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SPEAKERS

Matt Hunckler



Matt Hunckler 00:07

Welcome to the Powderkeg podcast, the show that plugs you into the massive opportunities in startups and innovation in tech hubs beyond Silicon Valley, sort of the unvalued, which is exploding with potential. And on today's show, we've got a bunch of great stories for you from the last week. First off, the mighty middle tops, the best cities lists again, then we've got local tech communities rallying against racism, and another unicorn, Midwest exit, and so much more. I'm your host, Matt Hunckler. And on today's episode, we're going to be sharing a recent live recording of the spark covering in tech news between the coasts that you really need to know my main guest on today's show. I'm really excited to bring back to the show. I've interviewed him a couple times previously, but he has a big announcement this time. Reuben Harris, the founder and CEO at career karma, and co host of the breaking into startups podcast has this big announcement for the tech community that he On Juneteenth, very important holiday here in America, it's called re skilling America a collective effort to help millions of Americans acquire new skills and tech and prepare for the great rehiring in this live recording of a spark. We also featured one of the organizations helping support the rescaling America campaign, based out of Indianapolis, Indiana, we've got health tech startup, hc one. And so we had talent acquisition manager, Keegan Giles, from that company, join to talk on the show about what we're seeing in their company, in their culture and in the tech community, and also their pledge to support rescaling America super cool to have him on the show. Really excited to get into it. More on that story about sharing some other highlights from the past week in unvalued News, so let's just jump right in. Our first story today is all about the

mighty middle topping the best cities lists again It's not us it's definitely them. The Midwest still isn't the first region people imagine bustling businesses and job opportunities in especially in the tech industry. But changes in this limiting perception are continuing to add up. For example, California long considered a hotbed for Tech has recently ranked dead last for best cities for business. states like Tennessee, Indiana, Ohio, and Michigan, all have cities ranking in the top 15. And cities outside of traditional tech hubs are steadily ranking higher not only in business but also in the quality of life. Non coastal cities in states like Iowa, Illinois, Indiana and North Dakota dominate this list of best American cities to live in after the pandemic and that was on Business Insider so you can find that article. However, the sheer size of some of these regions like the Midwest presents some challenges for sure. Our friends at m 25 group Mike Assam pictured here. If you're able to Watch us if you're watching us live. Mica Sam is a partner at Chicago based VC firm m 25. We actually went to kindergarten together as well. Fun fact, he has continued to do amazing things in the tech world. And in the Midwest specifically, he said in his recent article, the Midwest is quote burgeoning with opportunities but needs some infrastructure support. This week, m 25. That was end quote at the end of support. This week, m 25, re relaunched Midwest startups, and that's Midwest startups.com. To serve as a more connective tissue to tech in the Midwest. It lists resources such as cities, investors, companies, and job opportunities in a traditional sort of job board format for those looking to learn about the Midwest tech ecosystem. So whether you're an executive at a company who wants to cash in on this golden opportunity, or a tech specialist seeking a great job and home life, the communities in the mighty middle are definitely continuing to increase In sort of looking at one of those top options, so this is obviously a continued story. We cover this each week, but we're continuing to see this trend. Our next story is, is about tech communities acting locally against racism. We have a phrase here at Powder Keg, think globally act locally. As discussions about race and racism continue to surge around the country, Americans have finally began listening to black organizers and activists about the state of systemic oppression against people of color. This kind of prejudice has definitely defined our country as well as many of the industries that drive innovation, as we've been highlighting for weeks here on the spark and also in our social channels at Powder Keg. The tech space has long since needed some development in these areas, whether it's in Silicon Valley, or right here at home in the middle of the country. Many of the icons in the tech industry are doing their part to join the fight against systemic racism in their own cities board members of Minneapolis based startup Group beta pictured here recently announced that if they didn't meet their own diversity standards, including adding black board members and anti racism training that they would step down. This is right in on trend with the story we covered last week about Alexis ohanian, co founder of Reddit, stepping down from the Board of Reddit to make room for Michael Seibel from Y Combinator to step up. So happening locally, also happening globally. And then also Atlanta based Investment Group collab capital announced that it's

