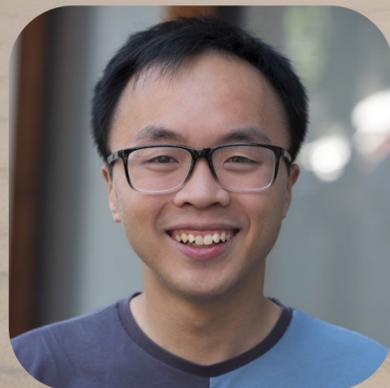


# Tackling the toppling tech talent pyramid

A radical challenge to building diverse teams



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co-founder & CTO

 **greenworkx**



**@richardcrng**



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@richardcrng

**AWESOME**



**LESS**

**AWESOME**





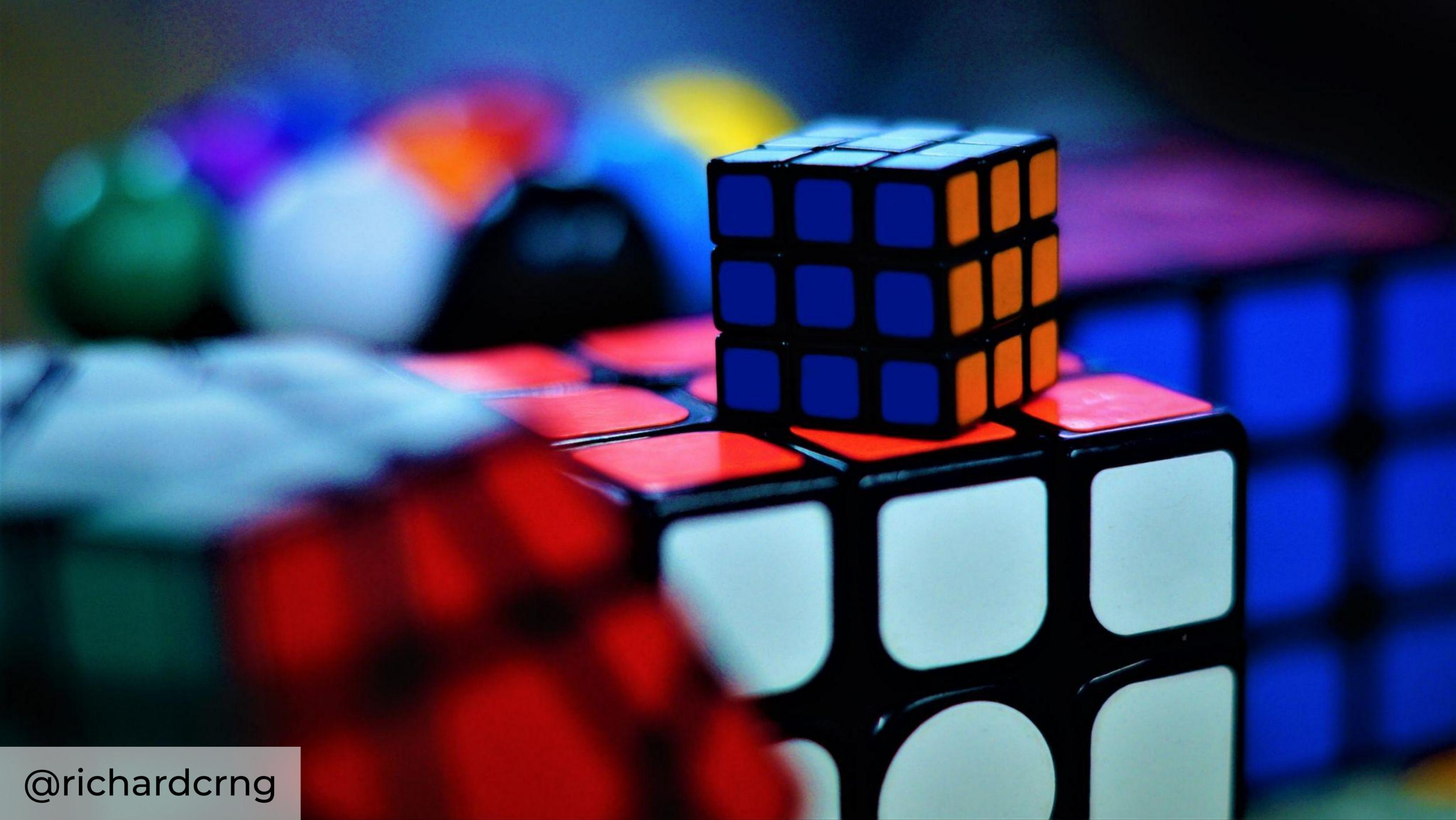
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“

It's a  
pipeline  
problem!

