IT-oLogy®

Annual
Report
2022

President's Letter

Tammy Mainwaring,
President & CFO

Dear friends,

I am delighted to present **IT-oLogy's 2022 Annual Report**, highlighting our progress, new services, and community impact. Our mission is to address the IT skills crisis in South Carolina by attracting, educating, growing, and retaining future tech talent. We value diversity and strive to create an inclusive workplace to better serve our customers from all backgrounds.

Despite our significant progress, the gaps between employer demand and talent pool supply continued to grow in 2022. **Code.org** reports that only 25.7% of SC high school students are enrolled in a computer science course, and the **US Chamber of Congress** states that SC only has 53 available workers for every 100 open jobs.

Education remains the single greatest investment we can make for a bright future in South Carolina. IT-oLogy is committed to collaborating with businesses, parents, educators, stakeholders, and community leaders to close the gap between demand and supply, supporting the state's economy.

With your generous assistance, IT-oLogy reached nearly 7,000 students, educators, parents, veterans, and professionals in 2022. Our innovative programs and events, supported by community partners, grants, sponsorships, and donations, increased our impact and community outreach across the state.

Our K-12 programs and events, including coding, robotics, drones, circuitry, animation, game design, virtual reality, and IT career exploration, engaged students of all ages. Our "Tech-In-A-Box" summer camps, funded by grants, allowed students to experience technology at no cost to families. Our Aspirations in Computing scholarship program recognized student achievements and encouraged them to pursue their passions.

IT-oLogy also offered top IT certification courses to support lifelong learners and IT professionals. Our professional development programs included ITIL, CompTIA, DiverseIT, exam prep, soft skills, team building, mentorships, internships, scholarships, events, and volunteer opportunities. We hosted ITIL certification programs for SC Veterans at no cost to families and increased participation in our DiverseIT program.

With your support, IT-oLogy will continue to grow and enhance our K-12 and Professional Development programs and event offerings to enable our local communities, families, and businesses to thrive. We are grateful for your generous donations of funds, time, and in-kind contributions that enable IT-oLogy to inspire and develop the innovators and builders of tomorrow.

Thank you for your trust in us.

Sincerely,
Tammy Mainwaring
President and CEO

Mission Statement

IT-oLogy's mission is to promote, teach and grow a diverse IT workforce to address the growing IT skills crisis in South Carolina.

IT-oLogy provides technology-based innovative and interactive programs that prepare all South Carolinians to survive and thrive in the 21st century economy. IT-oLogy engages with 4k-12th graders and college students, educators, career changers, veterans and IT professionals.

Diversity & Inclusion

At IT-oLogy we are passionate about creating an inclusive workplace that promotes and values diversity so that we may better serve our customers from all walks of life.

IT-oLogy's vision is to use technology to promote equality and inclusion in the workforce.
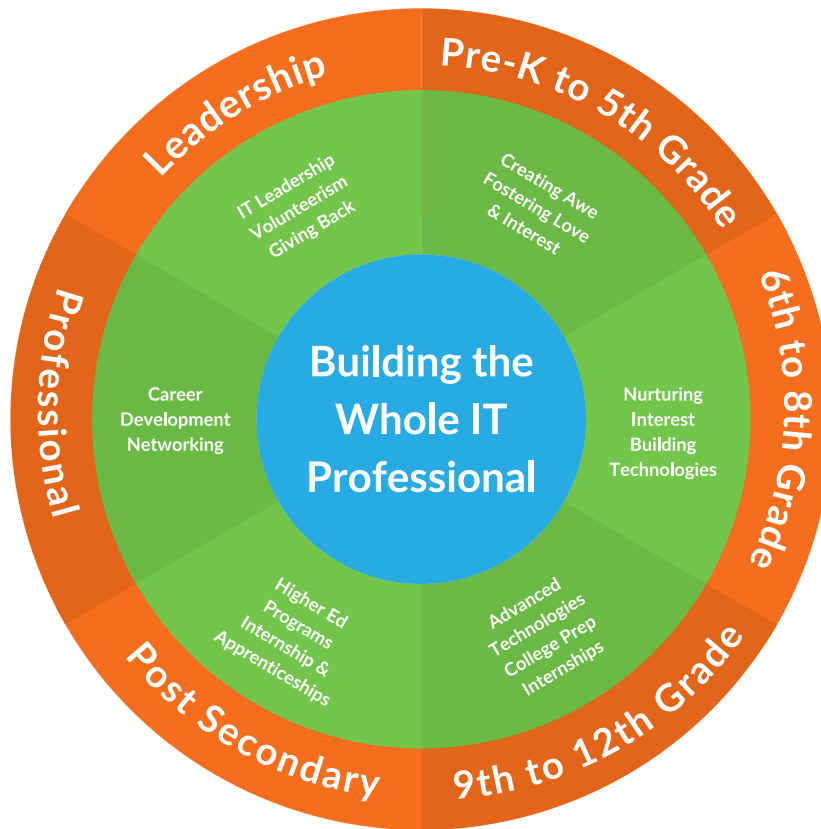
IT-oLogy Beliefs

