
TECHBUFFALO
Building
Buffalo's Bench
TechBuffalo is supported by
the 43North Foundation
Photo: Scott Siegel



Letter from the CEO

Talent is the asset a community keeps. In the City of Good Neighbors, we build it together.

A durable talent system is designed with intent, aligned to employer demand, and measured for impact.

Our work offers a glimpse into Buffalo's future. One where a 4th grade teacher sparks early interest in a student at a Tech Club. Or a summer intern stays post-graduation because their best career and life prospects are right here. A certificate earner lands an interview because their resume earned it. Superintendents and CEOs collide regularly and speak candidly about what students need to be ready for work. More tech workers, startups scaling, and foot traffic downtown.

TechBuffalo is building that system, K to gray, to meet today's urgency and build a deep bench for tomorrow.

Jeffrey Botteron
President & CEO, TechBuffalo

Building the talent that builds Buffalo

ECOSYSTEM IMPACT

Cities transform when talent is the strategy

Regions become tech hubs by putting talent first. Companies go where skilled people already are. Those people stay where they can build a career. And careers grow where education, employers, and community work as one system. TechBuffalo builds that system with WNY's schools and employers.



WHAT TRANSFORMATION TAKES

01 Computer science and entrepreneurship in every school
Expand access to K-12 computer science and give students hands-on experience in entrepreneurship.

02 Training pathways aligned to Buffalo's Innovation Economy
Co-design high school career and technical education, college, and upskilling pathways with tech and tech-enabled employers.

03 Early career experiences that root talent here
Expand the number of internships, co-ops, and other types of experiential learning opportunities.

04 A thriving, growing base of tech and tech-enabled employers
Attract, grow, and retain tech and tech-enabled employers so experienced workers have more jobs to choose from in Western New York.

K-12

Innovation Fellowship
Teachers become agents of change

Tech Clubs · Design Challenges · Founders Studio

Postsecondary

PowerUpTech
Premier internship experience

Live. · Work. · Play.

Serving traditional 4-year college students and talent opting into AcceleratED Pathways

Adult

Established Talent
Connecting and growing today's professionals

Meetups · Workshops · Conferences

Investing in tomorrow

The Innovation Fellowship finds the teachers who cannot stop trying to build better opportunities for their students. We place them inside Buffalo's innovation economy through an industry externship, pair them with subject-matter experts and university mentors, and support them as they launch new pathways in their schools and inspire their colleagues to do the same.

WHAT FELLOWS GET

Externship experiences
Days inside Western New York companies to see innovation in action.

Paid training and design sessions
With subject-matter experts and curriculum designers.

Support through implementation
District sign-off, peer training, and a pilot built to scale across the district.

> Working with TechBuffalo has given me the time, tools, and perspective to rethink how I teach entrepreneurship. It's pushed me to make student learning more visible and to re-examine how we prepare students to solve real-world problems in an AI-driven world.
>
> MEG AUERBACH · NICHOLS SCHOOL INNOVATION FELLOW

WAYS TO ENGAGE

Host an externship.
Welcome an educator into your business to shape what students learn next.

Sponsor a Design Challenge.
Students prototype and pitch to your team or a nonprofit you select.



K-12 | INNOVATION FELLOWSHIP

Sparking early interest

Students who build early become the founders, hires, and leaders Western New York needs next. We put real tools, real problems, and real mentors in front of them.

Tech Clubs
Tech Clubs and Family Code Nights bring the first line of code to students and families.

Design Challenges
Teams solve real problems set by Western New York employers and present their work.

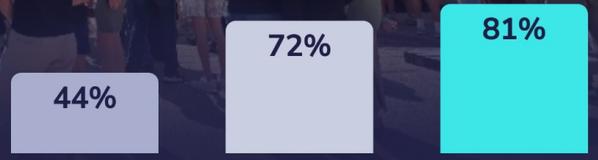
Founders Studio
For interested and ready students, a fast track to shipping real product and earning university credit.

> Technology is opening up new opportunities for people to grow their careers without having to leave the communities they care about. That's exactly what TechBuffalo is doing in Western New York: helping people of all ages, from kindergarten to retirement, build the digital skills they need to succeed.
>
> BRAD SMITH · MICROSOFT PRESIDENT & VICE CHAIR

COLLEGE | PowerUp[Tech]

Talent density is what makes a downtown feel like one

Cities grow when skilled people work near each other. Every graduate Buffalo keeps is someone who needs an apartment, a train, and a place to eat lunch downtown.



POWERUPTECH ALUMNI RETENTION IN BUFFALO



> PowerUpTech ensures an intern's 5-9 is just as impactful as their 9-5. They leave more connected to each other and our city.

NICK KOSINSKI
MANAGING DIRECTOR, ODOO

WAYS TO ENGAGE

Become a PowerUpTech partner. Your interns gain summer connections and experiences, then join the alumni network.

Go further. Host site visits, sponsor Design Challenges, and discover new talent on PowerUpConnect, our talent connection platform.

COLLEGE | PowerUp[Tech]



Buffalo's premier summer internship experience

PowerUpTech turns individual internships into a shared regional experience. We bring interns together across dozens of companies for professional growth, mentorship, and community, building the ties that keep top talent in Buffalo.

How we make Buffalo a no-brainer

INTERN FOUNDATIONS

Equipping interns to drive value. The full cohort spends day one learning to work like professionals and use AI on real tasks, so your intern contributes sooner.

TECH DESIGN CHALLENGE

Real problems, real engagement. Cross-disciplinary teams build and pitch a prototype for a partner company or a Western New York nonprofit, proof of what they can do here.