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**N** >100

**Women** 55%

**Black, Asian or  
Minority Ethnic** 65%

**Black** 30%

**Continents** 4

**ACADEMY**  
@richardcrng



# ACADEMY

# multiverse

CODERS  
{OF}  
COLOUR

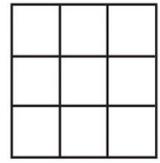


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YOUR  
FUTURE

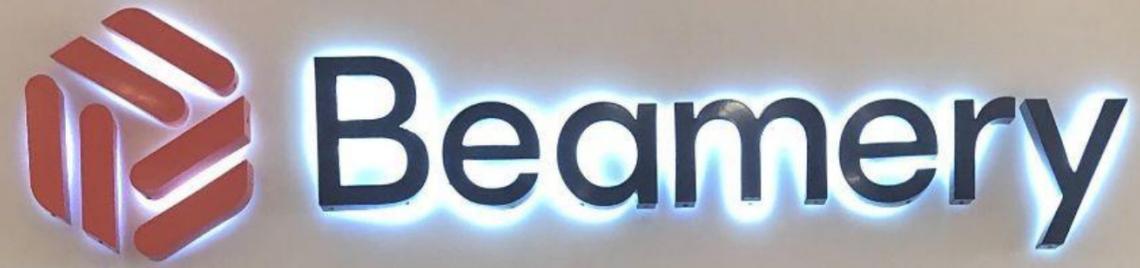


multiverse

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SOHO HOUSE



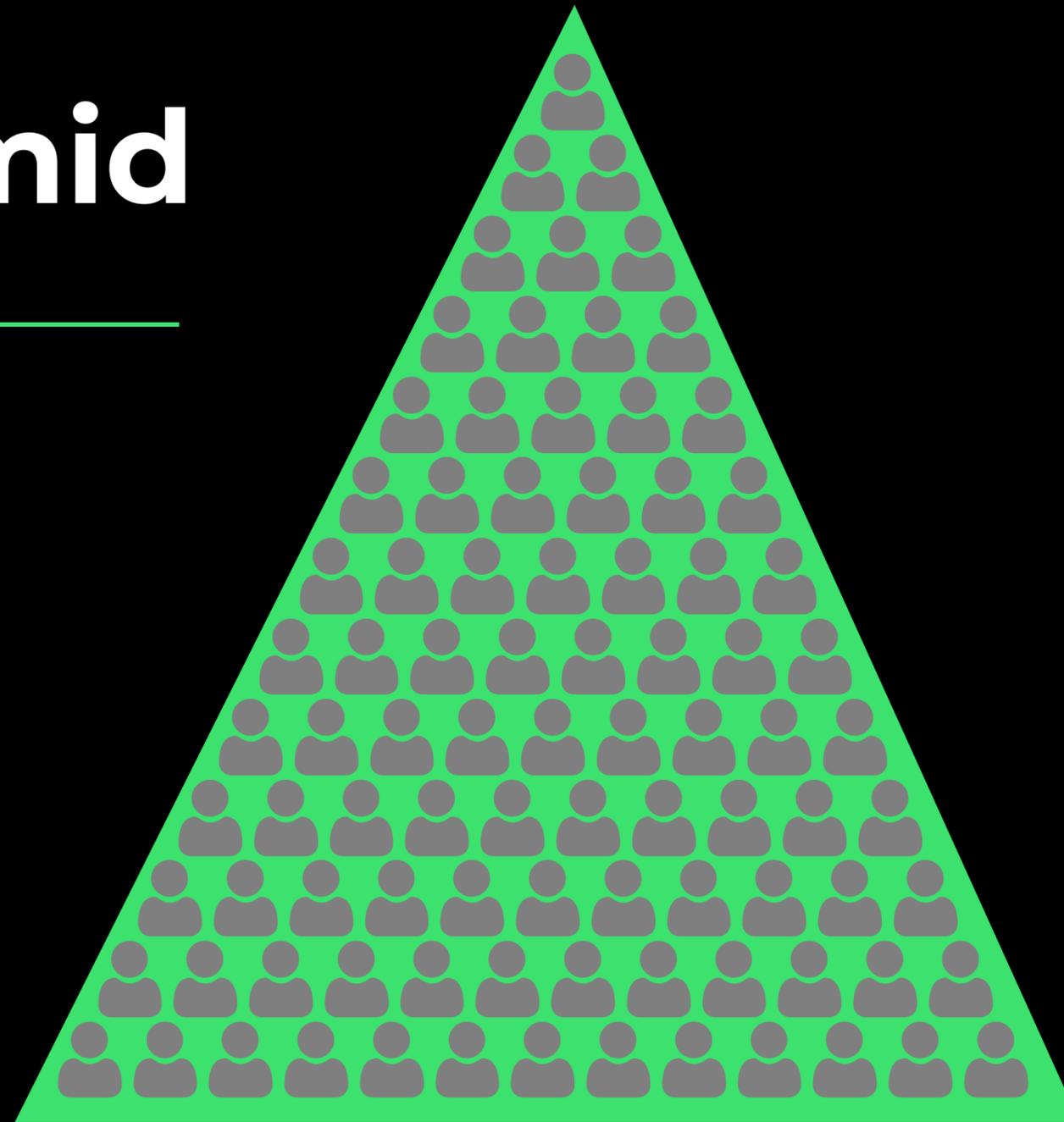
ACADEMY

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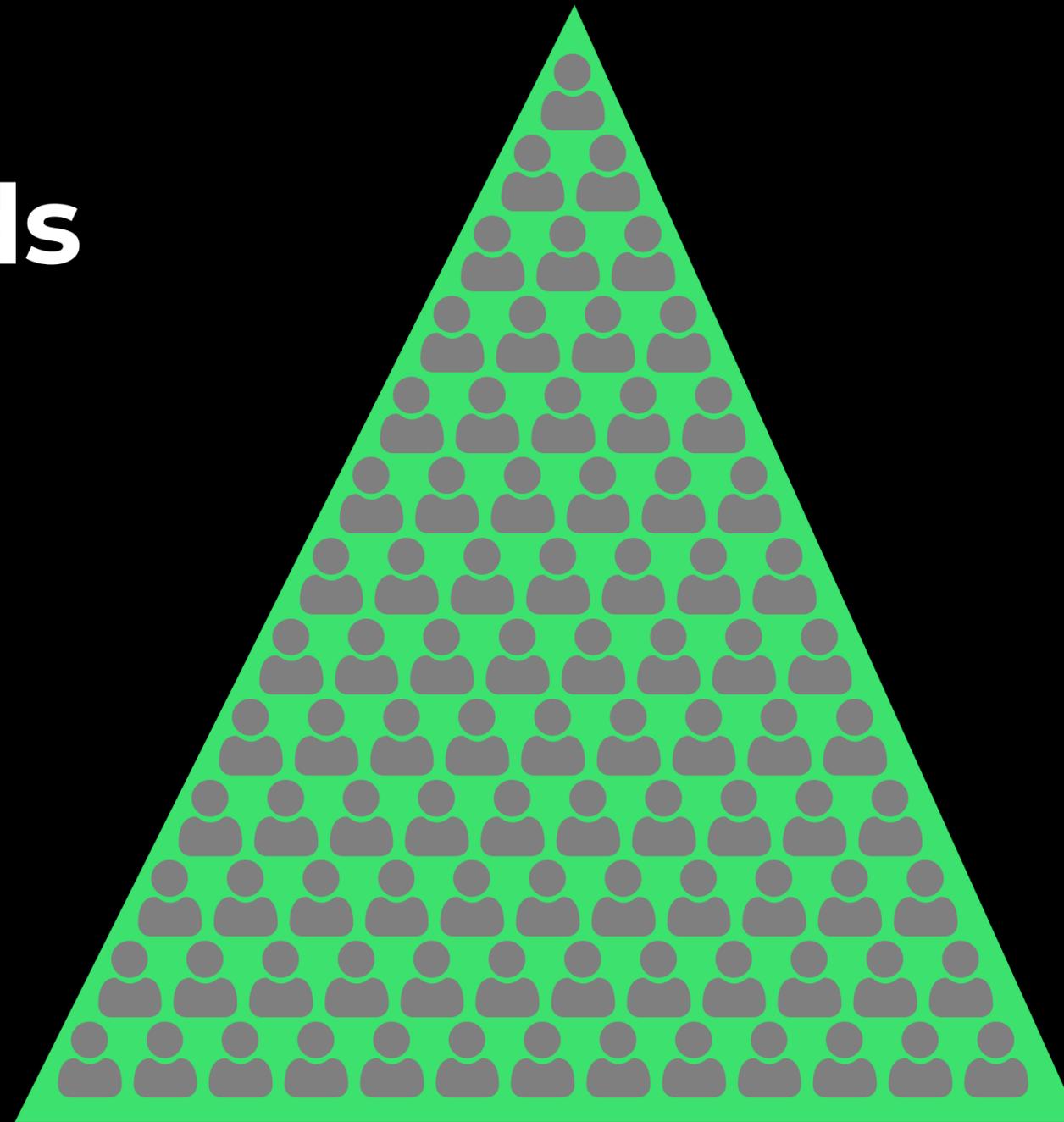
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This is a \_\_\_\_\_  
**talent pyramid**  
\_\_\_\_\_



