CODE THE DREAM

Opportunity | Inclusion | Innovation

Tandem Apprenticeship Model

codethedream.org

Table of Contents

Organizational Background

The Process

Tandem Apprenticeship

Because everyone deserves a chance at opportunity.

Total Household Wealth by Race / Ethnicity in the United States

$103.4T

$4.98T
$2.89T

3
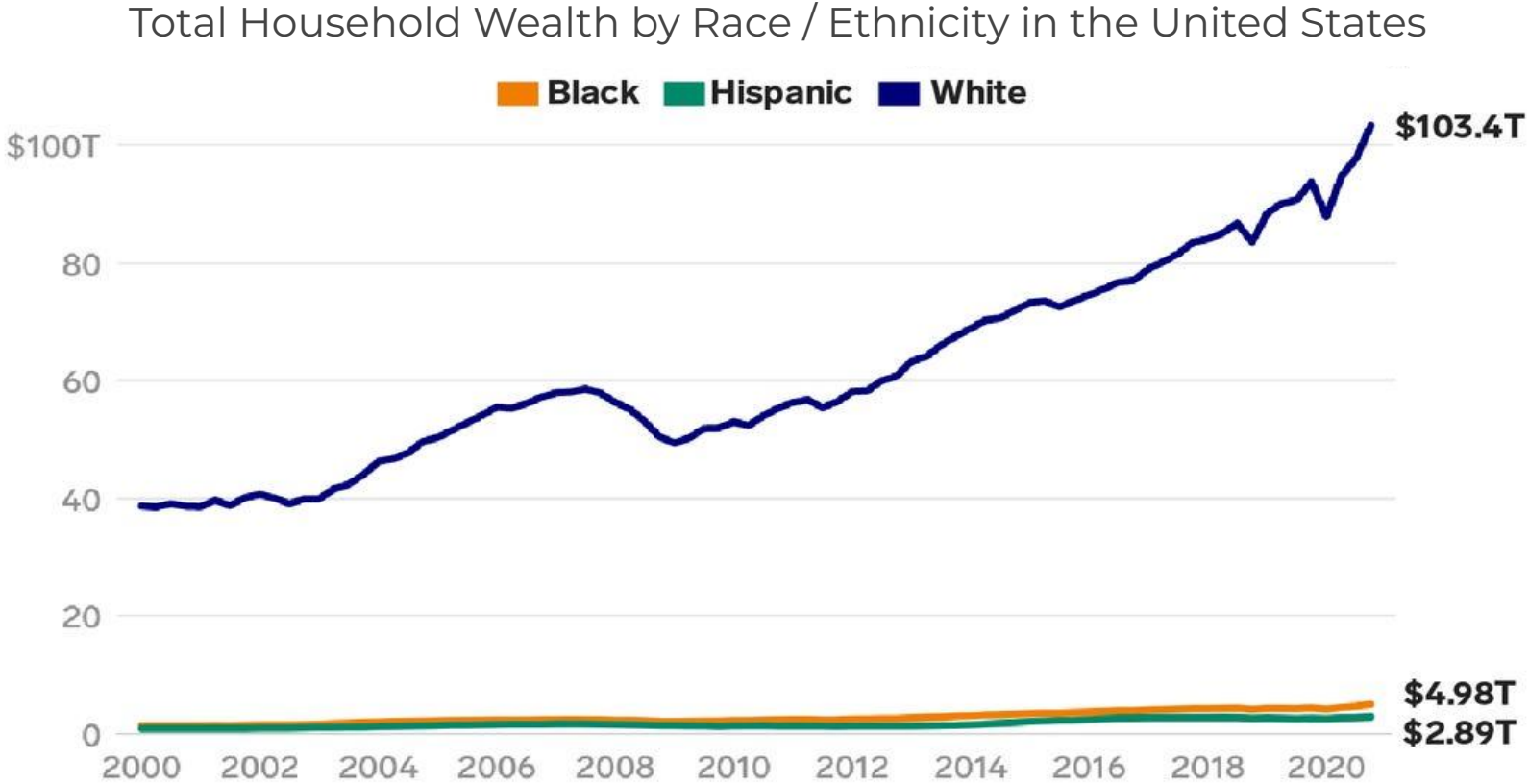
Life-changing Impact

The Starting Point

When they come to CTD, most students are unemployed or making <$15/hr.

The Results

In 2022, >95% of CTD apprentices reached their goal of a career in tech –

with median starting salaries ranging from $70,000 - 90,000.