raising 50 million to fund black owned startups. And though these steps may be small, of course, in comparison to a level of prejudice that people of color have faced throughout their careers, it's inspiring to see folks in our community striving to do better and set examples for others. Our next story is a really fun one. It's another unicorn exit here in the middle of the country. This is a plus one Midwest unicorn exit, adding another talent to the number of billion dollar Midwest tech exits this week, Chicago based grubhub was acquired for 7.3 billion, that's billion with a B. They were acquired by just eat, which is another lens based company that established a North American presence through this merger. So big news big presence now here in the Midwest, grub hub IP owed for an estimated 2 billion back in 2014. And their journey to a billion dollar acquisition points to a growing trend of big Midwest startup exits. Okay, so these big acquisitions, like this have a long track record in the middle of the country, and of course, is a track record of injecting momentum experienced more capital to invest back into these ecosystems. And a few notable examples include them in Denver, Colorado, sendgrid, acquired by Twilio in 2019, just last year for 3 billion Fun fact are the CEO at sendgrid was one of our first interviews here on the podcast. Definitely go back and listen to that. in Boulder, Colorado, Zillow group IP owed for \$4.45 billion in Indianapolis, Indiana exacttarget was acquired by Salesforce back in 2015. For 2.5 billion in Atlanta airwatch was acquired by VMware in 2014 for over a billion dollars. Likewise, in Columbus, Ohio cover my meds acquired for more than a billion dollars, and Bethesda Maryland virtue stream acquired for more than a billion dollars. And while Powder Keg has been covering these unicorn stories for several years, we're going to dive even deeper in future editions of the spark as we see more and more of these unicorn billion plus dollar exits. Exciting stuff and exciting to see the ripple effect of all that capital being injected back into the ecosystem. Our next story here we call calling all entrepreneurs, and I self identify as an entrepreneur. So that is definitely not a derogatory term. This is NASA's new challenge. I mean, who hasn't dreamed of one day going into the final frontier of space right? Now that dream may be on its way to becoming a reality as NASA has announced a new initiative called entrepreneurs challenge which seeks new ideas from craters and startups that could aid in space exploration. The entrepreneurs challenge is kicking off its first round with a search for technology involving machine learning and AI for autonomous spacecrafts, spectrometry equipment for identifying life detection and quantum sensors for the measurement of gravitational fields and dark energy. And I'm not even gonna pretend like I fully understand what all that means. But it is great things for the innovation ecosystem, particularly in space exploration. And as we've covered in previous issues and additions of the spark, this is a bigger trend and a lot of innovation that's coming from areas outside the valley specifically the Space Coast in East Florida where we toured last year with Rise of the rest Tons of startups and investors down in Florida last year. We'll continue to cover this but I wanted to close with this quote, Michael C. Blum, NASA's Chief Technologist for science said, we want to be sure we're not leaving good ideas on the table, or missing the

