



Wells Fargo delivers on inclusive hiring through the Google Career Certificates Employer Consortium

Wells Fargo, a leading financial services company, serves one in three U.S. households and more than 10% of U.S. small businesses.¹ To meet the diverse needs of these customers with best-in-class service, Wells Fargo is committed to diversity, equity, and inclusion (DEI) across its workforce, communities, and supply chain.

As part of this commitment, Wells Fargo joined the Google Career Certificates Employer Consortium as a way of sourcing diverse talent with skills in key fields. **Through the Employer Consortium, Wells Fargo's Talent Acquisition team has been working to hire veterans, military spouses and individuals without four-year degrees into high-growth careers fields like data analytics and IT support.**

By hiring through the Google Career Certificates Employer Consortium, we're connecting with people who come from a broad range of backgrounds and also have the skills we need. Fostering this diversity and building an inclusive culture is an essential part of providing our customers with the best possible service. This approach allows us to attract and retain the best talent while building a workforce that has a deep understanding of our customers.

- Chris Kelsey, Business Execution Consultant, Wells Fargo

Learner Spotlight: Kyle Anderson

Kyle, a Data Engineer at Wells Fargo based out of North Brunswick, NJ, used Google Career Certificates to help transition into a civilian career after serving in the U.S. Marine Corps. He took the Google IT Support Certificate and the Google Automation with Python Certificate as a way to pursue his interest in technology. "Once I finished those certificates, everything started falling into place," Kyle explains. "The foundational knowledge I gained from the Google IT Automation with Python Certificate is what got me my current job. It's why I'm here."

Kyle began his career at Wells Fargo as a data engineering intern in 2022. During that internship, he also completed the Google Data Analytics Certificate to expand his expertise, which laid the foundation for him to become a full-time data engineering associate within three months. **"The concepts I learned from each certificate allowed me to be a strong contributor from day one, and they still translate to tasks I do daily in my role."**

¹Source: Wells Fargo [About Us](#) Webpage, September, 2023.