IT-oLogy believes that real, systemic change begins with early childhood education continuing through IT career professional development, creating a cradle-to-career pipeline.

Research confirms that in addition to technical skills, SC IT employers have a critical need for IT professionals with excellent interpersonal and communication skills. All of our core programs integrate soft skills creating the "Whole IT Professional." IT-oLogy is committed to bringing together businesses, parents, educators and community leaders to close the IT skills gap in South Carolina.

Building the Whole IT Professional

Leadership
- IT Leadership
- Volunteerism
- Giving Back

Pre-K to 5th Grade
- Creating Awe
- Fostering Love & Interest

6th to 8th Grade
- Nurturing Interest
- Building Technologies

9th to 12th Grade
- Advanced Technologies
- College Prep
- Internships

Post Secondary
- Higher Ed Programs
- Internship & Apprenticeships

Professional
- Career Development
- Networking

IT-oLogy Methodology

IT-oLogy practices "Building the Whole IT Professional" by implementing the pictured cradle-to-career methodology. IT-oLogy's programs are designed to introduce technology to students in their formative years to foster a love and interest in technology while building their technology confidence.

IT-oLogy offers specialized programs, events and/or classes for individuals in Pre-K to current IT professionals. This methodology was crafted to support future IT leaders through every stage with the goal in mind of developing lifelong learners and IT professionals who give back to the community by filling important IT roles in South Carolina.
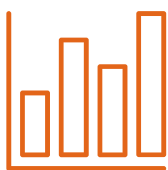
2021-2022
Impact

Thanks to your support, IT-oLogy has impacted every county in South Carolina through our K-12 field trips, competitions, teacher professional development, STEM festivals, IT professional development and conferences.

By the numbers

4,410
Students

1,123
Educators

552
Parents

819
Professionals

South Carolina Statistics

$77,383

Average Salary of Computing Jobs in South Carolina

Tech-related employment has a projected growth of **3.2% in 2023**

Students who learn **computer science** in high school are **6x more likely** to major in it & **women are 10x more likely.**

4,996

Current open computing jobs in South Carolina
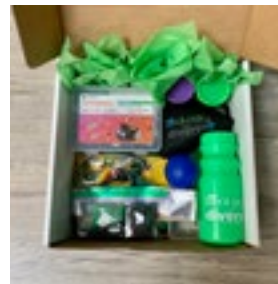
Source: Code.org

K-12 Programs

IT-oLogy's core K-12 programs are designed to not only educate students, but to introduce them to the possibilities of technology. IT-oLogy offers customized program solutions for educators and parents. All services are crafted to support future IT leaders through every stage of their development with the goal in mind of developing lifelong learners and IT professionals who give back to the community by filling important IT roles in South Carolina.
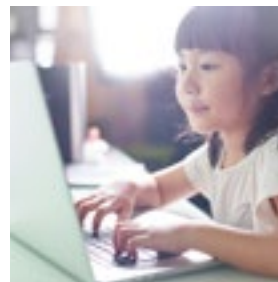
Coding Clubs

Tech-in-a-Box Camps

NCWIT Aspirations

IT-oLogy Tech Explorers

Virtual Field Trips

Our Programs

IT-oLogy's core K-12 programs are designed to not only educate students, but to introduce them to the possibilities of technology. IT-oLogy offers customized program solutions for educators and parents.

AlL IT Enrichment programs align with South Carolina Department of Education Computer Science Standards, ITEEA Standards in Technology Literacy, and ISTE National Education Technology Standards and cross all disciplines.

"IT-oLogy's programs were an excellent introduction to technology for my children. The instructors, as well as the material, provided rich content at a level that could easily be absorbed and applied. Thank you so much!"