Industries need  
**functioning**  
**talent pyramids**

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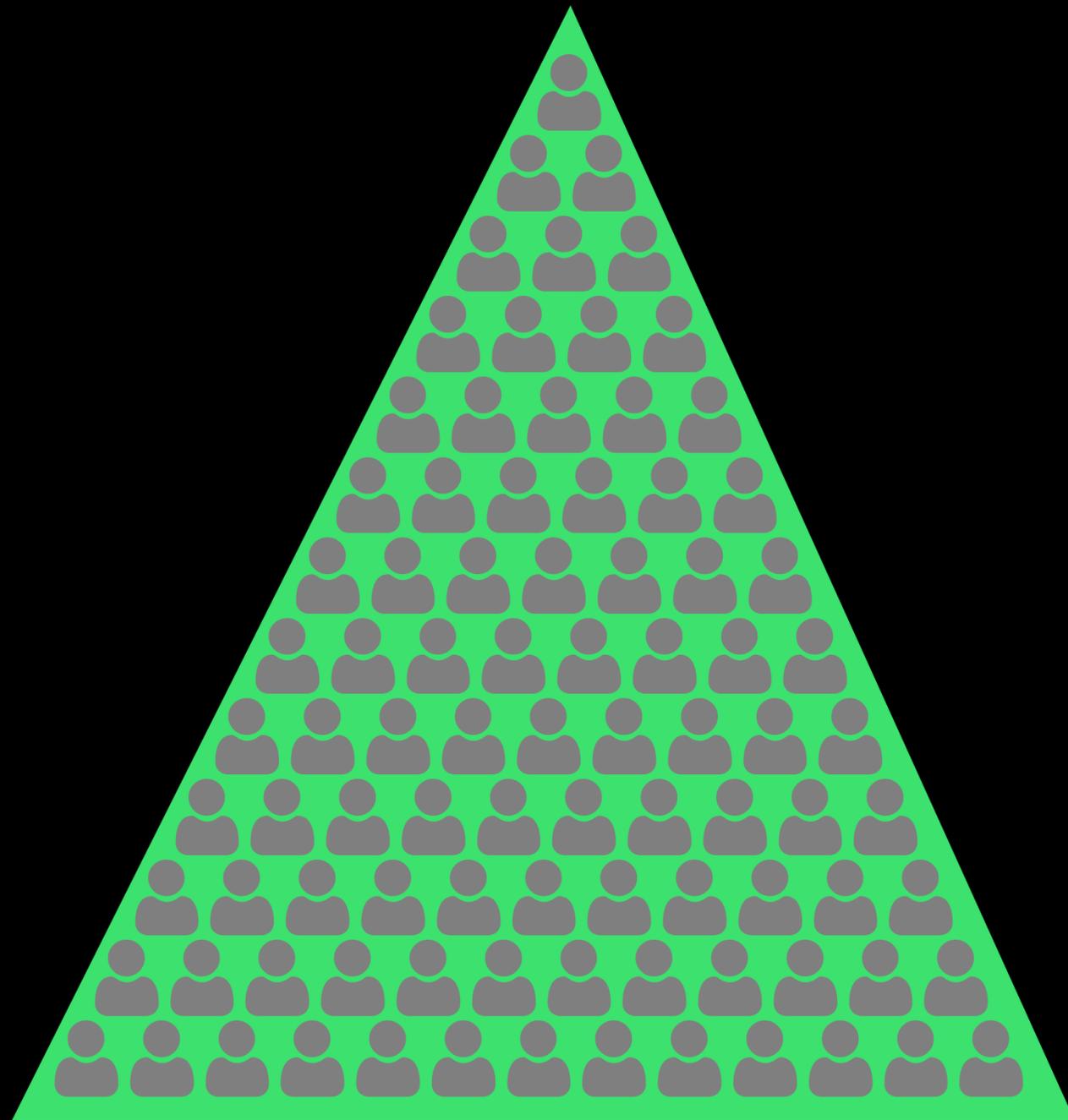
**Senior**

---

**Experienced**

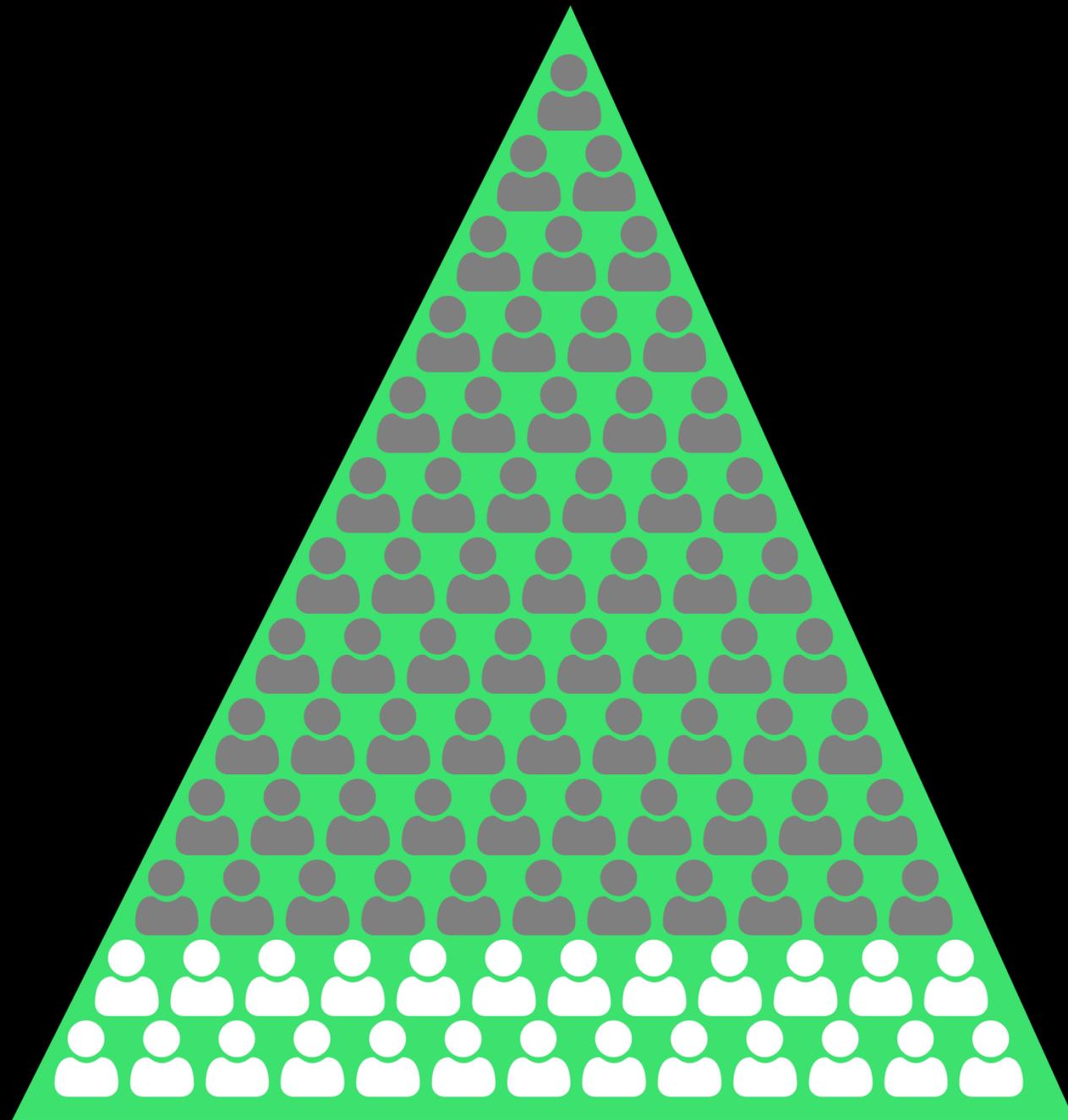
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**New**



