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# P33 Launches the Chicago Tech Talent Coalition & Debuts Report on Chicago Tech Talent and Workforce Diversity Data

The State of Chicago Tech Talent report outlines how executives can develop and recruit diverse talent as Chicago tech jobs continue to skyrocket.

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**CHICAGO – December 1, 2021** – [P33](#), a non-profit driving inclusive tech growth for Chicago, today released its first report on [The State of Chicago Tech Talent](#) to better understand the current state of Chicago’s tech workforce, and to deliver strategies for attracting and retaining diverse tech talent.

The findings are based on a survey of members from the Chicago Tech Talent Coalition, a group of 39 companies, led by P33, that represent \$1T in global revenue and over 100,000 Chicago-area employees. The report also drew from several Tech Talent Coalition strategy sessions, and more than 100 one-on-one conversations with Chicago tech and talent leaders.

Coalition members anticipate rapid growth in hiring for technology talent in Chicago across functions—especially in software engineering and data and analytics. These companies are also prioritizing diversity and inclusion in order to build more diverse teams as they grow. The report highlights the specific steps companies and others can take to address persistent diversity challenges in tech.

“The debate over whether tech’s diversity and inclusion issues are a pipeline problem or a company issue to fix is a false choice — it’s both,” said [Matthew Muench](#), SVP of Talent Solutions at P33 and co-author of the report. “This report lays a foundation for Chicago’s entire tech ecosystem to reflect on where we are today and to understand the vital role Chicago’s educators, business executives, and public officials, play in advancing inclusive growth by building a technology workforce that reflects Chicago.”

## Key findings and analysis of The State of the Chicago Tech Talent report include:

- **Access to the best tech jobs in Chicago is unequal.** Black and Latinx Chicagoans make up only 14% of Chicago’s tech workforce, despite representing two-thirds of the city population.
- **Data & analytics and software engineer job openings** will continue to skyrocket. Over next 3 years, more than 90% of participating Chicago companies anticipate growth in software engineering and data and analytics staff, with 50% of companies anticipating significant growth in software engineering.
- **Technical skills matter.** Nearly 75% of companies surveyed identified at least one technical skill that was a prerequisite for hiring. For software engineering, Java, JavaScript, and HTML/CSS top the list. For data & analytics, SQL, data bases, and/or data structures experience tops the list.
- **Companies can’t wait for tech talent; they must develop it.** Companies acknowledged that lack of prior work or project experience keeps many otherwise attractive candidates from getting an interview or receiving an offer. To solve this, companies must engage college students in talent development, internships, and training programs.
- **Actions to attract, support, and advance diverse talent have grown** – but the work must continue. Over the last 18 months, 91% of participating companies have established or grown employee resource groups, and 83% have increased DEI or unconscious bias training.

The Chicago Tech Talent Coalition aims to improve diversity and inclusion throughout Chicago’s technology workforce by designing and implementing new talent solutions for common challenges, and sharing data with educators and policymakers to focus talent investments on the most promising career opportunities. Coalition members range from Fortune 100 companies to high-growth startups (see full list below).

“This report recognizes that P33 has a critical role to play in providing market intelligence to Chicago’s educators, business executives, and public officials, to clarify the challenge we face, and highlight solutions we can pursue individually and collectively to advance inclusive growth,” said [Brad Henderson](#), Chief Executive Officer at P33. “It’s now all of our responsibility to address these inequities in tech or exacerbate the existing problem.”

Download the full analysis of The State of Chicago Tech Talent report at [p33chicago.com/tech-talent-report](https://p33chicago.com/tech-talent-report).

For more information on P33 and to learn more about the Chicago Tech Talent Coalition, visit [p33chicago.com](https://p33chicago.com).

## Chicago Tech Talent Coalition Members

Accenture, Allstate, Aon, Ascent, Avant, Caterpillar, CDW, Civis, Cognizant, Conagra, Facebook, G2, Google, Grainger, Groupon, Health Care Service Corporation, JPMorgan Chase, Kin, KPMG, M1 Finance, The Mom Project, Microsoft, Morningstar, Motorola Solutions, Narrative Science, Northern Trust, Ocient, Provi, Relativity, Rheaply, Salesforce, Slalom, SpotHero, TransUnion, Unilever, United Airlines, US Foods, Wolverine, and Zebra.

## Survey Methodology

The data reflected in The State of Chicago Tech Talent report was derived from a confidential, electronic survey of 25 Chicago Tech Talent Coalition companies to better understand the dynamics of their technical talent hiring priorities, the impact of COVID-19 on talent initiatives, and their diversity, equity and inclusion (DEI) efforts. The survey was typically completed by C-Suite level executives or senior management in the HR, talent or technology functions, dependent on the company. Of the participating companies, nearly one-third represent Chicago's startups; the remaining two-thirds are established companies from a variety of industries including large tech companies headquartered elsewhere but with presence in Chicago.

## About P33

P33 is a privately funded non-profit focused on driving inclusive, global tech and innovation leadership for Chicagoland. P33's work is anchored in deep research and driven by a need to unlock the potential of the digital age to solve some of the toughest problems facing Chicago, such as equitable access to digital careers, talent retention, deep science commercialization and gaps in our growth stage startup ecosystem. Officially launched in 2019, P33 is co-chaired by Penny Pritzker, former Secretary of Commerce and founder and chairman of PSP Partners; Chris Gladwin, CEO and Cofounder of Ocient and Cleversafe; and Kelly Welsh, President of the Civic Committee of The Commercial Club of Chicago.