Virtual Field Trips & Cyber Enrichment Programs

IT-oLogy delivers technology content to students either at your site or virtually. Virtual Field Trips and IT enrichment programs cross all disciplines and meet South Carolina Department of Education Computer Science Standards, ITEEA Standards in Technology Literacy and ISTE National Education Technology Standards. AI programs are project-based and customizable for all ages, unless otherwise noted in the description. Previous experience with technology or programming is not required for any topic.
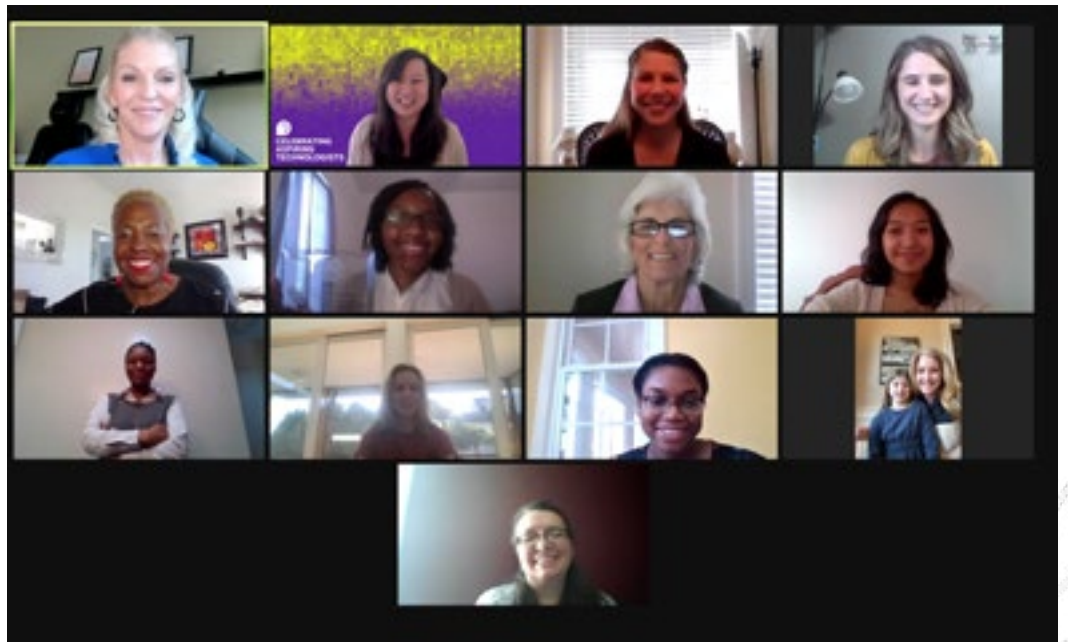
IT-oLogy Tech Explorers

IT-oLogy's Tech Explorers integrates technology and life skills together in a fun and exciting way for 4-7 year old students. Students relate to the adventures of memorable characters in amusing stories and learn timeless principles. Students also discover their creative side and spark their imagination by exploring, making, creating, crafting and tinkering using electronics, robotics and art materials.

"This class was so much fun! I love learning about circuits! Thank you!"

Aspirations in Computing

IT-oLogy is the South Carolina Affiliate for the Aspirations in Computing award. The NCWIT Award for Aspirations in Computing builds a talent pool for the growing technical workforce and helps academic and corporate organizations celebrate diversity in computing by honoring young women at the high-school level for their computing-related achievements and interests. Award recipients are selected based on their aptitude and aspirations in technology and computing; leadership ability; academic history; and plans for post-secondary education. Interested high school young women can apply, starting in September. Winners are announced
the following year in March.

Boys Who Code Club

IT-oLogy's all new Boys Who Code Club will teach South Carolina boys in grades 6-12 the fundamentals of coding, its history, technology evolution, cyber safety and cyber careers. Students will learn to code, program interactive stories, create apps, animations and games with engaging activities with Hour of Code™. Students will also be introduced to artificial intelligence and the basics of machine learning. Hour of Code™ on-demand resources will also help nurture problem-solving skills, logic, creativity, and starts a foundation for success in any 21st-century career path. During IT- oLogy's workshops, students will explore HTML, JavaScript, Python and Scratch programming languages and most importantly, have FUN coding!

