STARs
SKILLED THROUGH ALTERNATIVE ROUTES

Opportunity @ Work

Metro DC:
Discovering STARs just got easier

A better way to find entry-level tech talent

40% of all IT jobs can be done without a college degree.[1]

Your company needs to fill open entry-level, IT Support or Help Desk jobs fast. But every hiring manager knows that you can't just hire anyone, you're looking for a STAR.

Luckily for you, Opportunity@Work's marketplace is filled with them. The marketplace makes it easy for employers to find, screen, and hire individuals who are Skilled Through Alternative Routes; or as you'll soon recognize them as STARs.

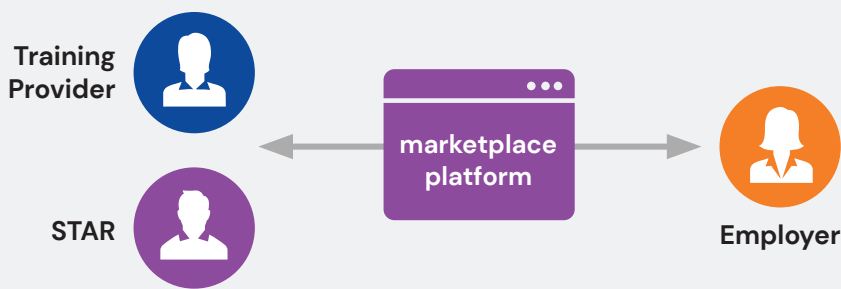STARs are talented professionals who don't have a four-year college degree but have completed tech bootcamps, attended community college, or learned valuable skills while in the military, on the job, or through other alternative routes.

The 71 million STARs in the U.S. represent a massive talent pool, comprising 60% of the working-age population.[2] They represent all races and ethnicities and span rural and urban geographies. Among these STARs are millions of veterans, Opportunity Youth, returning citizens, and other vital segments of the workforce.

Opportunity@Work's marketplace recently launched in the Washington, DC area and we're actively onboarding. Join the marketplace now to discover your next STAR.

Let Opportunity@Work help you connect the dots between:

- **STARs –** skilled professionals ready to work, learn, and earn their full potential
- **Training Providers –** the organizations who train STARs
- **Employers –** the companies who want to hire STARs

Training Provider

STAR

marketplace platform

Employer

The marketplace platform was built with the support of:

Google.org   Lumina FOUNDATION   Walmart >‹org   BILL & MELINDA GATES foundation   The James Irvine Foundation   workday.

A faster and easier way to find your next STAR

Here's how the marketplace platform can work for you:

STARs*
SKILLED THROUGH
ALTERNATIVE ROUTES

◄ **ONE SITE. MANY STARS**

No other site can aggregate so much untapped tech talent all in one place. Finding, screening, and hiring non–traditional talent has never been so easy.

SMART MATCHING ►

Using the criteria that you specify, we can help deliver your dream shortlist faster. The higher the candidate's "match score", the more likely you are to have found your next STAR employee.

JM Jackie Michaels
Technical Support | fulltime

90% match IT Support Specialist
[Interview] ⓘ

10	1	1	0
Skills	Trainings	Certifications	Projects

Skills

* Validated by training provider / certificate, ✓ Match required skills for job

✓ Data capture System administration Office365 Data entry ✓ Problem Solving *

✓ Help Desk * ✓ Troubleshooting * ✓ Software Installation * ✓ Hardware Installation *

✓ Microsoft Office365 *

Training

* Training verified by provider, 🎗 Certificate of completion

Help Desk Analyst Bootcamp *
IT Academy

◄ **DEEP SCREENING**

Make a more informed decision about a candidate's skills (even the so–called "soft" ones) based on the ratings, reputation, and feedback given by a knowledgeable third-party — the people who trained them.

You can't always see them

68% African Americans

79% Latinx
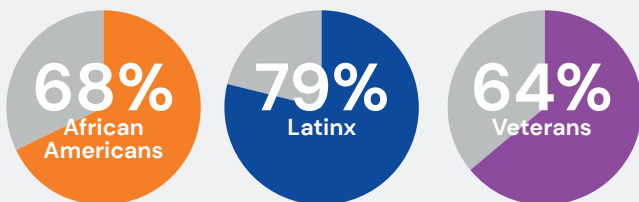
64% Veterans

Is your business at risk of disproportionately screening out African Americans, Latinx, veterans, and other diverse communities by requiring a four-year college degree?[3]

...but every business needs a STAR.
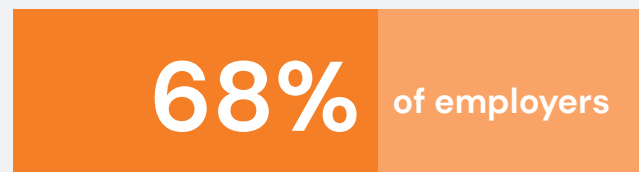
68% of employers

Hiring non-traditional talent doesn't mean compromising on performance. In fact, 68% of employers say STARs are at least as productive as employees with a four-year degree.[4]

Sources: [1]CEB Global Study, 2015 [2]Opportunity@Work & Accenture Reach for the STARs: The Potential of America's Untapped Talent Pool," Published by Opportunity@Work and Accenture, March 2020; [3]Annual Social and Economic Supplement (ASEC) of the Current Population Survey, 2019 [4]Harvard Business School, Accenture & Grads of Life Study, 2016–17, p. 23

Find your next STAR at opportunityatwork.org/marketplace