contributions from some of these potential partners. And, and at the same time, they want to make sure that they're connecting, start to finish the quote potential partners could make to the exciting science missions coming up. All right, our last story today is all about how COVID is putting mental health apps in the spotlight. Nearly half of the adults in the US will experience mental illness in their lifetime, but only 41% of those individuals have received treatment in the past year. That's kind of crazy, but only 41% 41%. That's crazy, huge opportunity to make a difference here and make an impact for people. This is in part because mental health has long been overlooked in professional realms where history productivity has been the focus. But with the arrival of COVID-19, many companies have definitely announced further cutbacks in the mental health services that they offer to employees. So this has led to a growing crisis when coupled with the stress and pressure of the pandemic. I know it Powder Keg, we all have a subscription to the calm app. We all meditate together in the morning. There is lots of work to be done within the tech and business world in mental health, and, of course, big big funding happening in this particular industry. The tech sector has already taken on the case of third party mental health. There's been a boom in mental health apps and companies in recent years with \$750 million invested into mental health technology solutions in 2019. So blueprint, headspace and Brightside are just a few of the apps on their way to becoming household names, if not already, one app recently attracted investment. And this was mind strong. I also think headspace recently raised a big big round by and strong I think was 100 plus million dollar round led by former Uber executive Daniel Graff. This tool actually helps those affected by disorders like depression or bipolar disorder, monitor symptoms and reach out for support in real time. And though it may be an uphill battle against mental illness, leave it to the audience focused minds behind tech products to help provide services to those who desperately need it during the COVID-19 pandemic. So I before I go to the next segment, I do just want to say if there's something happening in your community and you think Powder Keg should be covering it, please don't hesitate to shoot me an email. I'm just mad at powder keg.com or find us on social media and tag us in the story. We have a lot of great issues of the spark coming out and some really great stories. We've already got teed up for next week. All right, next up, I'm excited to share a big initiative that's taking place across the country. And in this next segment, you're going to hear from my Good friend Reuben Harris I recorded this just earlier this week with Ruben Ruben is the co host of the breaking into startups podcast, and is the CEO of career karma, an organization that matches people who want to learn to code with the right support circle and coding boot camp that meets their needs. Reuben Harris is a bay area transplant from Atlanta, Georgia, where he served as an advisor for forge and organize Atlanta's first healthcare hackathon. He went on to start this company career karma. He's been on the podcast several times before. In our conversation, Ruben is sharing some breaking news with a powder keg community here first, and we have another Powder Keg company that is going to join join us live here after I play this interview. So let me

transition here and share this interview with you. This is the first time we've ever shared a pre recorded interview so bear with me if I hit technical difficulties, but I think I should be able to get this over to you. I'm going to share computer sound We're gonna share this interview. Here's Reuben. Say, Hey, Reuben, thanks for being here with us today. Where are you calling from?



13:13

I'm calling from San Francisco, California man. I've been, I would tell people we've been wanting for the last few years. Here we are.



Matt Hunckler 13:21

Dude, I really appreciate you taking time today. I know there's so much going on right now. Obviously, with unemployment numbers right now, you're seeing a lot of that data through career karma. I know you're also serving a lot of underserved and under representative or underrepresented groups who are looking to break into tech as well. Do you mind just sharing a little bit of context for people listening to the show right now of just kind of what are you seeing on the ground in your career community



13:50

on Well, obviously COVID-19 hit us. Our hit us like a nuclear bomb and the only thing that was less than it was some tech con Because obviously like, you know, the travel industry was affected greatly restaurant industry, small business and she was affected greatly. But there are a lot of tech companies that are booming right now. And because of the shutdowns and the quality, we've seen 44 million people, or over 44 million people in the United States lose jobs due to COVID-19. And I think it's over 15 million of them are lost permanent. The thing to keep in mind about these numbers is that it doesn't take into account Uber drivers or Lyft drivers are people in the gig economy. And also, the majority of these individuals are women and people of color, which is it hits home for me, not just because I'm black, but also amongst children as well, but on the majority of people and career karma come from these backgrounds, they are frontline workers focus on getting a job in tech. And when you think about the protests that were happening that are happening right now on the streets with George wood, yes, we are very angry and upset about police brutality. But the reason why we're writing is not just cuz of that. It's also because we don't have just, our parents and grandparents are dying, we're affected even more because of COVID-19. So the people that do want to get jobs and want to take advantage of the tech boom, are also stuck at home. Meaning that the digital divide is

also very real for them. And even if they want to get the part of the future, a lot of them don't have access to a laptop. So we think that tools are important for individuals we think, on having access to resources important. What I'm right now That's the biggest thing that's Top of Mind is helping the individuals that are affected by COVID-19. And one more. One more point here that I think is important understand is like, the other thing about career con was that majority of people in career Come on our parents. And when you when you're frustrated, that was happening, and the economy and just in the United States, you are so mad that you want to participate in the rise, you want to be in the street, so you want to do something. But as a parent, you can't risk your life because those those kids are depending on and so we want to help organizers and parents and leaders that can't protest in the streets. So they can organize digitally and get the skill so they can they can make change online and update the civil rights movement, which has historically been outdated.