Girls Who Code Club

IT-oLogy's Girls Who Code Club is meant for girls to join our sisterhood of supportive peers and role models and use Computer Science to change the world. Girls learn from fun coding tutorials, build community through interactive activities and learn about inspiring role models. They learn the concepts of loops, variables, conditionals and functions that form the basis of all programming languages. Girls also work in teams to design and build a Girls Who Code Project that solves real world problems through code.

Tech-in-a-Box

IT-oLogy's Tech-In-A-Box program is an innovative, three-day, virtual learning experience for students to experience the excitement of technology. Everything needed for the workshops is mailed directly to the students' door and is theirs to keep. The supply boxes are filled full of STEM supplies and technology gadgetry to use during the weekly workshops. Additional hands-on activities and on-demand learning resources are also provided to complement lessons learned in our virtual classroom. Through project-based learning, students find comfort in knowing they can work at their own pace, and openly share their innovative ideas and creativity around coding and circuity. The activities and challenges do not require any previous technical experience and are designed with gaming attributes. IT-oLogy's Tech-In-A-Box program reinforces STEM concepts and computer science state standards to support what our students are learning in school and inspire them to one day pursue a career in IT. Tech-In-A-Box allows students of multiple experience levels the space to learn something new and most importantly, have fun!

"IT-oLogy's programs were an excellent introduction to technology for my children. The instructors, as well as the material, provided rich content at a level that could easily be absorbed and applied. We're so happy to get technology that we can keep experimenting with at home. Thank you so much!"

Professional Programs & Events

At the Summit, we gather experts who present the latest research, trends and opportunities regarding South Carolina's information technology sector. We address our state's current IT workforce challenges and provide practical solutions to ensure a successful future.

Over the last 30 years, ITIL has become the most widely used framework for IT management in the world. It's the defacto global framework for IT departments. The ITIL certification is widely used and accepted as a framework for managing the IT lifecycle.

CompTIA, the world's leading tech association, has four IT certification series that test different knowledge standards–from entry-level to expert. The unparalleled programs set industry standards, foster skills development and generate knowledge and insight every day.
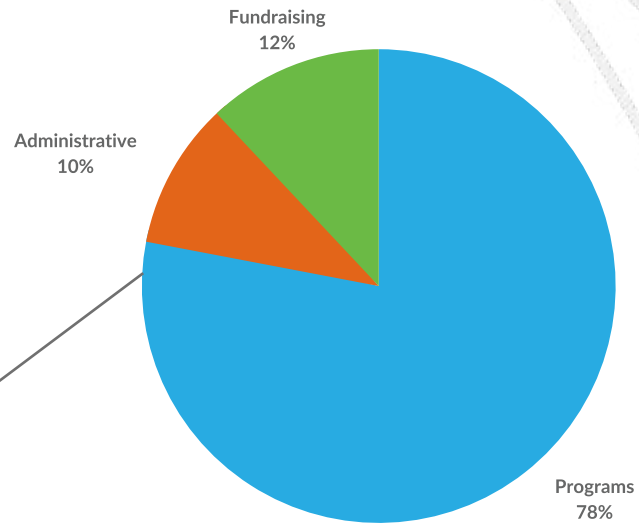
Team Building

By incorporating high-quality, technology-based activities with strong collaboration and communication skills, your employees are sure to have a blast-all while building team morale, trust and motivation. Using technology gadgets such as robots, drones and virtual reality, team members are challenged to work together to code, design and problem solve different scenarios.

