ANNUAL REPORT

LATINOS IN TECHNOLOGY SCHOLARSHIP PROGRAM

DIVERSIFYING THE FUTURE HIGH-TECH WORKFORCE

2019-2020

HISPANIC FOUNDATION OF SILICON VALLEY
DIVERSIFYING THE HIGH-TECH INDUSTRY

OVERALL HFSV STRATEGY IMPACT

Although Latinos represent 28% of the total population in Silicon Valley, only 3% are in the hi-tech workforce. With 39% of the K-12 student population identified as Latino, we anticipate the challenge to continue to grow.

The Latinos in Technology Scholarship (LITS), established by the Hispanic Foundation of Silicon Valley in 2015, is available to college juniors and seniors in good standing who are pursuing a college degree in a STEM-related field.

This program’s goal is to provide financial support to Latino students to facilitate college graduation and support a robust pipeline of Latino professionals in STEM. The scholarship provides up to $10,000 in annual financial support for up to three years.

Successful metrics of our program include on-time graduation of all supported students, interest in STEM-related degrees, and successful conversion of hires for a significant percentage of supported students upon completion of their degree.

As of today, our investors include The Hastings Fund, Intel Corporation, Lam Research, Western Digital, Symantec, Silicon Valley Bank, KLA Foundation, Carl & Leslee Guardino, and over 100 individual HFSV donors.

We want the total number of scholars completing summer in internships to be 100% and we are currently at 57%. We are addressing this by strengthening our partnerships with current LITS funders. Funding is just a piece of the puzzle of this program and the help of tech companies is necessary to make this program fully successful.

Eligibility requirements for the scholarship are the following:

- Must be of Latino or Hispanic origin (as defined by U.S. Census Bureau)
- Have a declared major in and been accepted into a STEM program
- Graduate of a high school in the following Northern California counties: Alameda County, Contra Costa County, Marin County, Napa County, San Francisco County, San Mateo County, Santa Clara County, Santa Cruz County, Solano County, Sonoma County and Yolo County; OR, a
- Graduate of a high school not in the above counties, but enrolled at a college/university within the 11 listed counties.
- Minimum cumulative college grade point average of 3.0
- Demonstrated financial need
- United States citizen or eligible non-citizen (eligible non-citizens include United States legal residents and students who have obtained Deferred Action for Childhood Arrivals)
As of today, the LITS Program has supported a total of 315 students, with 80% being first-generation college students.

Overall, 57% of the Latinos in Technology Scholars surveyed have secure internships and or full-time jobs in a STEM-related field.

We are proud to say that 41% of our scholars are female. Of that 41%, the top declared focus of study are Biology, Civil Engineering, and Computer Science.
The Latinos in Technology Scholarship is one of the most successful programs at the Hispanic Foundation of Silicon Valley. To date 315 college students have received scholarships. The number of applicants who qualify for the scholarship has also increased in part due to more targeted marketing and outreach efforts at local colleges and universities.

LITS applicants are recruited through our strong relationships with STEM and Latinx school administrators at local colleges, our partnership with Latinx students groups and via word of mouth from former scholars.

In the Spring of 2019, in collaboration with UC Santa Cruz and San Jose State University, we hosted the Latinos in Technology recognition events at these colleges, to honor current scholars and recruit applicants.
From the 315 scholars, the top four declared majors are Mechanical Engineering at 14%, Computer Science at 11%, Civil Engineering at 9%, and Biology at 7%. Majors such as Computer Engineering, Electrical Engineering, and Mathematics are the second most popular.

Since the program started in 2016, 11 scholars graduated in 2017, 36 in 2018, and 56 in 2019. The to be determined (TBD) column shown above are unknown expected graduation dates.
As the Latinos In Technology program grows, we have learned and changed the program accordingly. First, we'd like more of our scholars to secure summer internships. By strengthening our relationship with our corporate partners, we have a better understanding of the optimal timing for internship applications, the needs of our corporate partners, and better relationships with key decision-makers.

We also adjusted the GPA from initially being 2.5 to a 3.0 GPA to meet the eligibility requirements for various tech companies in Silicon Valley.

In 2019, we began a partnership with Empowered Students, a nonprofit organization that will provide a career coaching program that includes a four week online micro-learning experience that is 10 minutes a day, weekly group coaching calls via video chat, and access to a private LinkedIn group.

Through the Empowered Students’ career coaching program, LITS Scholars will receive the skills needed to improve their possibilities of landing life-changing business internships and jobs upon graduation.

Finally, in the last year, we are proactively pursuing company tours. These tours provide an opportunity for LITS students to learn more about the companies that support their scholarship and explore first-hand internship and employment opportunities at these companies.
MEET OUR ALUMNI

IVANNA RIVERA  UC SANTA CRUZ, TECHNOLOGY & INFORMATION MANAGEMENT

Ivanna Rivera, graduated from University of California Santa Cruz with a Bachelors of Science degree in Technology and Information Management. She is a 2018 Latinos In Technology Scholarship recipient.

As a first-generation Latina, Ivanna feels as if it is her purpose to challenge the status quo and think about the values of being the first-gen student. Because of the power of Latinas who came before her, she feels that it is essential to set an example for other Latina students in STEM.


With a dream of working in the high-tech industry, Vidal's path towards success was not easy. Vidal shared that after attending West Valley Community College for three years, he wanted to “prioritize graduating debt free as I transitioned into San Jose State University (SJSU) to pursue a Computer Engineering degree.”

For Vidal, this was a long and strenuous journey, as he juggled multiple jobs and fluctuated from a part-time to a full-time student for three years at SJSU until he found the Hispanic Foundation of Silicon Valley.