Matt Hunckler 16:56

Are you seeing that kind of with your own metrics, I know career karma you Just hit 100,000 users huge congrats on that. That's enormous. And that's coming out of Y Combinator class of 2019. Is that right?



17:09

2019? Yeah, that's great. Last year.



Matt Hunckler 17:12

Have you seen just kind of that was a lot of that growth seen just in the last several months since COVID-19. pandemics?



17:20

Yeah, I mean, I think I think a lot of that growth doesn't tend to the COVID-19 pandemic. To your point, you know, we hit 100,000. us on iPhone and Android. We also lost a web app, which has seen crazy levels of traffic now. Now we're getting over 300,000 people coming to our website every single month, I think, by far will be at about a million a month. And the reason why I bring this up is because yes, like we're seeing it happen on it through our communities. And, and I wouldn't say it's entirely driven because of COVID-19. But because our entire education system has been forced to go online. People don't Have

savings, they can't afford it, right? They can't afford more visas. They're looking for alternative forms of education that are outcomes driven, that don't charge them money unless they get a job. And there is no educational institution that exists that has been doing this for years, employing thousands of people other than coding boot camps,



Matt Hunckler 18:21

and that's running on untranslated income share agreements and things like that. Right?



18:25

Yeah, deferred tuition, money back guarantees and things like that. So we knew that we were insanely early serving these people a long time ago. And some people say COVID-19 has changed education one last week, and it hasn't last 200 years. That's true. So what we're what we're benefiting greatly, and in our another transform, we can accelerate.



Matt Hunckler 18:48

Well, and as that continues to accelerate, you mentioned this digital divide that we have in the country in the world, even Are you serving people beyond you So right now with career karma,



19:02

not yet we do have a lot of people that come to us and smash. But essentially, essentially, right now we're focused on the US. And it makes it one out of a billion people in 10 years. So we do that to go global. Right now. We want to get it right here first and for 44 million people.



Matt Hunckler 19:22

Yeah, I like the Lean Startup approach there. Talk to me a little bit about this, this initiative that you have to help address the digital divide, and get more people access that they need, because it's not just software, right? These people actually need hardware, or they can't access the internet, be able to take these coding boot camps. Tell me a little bit more about that opportunity that you uncovered there for career karma to plug in and help.



19:50

Yeah, so I like to use the Lean Startup method because like we, we base we do things in stages, right. So since we, since we're always writing code and talking to users We recognize that global mobile phone penetration is over 95%. So whether you have a laptop or not, you can access career karma through your smartphone. And there's several people that have come to Korea on their started off on a phone that eventually got jobs and then very, very well. So when When, when, when you think about what COVID-19 did, so before COVID-19, everybody was like really focused on mobile. Now, I'm not saying that people aren't focused on mobile now. But since people are sheltered in place, and we've been at home for months now, and some people are going outside now that things are reopening, quote, unquote, and I say that because I think we've got to be careful. And there might be a second wave. Some people are like, I don't care if it's open, I'm still not going outside. And what you're starting to see is not only colleges forced to go online, and there's over 1.5 billion learners online, but also companies being forced to provide remote work. So the remote work channel was already growing fast as one company was hoping for. But now you see companies like Twitter and square nasi work from home and definitely



21:22

on today.



