our college student testers within a San Antonio-based, petroleum distribution company. Two of the testers, both mothers who were out of the workforce, landed jobs at financial institutions as experienced, manual QA testers, realizing a 40% salary increase. Another QA tester, a graduate of Southside High School who was working at Target for minimum wage, decided to go back to college based upon this experience. She also got a job as an experienced tester. All of these individuals were able to improve their quality of life and put themselves onto a promising professional track because of the compassion of our client and the creativity of Sistema.

About Sistema Technologies

Sistema is a premier provider of IT solutions based in Texas. Founded in 2002, our company's growth is driven by our clients' success. Daily, we strive for and achieve significant results for our clients.

At the tactical level we focus on achieving the best fit for our clients, at the lowest cost and greatest return on investment.

Sistema also serves as a strategic partner. We have the breadth and depth of experience assessing the systems, technologies, and strategies that will create the greatest competitive advantage and ensure long term success for our clients.

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