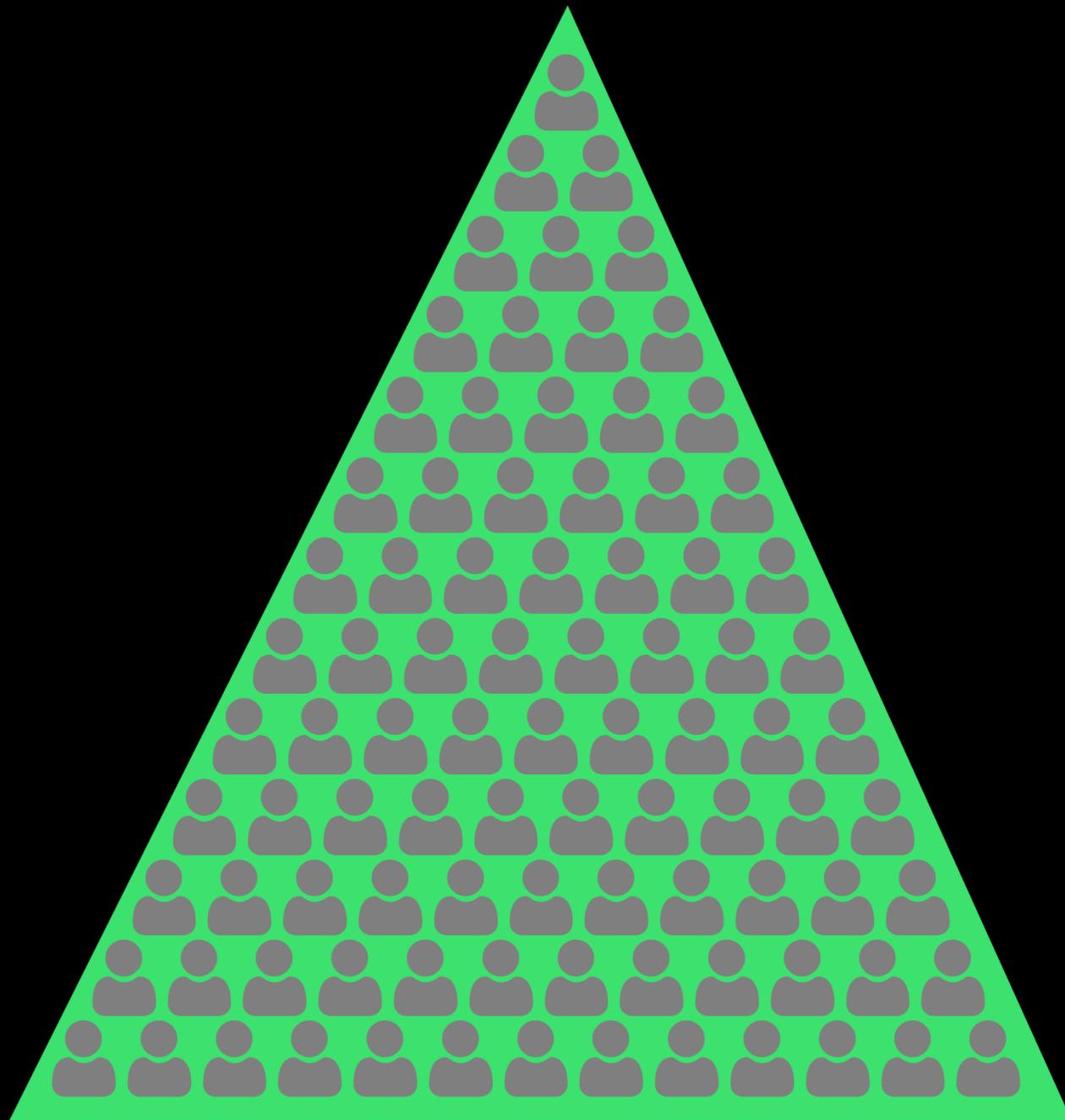
?  
in  
**100**

roles in professional  
services are for  
entry-level talent



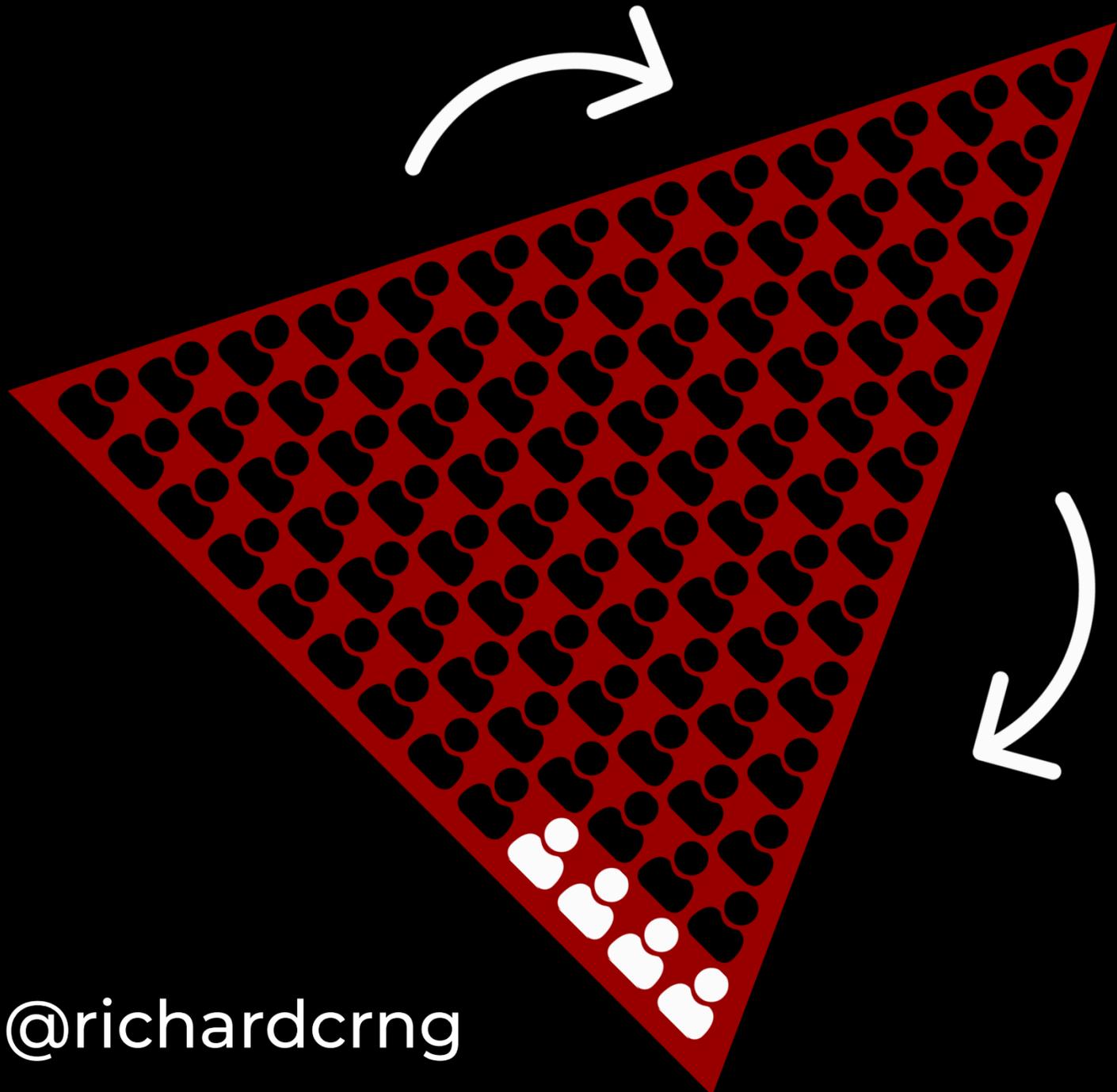
**23**  
in  
**100**

roles in professional  
services are for  
entry-level talent



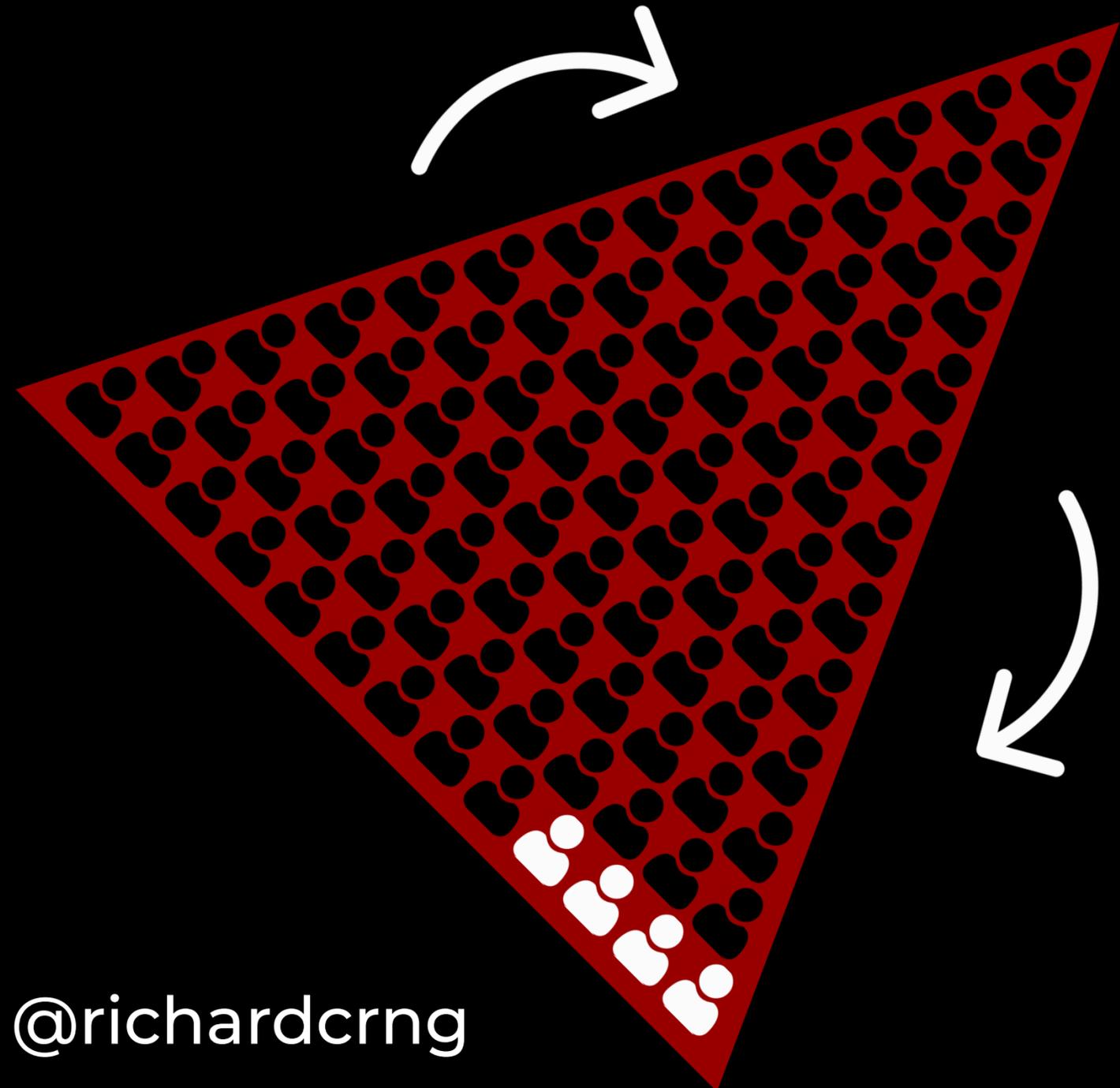
?  
in  
**100**

roles in tech are for  
entry-level talent



**4**  
in  
**100**

roles in tech are for  
entry-level talent



Tech's \_\_\_\_\_  
talent pyramid is  
**toppling over**  
\_\_\_\_\_



“ We only  
hire seniors