21:23

Flat right all these people and asking work from home as a benefit and this is something that a lot of people want. So whenever you have that, now you're starting to see and you can even see this in real estate. And even on Pinterest, you can see people are starting to like buy furniture to outfit their home office right their homes like you have a nice very, very nice looking home office setup right there. But this is this is all fictitious. So a lot of a lot of people want to have this type of setup because the spending a lot of time at home, is sheltered at home with the kids. They don't know if they want to send them back to school because they don't want their kids to be sick. So homeschool is building in this company out globally. And so anyway, I say this because now that we're going to this, that's why we lost the web app, because we knew that people are going to be on desktop. There's a lot of people that don't have desktops, right? A lot of people that don't have laptops. And so we observe behavior and career commerce discussions where someone historically might be like, Hey, I don't have a laptop, but I'll drive you to this boot camp. If you share your laptop. And long story short, people need tools to get jobs. And so the

biggest thing that we're seeing this missing from people that have been laid off, or furlough due to COVID-19 is a laptop. So that's that's something that we have observed recently. And that tends to be persistent with black and brown people. For sure.



Matt Hunckler 22:58

Absolutely. I'm really excited about this campaign that you're launching. It's coming out this week. And actually the GoFundMe is already available as I write live live already. Yep. Tell me what the goal is and and tell me how Powder Keg can help support.



23:15

Yeah, man, it really it really wasn't supposed to be a very big thing. I woke up after the same weekend, enjoy sleeping, not trying not to get too emotional, but I really



23:29

I was angry man. And that



23:33

I should have thought about it.



23:36

And I just said, we got to do something for people. And



23:42

why don't we want to raise \$100,000 to give you that's what we're doing. And since we had on us, we had



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to, we have



23:57

since we're blessed to be in a position When we can get resources to our people, we wanted to take the behavior that we had already observed and leverage our network to get resources to people get these tools to people. And so we started off as this campaign to just get \$100,000 for people turned into a campaign to give away 5000 laptops and raise half a million dollars to give to people from underestimated backgrounds that want to get jobs in tech with their women, people of color veterans, etc. And so, pay for the cable Center for Social Impact, graciously reached out to fiscally sponsor that campaign to make sure that all the donations are tax deductible. And to be clear, the priority of this campaign is not money as laptops. So if you have an extra laptop, you can donate a laptop, if you give money that 100% of the money goes to sourcing a laptop and shipping it to the individual. And all the donations are tax deductible. And we have very big companies that are involved that are going to donate to this campaign. And when you think about the magnitude, about helping 5000 people from underestimated backlogs getting into jobs, if they all make \$100,000, they collectively control \$2 billion, and they know how to code, right? And so, we want to use this as a case study. Because when you think about 5000, in the grand scheme of 44 million, is a very small number. But we want to use this as a case study to do something big. And I think the last piece of this, I think is a point emphasizes once these people get a job in the next three to 12 months, their company, especially as a tech company is probably going to give them the laptop, and then they can give that same laptop that was done to them by whoever's listening Wait Now, back to somebody else, and create a nice, beautiful comic cycle.



Matt Hunckler 26:06

I love that man. And I mean fat 5000 laptops is a lot of laptops. And I love the big initiative. I'm really encouraged to see that you've already got a great head of steam here on the campaign. I know people are Powder Keg are going to want to support this. So I appreciate you sharing it with us first.



26:27

If I want, I want to give a shout out to them because I when I made that when you reached out without even knowing what was happening, and you would just say, hey, I want to be involved in this. I don't care what it is. You tell me what you and that meant a lot. It still means a lot. So we're working with people like you and other other leaders. I forgot to mention will call in the campaign rescale America, the brave behind initiative. We we are huge supporters of other podcasters cuz our roots are in podcast. In order to promote the

campaign. We're gonna leverage the Breaking into startups podcast that we started in 2016. We're going to be featuring headliners like Arlen Hamilton, from backstage capital for the cable client from Kaypro capital, Michael Seibel from Y Combinator. Jewel Berg from collab capital that just raised \$50 million in Atlanta, because we want this to be nationwide, not just a Silicon Valley story. But most importantly, we're going to feature stories of people that might be listening to this podcast right now that were blessed with a laptop that was able to go to a boot camp and get a job. We want to feature those boys the most, because the people are the heroes and we want to lift them up during the story, and we don't want to just make a statement about what we're going to do. We want to follow up with some passion. So yeah,



Matt Hunckler 27:44

I love that man. If people want to submit their story or know someone whose story they think should be told, how can they do that?