DISCOVER BUFFALO

Live. Work. Play. A day in the neighborhoods, food, and waterfront they would actually call home.

AFTER HOURS

Where belonging takes hold. Weekly evening events connect interns to a cohort spanning dozens of companies, the friendships that decide whether they stay.

ALUMNI NETWORK

The connection continues after summer. Past interns stay in touch through alumni events, mentor the next cohort, and get first notice of newly opened roles.

More than one way in

More of Western New York's strongest students are finishing high school and choosing something other than a four-year degree. For most of them, no clear route runs from that decision to a career at a good company here. Until now.

TechBuffalo works with education and training partners to align programs to what WNY employers hire for, so that whatever path a student chooses lands in a seat at a top company in Buffalo.

HOW A PATHWAY GETS BUILT

STEP 1

Employers name the role

Employers define the job and what a new hire must be able to do on day one.

STEP 2

We connect the partners

TechBuffalo matches each employer with education partners and turns hiring needs into a pathway.

STEP 3

Partners align the pathway

Education partners co-design modules with employers to prepare students for internships.

STEP 4

Employers hire the graduates

Graduates start ready for the role. TechBuffalo keeps the next class moving.

WAYS TO ENGAGE

Partner on a path. Co-design pathways that include the skills and tools talent needs to arrive ready.

Find your match. Host candidates on rotations, then invite your best fits to extended internships.

NEW PATHWAYS | Accelerat[ED]

> "I started at Ingram Micro in an entry-level sales role and was fortunate to grow into new opportunities over the years. That's why this collaboration is so meaningful to me.

BILL BRANDEL
EVP, PRESIDENT NORTH AMERICA
INGRAM MICRO



$1.5 MILLION GIFT

The 43North Foundation is seeding a pilot that is establishing a national model for workforce development, right here in Buffalo.

TechBuffalo brought Ingram Micro and Odoo together with the Golisano Institute for Business & Entrepreneurship to turn hiring needs into an opportunity for students seeking quicker access to innovation economy jobs. The result is a direct route from the Institute's Buffalo campus into careers at both companies.

Beyond the pilot, the gift fully funds internships with Buffalo's most exciting startups and with nonprofits using technology to transform how they serve.

Growing established talent

Upskilling and reskilling that keep pace with the work.



ENTER

Pathways to Tech

A guided route into tech and tech-enabled roles for adults changing careers.

CONNECT

Networking

Regular events where the region's technologists find each other, and employers find them.

UPSKILL

Workshops

Hands-on sessions that keep professionals current where the work is changing fastest, starting with AI.

LEAD

Women in Tech WNY

An annual conference and bimonthly meetups for women advancing the region's tech economy.

WAYS TO ENGAGE

Send your team. Enroll employees in workshops built for the work ahead.

Build community. Sponsor a networking hour, workshop, or conference.

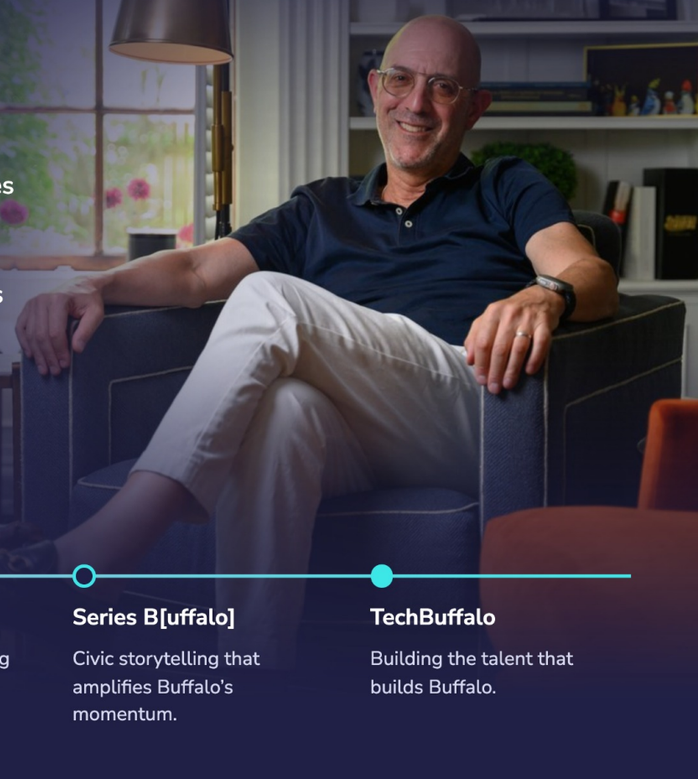
$5B

10-YEAR TARGETED RETURN ON INVESTMENT

THE 43NORTH FOUNDATION

TechBuffalo is the talent pillar of the 43North Foundation, a $100 million investment to create, grow, and attract high-growth companies in Buffalo.

The Foundation exists to turn Buffalo into the next great American growth story, built by ambitious innovators, entrepreneurs, and companies.



> Building a thriving local economy requires exceptional talent, engaged corporate partners and a community that believes innovation can thrive here. TechBuffalo is an indispensable part of that vision.

BILL MAGGIO
BOARD CHAIR, 43NORTH FOUNDATION

One Goal Connected Efforts

Corporate Connectivity

Turns local companies into startup investors, customers, and partners.

Radial Ventures

A venture studio launching Buffalo's next startups.

Series B[uffalo]

Civic storytelling that amplifies Buffalo's momentum.

TechBuffalo

Building the talent that builds Buffalo.

TECHBUFFALO

Our work is made possible through partnerships

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ENGAGE TODAY

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