# Tech debt

**Team**

**debt**

**Diversity**

**debt**



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ACADEMY

Talent is  
abundant.

ACADEMY

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@richardcrng



**Sebastián Ramírez**

@tiangolo · [Follow](#)



I saw a job post the other day. 🔥

It required 4+ years of experience in FastAPI. 🧐

I couldn't apply as I only have 1.5+ years of experience since I created that thing. 😂

Maybe it's time to re-evaluate that "years of experience = skill level". ♻️

2:40 PM · Jul 11, 2020



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📈 176.9K



Reply



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Photo by Olaf Tausch

Screen **in**,  
**not out.**



**Olivia**

*before Academy*  
Classics at Cambridge

*after Academy*  
Product Manager



**Kasia**

*before Academy*  
Anthropology at UCL

*after Academy*  
Software Engineer



**Abdi**

*before Academy*  
History at Oxford

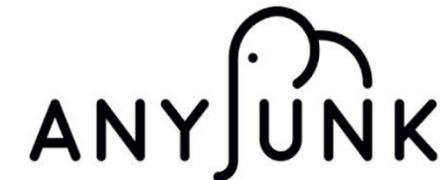
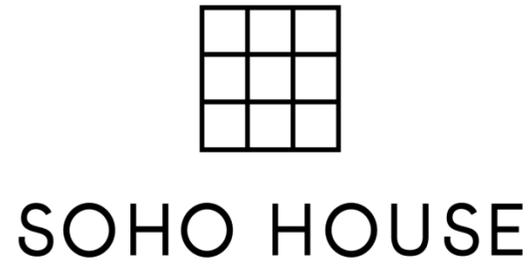
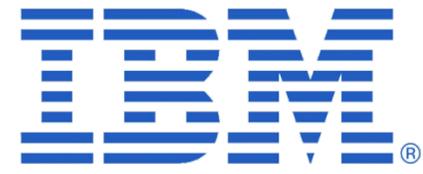
*after Academy*  
Software Engineer