27:54

Yes, if they know somebody and they and they want to tell their story, just send me an email. My Email us is ru bn. At career karma calm. We are going to launch a Google Form later. So you could also check out my Twitter just footer.com slash Rubin Harris. And right now, we're reaching out to all of our bootcamp partners to just share their stories. But if you're listening to just send me an email, and then we can we can consider putting on the show.



Matt Hunckler 28:20

Perfect. Well, I will link that up in the show notes too. We'll protect your email, but Well, we'll link up your social profiles and make sure people can get in touch to share those stories. And if people want to contribute, whether it's a laptop, or donate to your GoFundMe for rescaling America, how can people do that?



28:40

If people want to contribute, all they got to do is go to go to the GoFundMe and just click that they want to support. We also have an air table form as well, that we want people to fill out so that you all can not just be so we can not just be aware of who's involved with a campaign, but also so that we can have Sure if coordinated efforts with all the

organizations and individuals that are involved with this that want to make this not just a moment in time, but something that happens long term, I'm speaking to Twitter earlier, I saw something that that was you did earlier he like, gave \$10 million or \$13 million total with the City of Oakland to give every child in Oakland, a laptop, and Wi Fi. Like That is amazing. I'm super inspired. And like, I would say that this campaign is very similar, but focus on adults, but shout out to everybody focus on K to 12. Or just go to the GoFundMe, rescale America and support.



Matt Hunckler 29:44

Well, we already have some powder keg, community members that are pledging their early support. One notable organization joining this initiative and pledging their early support is health tech startup hc one backed out, based out of Indianapolis, Indiana and here today I'm very happy to welcome someone from their team because he one believes in re skilling America are very active in the powder keg and more national tech community. So please help me welcome to the show here on the spark live talent acquisition manager at hc one. Keegan Giles Keegan, welcome to the show. Awesome. stoked to make a feature. Thanks for having us. Dude, thanks so much for pledging your early support to the campaign here. I'm just curious, what was it about this particular initiative that resonated with hc one and what you're trying to do?



30:42

So yeah, I think there's there's a couple couple things but we've had some discussions right. I think every organization right now is talking it like the the Black Lives Matter thing has come up and now a lot of HR organizations are looking at, okay, what can we do to change and you know, there's almost a pressure for most organisms In general, right to make sure we're being conscious. And if nothing else, you know, the hiring times are tough for a lot of organizations right now. And if you're not hiring, what else can we do to support that movement and help empower a larger workforce that we can then you know, I think it's residual effort. And that was something that we felt was, you know, at least the least we can do to contribute to that.



Matt Hunckler 31:26

Well, I really appreciate it the pledge. And and just to remind people that are listening, they can pledge in dollars, or they can pledge, even if they have one laptop, that's one laptop that could change someone's life forever, which then touches their entire family's life. And then that laptop then gets passed on to the next Academy student after they get

their job. And of course, at a job you usually get a laptop. So there's a really cool virtuous cycle that these 5000 laptops don't mean only 5000 careers, but potentially have that that big, exponential Impact sort of potential



32:03

for for hc one. Did you want to contribute in terms of financial or in terms of laptops or what was it that kind of resonated most with hc one? So, given right now and the resources we have, we've already pledged to 2500 and I'll say after listening to Ruben speak you know I definitely want to push the drive that a little bit more I also know in the past we have organization has had like kind of a laptop refurbish sale right some of the some of the older systems and you know, once we're getting back into the office that's on our to do list is to start digging into that inventory and just identify the ways that we can continue to contribute again, I think this is Reubens come up with something awesome here and you know, it's the least we can do is contribute to this type of an effort.