The diverseIT group works to promote and grow diversity within the STEM workforce through mentorship, networking, professional development and community outreach.
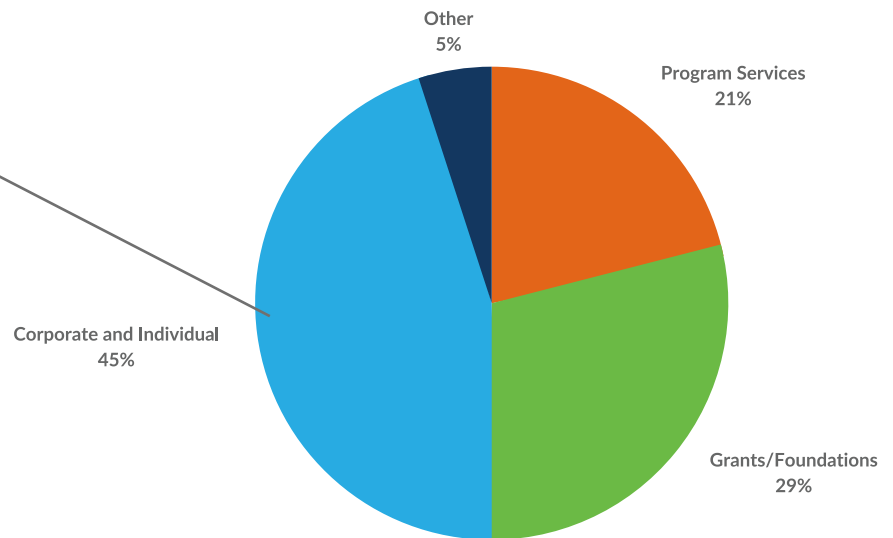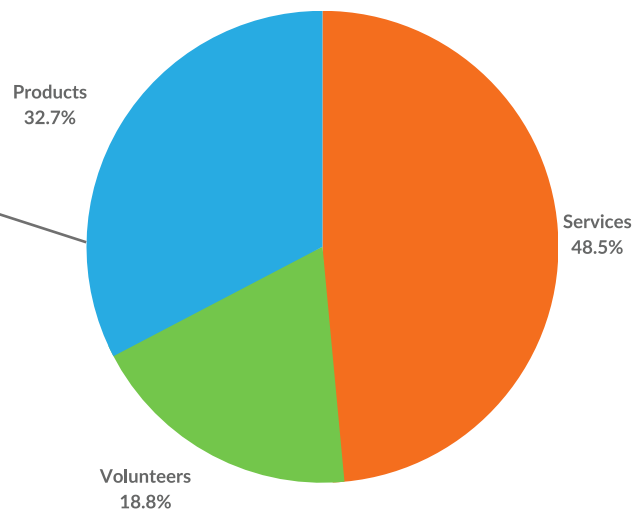
2022 Finances

2022 Distribution of Expenditures

Fundraising
12%

Administrative
10%

Programs
78%

2022 Sources of Revenue

Other
5%

Program Services
21%

Corporate and Individual
45%

Grants/Foundations
29%

2022 In-Kind Contributions

Products
32.7%

Services
48.5%

Volunteers
18.8%

Collaborators

girls who code | LearningBlade — Growing interest and sharpening skills for STEM. | CODE

Blue Cross Blue Shield South Carolina | City of Columbia, S.C. | Dominion Energy | CompTIA

WIGGINS FOUNDATION | Immedion | TM Floyd & Company | Companion DATA SERVICES

SCRA | FGP FIND GREAT PEOPLE | RICHLAND LIBRARY | MIDLANDS TECHNICAL COLLEGE

COLUMBIA COLLEGE | RICHLAND COUNTY SOUTH CAROLINA | Google | ITIL

MWM Million Women Mentors | Training CONCEPTS | iTs SC |

MEBA | HIMSS SOUTH CAROLINA Chapter | corsica technologies | United Way of the Midlands | United Way

South Carolina Department of Commerce | SC CYBER | national center for women & INFORMATION TECHNOLOGY | UNIVERSITY OF South Carolina | BEST BUY

Girl Scouts | SOUTH CAROLINA ASSOCIATION OF INDEPENDENT HOME SCHOOLS | cyber innovation center | APPRENTICESHIP CAROLINA

TRiO Upward Bound | SC CODES | PEARSON VUE-Authorised Test Centre | SOUTH CAROLINA CONNECTIONS ACADEMY | Epworth Children's Home

engenuity SC | Good360 GOODS FOR THE GREATER GOOD! | HOUR OF CODE | SEGRA

IT-oLogy Board of Directors
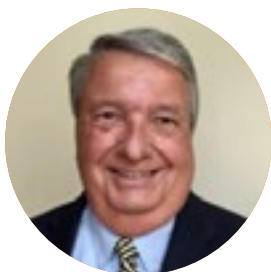
Steve Wiggins, Chair
Retired Executive
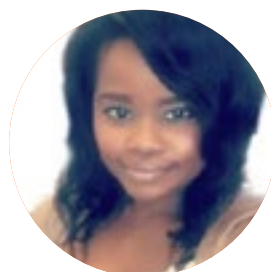V.P. & CIO BlueCross
BlueShield of South Carolina

Lola Jordan
President
Companion Data
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Terry Floyd
V.P. & Managing Partner
TM Floyd & Company

Joy Brown
Senior Executive
Search Recruiter
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Cheryl Morlan
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Blake Coleman
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STEM Search Group

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Thank
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