



Guardian Life Commits \$1M to Advancing Diversity and Increasing Economic Opportunity

The Guardian Life Insurance Company of America® (Guardian Life) has announced a \$1 million grant to NPower, a leading national nonprofit focused on helping military veterans and young adults from underserved communities increase their opportunities for economic mobility through technology careers. The grant will support NPower's programs that help bridge the digital skills gap through free training programs, mentoring, support services, and more.

With more than 8.6 million new tech jobs expected to emerge over the next decade, Guardian Life will propel NPower's mission to increase the representation and success of diverse, non-traditional talent in three industries — IT, cybersecurity, and cloud computing — through instructor-led training classes, professional development, and internship and job placement assistance.

This financial investment from Guardian Life will expand their commitment to diversity in technology and support several NPower initiatives:

- *Advancing Women of Color in Technology* — Guardian Life's commitments to gender and racial equity in tech will intersect in their support of NPower, where they will continue to fund efforts to advance one of the most underrepresented populations in technology: women of color. The investment, as a Lead Partner, will sustain NPower's proven program and develop new strategies to clear a path for women of color to enter and advance within the tech field.
- *Alumni Career Growth through Advanced Training* — Guardian Life will serve as a Lead Sponsor for the new NPower collaborative dedicated to upskilling NPower graduates in the advanced fields of cybersecurity and cloud computing to enhance career growth opportunities.
- *Mentoring Opportunities* — Guardian Life employees also will participate in NPower's new mentoring program, NPowerMATCH, which pairs professionals

with NPower students for weekly, guided discussions and virtual coaching sessions around career readiness, professional leadership skills, financial education, ethical self-promotion, and critical-thinking skills.

Each initiative will benefit from the participation and stewardship of Guardian Life executives, who will strengthen the advocacy and engagement of these important efforts.

Since Guardian Life began working with NPower in June 2019, 53 colleagues have volunteered more than 200 hours to the NPower's programs, shared their technical expertise, and provided job readiness support for diverse students to succeed in the digital economy. Another 30 colleagues have signed up to take part in the NPowerMATCH year-long mentorship program this year.



This extended partnership and investment in NPower is reflective of Guardian Life's overall commitment toward empowering the next generation of talent and boosting inclusion and diversity within talent pipelines. Previously, Guardian Life has collaborated with Black Girls CODE to assist with capacity building to launch their Ambassador and Alumnae Program and provided skills-based mentors to volunteer in support of their vision to educate and empower girls and young women of color to pursue careers in STEM. Guardian Life has also provided financial, programmatic, and volunteer support for workforce development in partnership with New Women New Yorkers (NWNKY), an organization that offers professional skills development for immigrant women in the city.

For more information, visit www.guardianlife.com. 