Matt Hunckler 32:51

Why it means a lot you know, the campaign doesn't even officially launch till tomorrow, June Juneteenth, which of course is a really important holiday And your early support. I mean, that's 25 laptops, getting 25 people back to work. And I know, Keegan, you personally have helped several people in the powder keg community, find jobs, and not just the HTC One, but just at other companies. And I really appreciate both your engagement and support in the community with what you do. But this early pledge means a lot. And I know it's a big piece of creating that early momentum that this campaign of \$500,000 you know, 5000 laptops is going to create.



33:32

So thank you. Absolutely. Absolutely.



Matt Hunckler 33:35

Absolutely. Man. Great to have you on the show. We'll, we'll wrap up here. But I just want to say thanks again. Is there anything else that you wanted to share about? hc one and your participation?



33:46

Yeah, I think just, you know, again, encouraging other organizations like HR leaders that are here that are struggling to hire right now. First of all, say, communities like Powder Keg are tremendous to take advantage of if you're talking about candidates that you know, you don't have the bandwidth to hire right now. You know, organizations like Powder Keg is a great one to refer those folks to. But again, HR leaders, if you know that you're you're struggling either from a diversity perspective or the capacity to onboard new talent, this is a way that you can still contribute and really make an impact and really back up what you're saying on social media about your organization. You know, everyone ever wants to be woke right now. Right. And I think this is, this is the easiest way to do it. And by the way, it's tax friendly. Right. And I love I love what's going on here. I think like I said, Reubens, really onto something and definitely something we wanted to jump on.



Matt Hunckler 34:40

I could not agree more. And I'm so so grateful Keegan, for your early participation and support of this. It really means a lot. And I know Ruben really appreciates it. Of course, we've already got you in touch with those folks. But I just want to say thank you again and and thanks for being here. Yeah,



34:59

thank you. Nothing's around the sun. Absolutely, man.



Matt Hunckler 35:02

Absolutely. We'll see you soon. And here at at Powder Keg, I'm gonna wrap up the show here we actually have some really big announcements of things going on in the tech community that you really should know about. But first I want to say if you want to join and help Rubens campaign for rescaling America, it's really easy to pledge your support. You just go to [career.karma.com slash rescale](https://career.karma.com/rescale). America. I'm going to pull that slide up here in just a moment. Hopefully you all can see that. The goal of course is give away 1000 laptops? No, that was the original goal. It's now 5000 plus laptops to communities who need them most awesome support already from Kepler, Klein, Arlen Hamilton, Michael Seibel Joburg, Solomon some of the biggest names in tech, but of course course also people. Like you just heard from Keegan Giles at HCC one awesome health tech company here in the middle of the country. This is a big national campaign and I'm really glad that you could hear about it first, here on Powder Keg, the spark live. Okay, our next segment