**Aaron**

*before Academy*  
Law at Durham

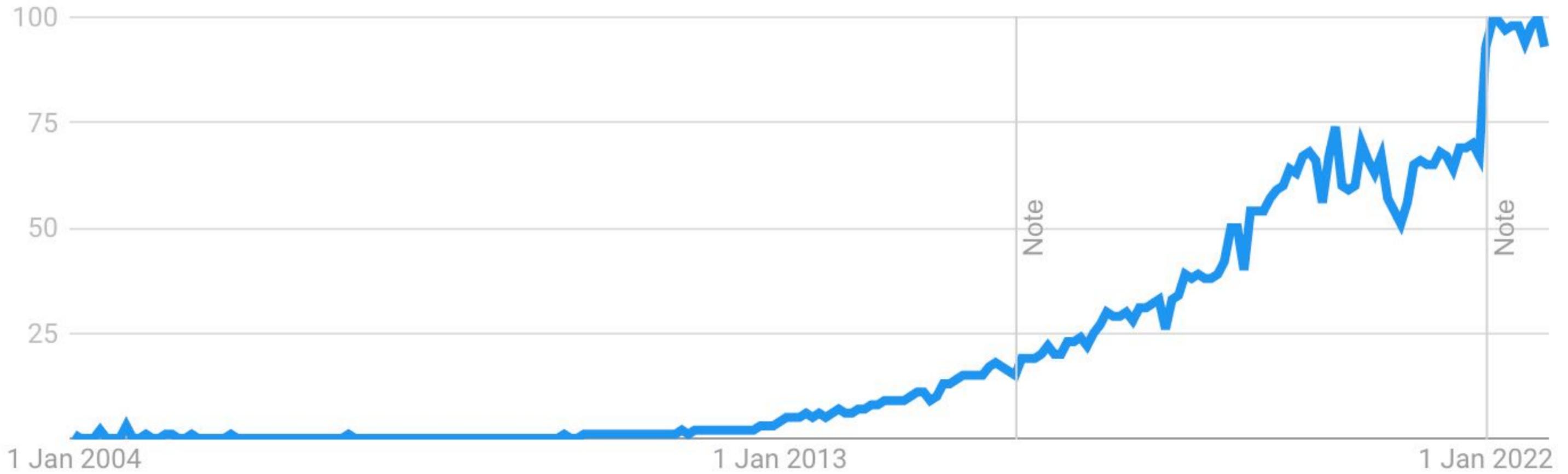
*after Academy*  
Data Engineer



# Interest over time

Google Trends

● DevOps



# DevOps

DevOps

DevEd



@richardcrng

# TOP TIP FOR VOLUNTEERING

## Mentor externally

- Scout out talent
- Build a ladder for others
- Develop your leadership

@richardcrng

ACADEMY

multiverse

CODERS  
{OF}  
COLOUR



<CODE>  
YOUR  
FUTURE

bw

# TOP TIP FOR HIRING

## Seek potential

- Look beyond experience
- Optimise for ceiling
- Track the trajectory

# TOP TIP FOR HIRING JUNIORS

## Challenge convention

- **Look for velocity:** what has been their path so far?
- **Test for learning:** e.g. a task involving a new pattern
- **Pair programming:** assess their coachability

# TOP TIP FOR SCALING

## Invest in DevEd capability

- **Cohorts of talent** can jumpstart your diversity
- **Build in-house** your homegrown, high-growth talent
- **Partner externally** for sourcing, training or end-to-end

Buying talent is  
**competitive.**

Building talent is a  
**competitive**  
**advantage.**



You  
belong.

@richardcrng

Belong



**I'm here to chat!**

**Looking to do some  
volunteering?**

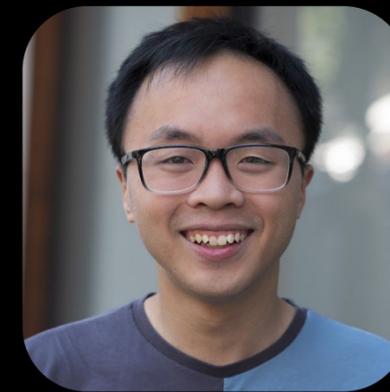
Get in touch for recommendations and signposting

**Building diverse  
engineering teams?**

**Discovering more  
about DevEd?**

Join me at:

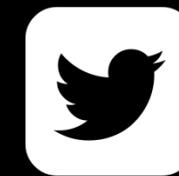
 [DevEd.community](https://www.deved.community)



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