of the show is called exploding with opportunity. And this is where we plug you into the massive opportunities in startups and innovation in tech hubs beyond Silicon Valley that are you guessed it exploding with opportunity. So there was a lot of news that happened this week with big fundings, acquisitions and IPOs. Between the coasts here are three of the biggest ones. That happened this week. Raleigh, Durham based sciatic labs raised \$118 million in a Series B funding led by red mile group. Minneapolis based Hispanics closed \$40 million in an oversubscribed series c round and Denver based Miko technology closed a \$39 million series D to fund growing New and tastier mushrooms that's Miko technology. I'm curious. I gotta check out their homepage and see what that's all about. Also some big acquisitions as well. wearable healthcare, healthcare tech innovator health IO was acquired by Milliman to launch middleborough nomen Health IO bridge is a software for alcohol retailers and suppliers that has been acquired by New York based 750 Technologies. Here are all the companies that raise money in the past week, or at least the ones that we found that we featured in today's edition of The Spark. Here are all of those companies and it's great to see the mighty middle of course booming with opportunity. I think this is a good chance to shout out one opportunity to plug in. If you're currently in the market for finding a new role or know someone that is in the market for a new role. Powder Keg can connect you with awesome tech companies between the coasts that are growing like crazy. Right now you can apply for our free matches platform at Powder Keg comm slash jobs. Matches has a specialized focus in these tech hubs outside the valley. So you can easily navigate this opportunity packed landscape for potential. You know, our job matching platform leverages thousands of participants, employers and teams within our ecosystem. People like Keegan Giles, who you just heard from, so you can get connected directly with decision makers shortcutting, the hiring process. And speaking of hiring process, there are a ton of companies in the middle of the country that are doing great and still hiring three of the ones that we wanted to feature today. The first one is Atlanta, Georgia based stored. It's a digital warehouse network and they're hiring data analysts, designers, engineers, supply chain experts, marketers and more. Also multiple locations or remote or these other two expanse and Udemy enterprise risk management company expensive is hiring in software development, marketing, sales and more. An online learning platform. Udemy is hiring in dozens of roles, locations around the country, and also globally as well. So you can check out all these companies on Powder Keg. Every company's culture is unique and aligns with different team members for a variety of reasons. We've been able to capture some of these cultural preferences and attributes by creating culture profiles. A couple of different companies that I wanted to call out here. The first is storage. We talked about that sorry. And we talked about expanse in Udemy. The first is a hc one. So you just heard from Keegan Giles, about the his the contribution that they made to rescale America. This is actually what their culture profile looks like. These profiles are one of the ways that people can learn what it might be like to work at one of these companies. Of course, he one really likes to wants to pledge

their support to these kinds of initiatives. This is a great tool, of course for teams to build their talent pipeline and create more awareness for their employer brand. Even if things are slowing down from a hiring perspective. If you want to learn more about companies like this and some of the companies that you're hearing about, a great way to do that is the spark. It's a great way to discover interesting companies, stories and strategies. And if you're not already signed up for our hand curated newsletter, you can do that at Powder Keg calm right on the homepage. If you're watching here you can see where exactly where that is on the homepage. Just go on over to powder keg calm and sign up right there on the homepage, powder keg calm all one word.com I do want to give a huge shout out before this next section to CLA our national sponsor, xo tech partners KSM consulting and backing it for continuing to support the spark live and a lot of the other initiatives that we have here at Powder Keg. That's it for today. Thank you so much for listening. A big thanks to our amazing sponsors and our guests Ruben Harris and Keegan Giles. Please go check them out at career karma.com and Hc one.com. You can find all those links in the show notes at powder keg.com and if you're interested in joining and helping Reubens campaign for Reese killing America, I know I will personally be donating solo Powder Keg, so be sure to check out this incredible initiative that he has helped put together with the career karma team. The goal is to give 5000 laptops to communities who need the most and help them rescale and provide a blueprint to land a career in tech. Be sure to go check them out at career karma.com slash rescale dash America. We got it in the show notes. We can help you donate right there on their website. While you're at it. Would you like to discover even more interesting companies stories and strategies to help you reach your full potential and get the inside scoop with powder kegs hand coded newsletter the spark delivered to your inbox each week with the tech news animation Communities outside of Silicon Valley in the unvalued that you really need to be paying attention to. So just going over to powder keg comm sign up right on the homepage, it's right there at the top. It's absolutely free. And each Thursday, you'll get an email directly from me with the most important stories, trends and companies in tech between the coast is curated by some of the most connected people in those tech hubs in non traditional communities with insights that you're not going to find anywhere else. So again, that's Powder Keg comm p o, w, d, r, ke, g Powder Keg, all one word.com and to be among the first to hear the stories about entrepreneurs, investors, and other tech leaders outside of Silicon Valley, give us a subscribe on iTunes at Powder Keg comm slash iTunes. If you could leave us a review while you're there, if you have already. Thank you so so much, and I guess we'll catch you next time on the powder keg podcast.