"Because of Code the Dream, I now have a career. I have a bright future. And I have a means to provide for my family. "

- Abel, New dad, new engineer

Our Growing Community

Staff & Leadership

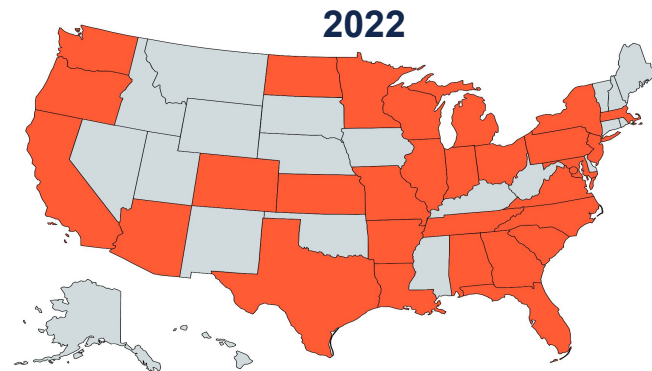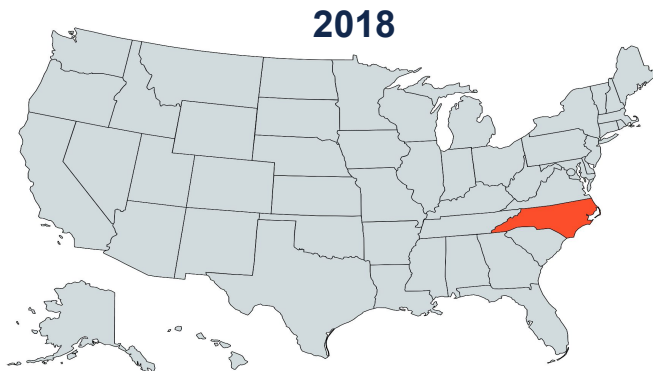**>60%** Black or Latinx   **>50%** Women

The majority of CTD's staff leadership and board of directors are people of color.

Students & Apprentices

>70% Black or Latinx   **>50%** Women

Nationwide <15% of developers are Black or Latinx, and <15% are women.

Geographic Expansion

2018

2022

CODE THE DREAM

5

The Process: Developing Underrepresented Talent

CODE THE DREAM

Discovery	Classroom Training	Apprenticeship

Discovery

500+ applicants are given introductory 'pre-work' to gauge aptitude and dedication. Approximately 10% are selected for CTD software development classes.

Classroom Training

Students complete one year of software development classes, including general intro and front-end or back-end tracks, and a final one-month project. Generally 10-15 hrs/wk with individualized mentorship.
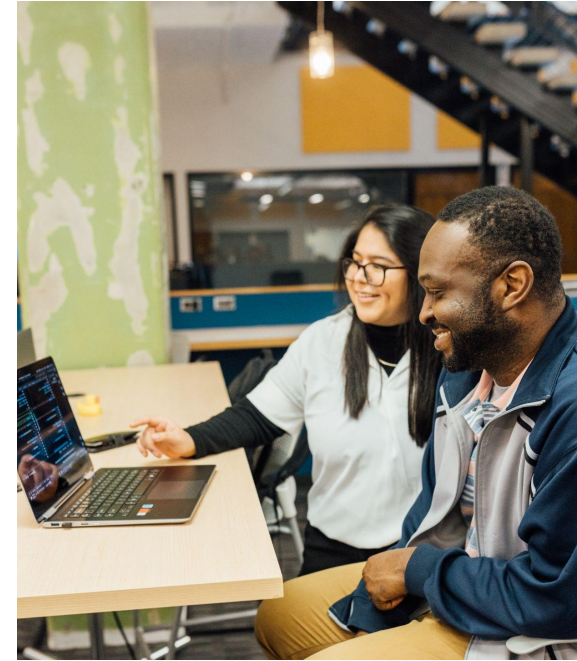
Apprenticeship

6-month full-time apprenticeship developing real-world applications in teams using industry-standard processes.

The 'Tandem Apprenticeship' Model

Code the Dream has spent seven years building up one of the most diverse tech communities in the country – including 70% people of color and 50% women – and developing both the 'hard' processes and soft skills to create a supportive and effective learning environment.

Our strength is intensive mentorship, particularly for members of underrepresented communities. The 'tandem apprenticeship' model allows employers to provide a high quality, supportive apprenticeship where apprentices grow their skills and employers can meaningfully interact with and evaluate apprentices without diverting as much time and resources from their own senior engineers and support staff.

The 'Tandem Apprenticeship' Model

Scope: Employer partner identifies the number of apprentices, generally between 3 - 10 for an initial cohort. Opportunity to scale future cohorts.

Process expectations: CTD teams include mentorship and support from CTD Senior Developers. We encourage weekly interaction with partner team members.

Timeline: Generally 6 months, with potential to extend.

Result: Partner employers support a diverse and talented pool of developers, with the option to hire.

Cost: Based on scope, including the number of apprentices and level of senior developer support requested. Cost includes recruitment and intensive training, apprentice salary and benefits.

CODE THE DREAM

What Employers are Saying:

Code the Dream has partnered with Cisco and SAS to run Tandem Apprenticeship programs within their companies, placing a total of 14 apprentice software developers - 11 women, and 10 people of color - within their engineering departments. In both instances, CTD apprentices far exceeded every standard set and were contributing to production software within weeks.

"Technically outstanding"; "Extremely impressed";

- Team leads at SAS

"The CTD team currently working for me under contract [has] come up to speed faster than college interns or new hires."

- Manager at Cisco

Recognition for CTD's Model and Impact

CTD's leadership has been recognized by President Obama as a White House Champion of Change for broadening access to opportunity. More recently, Code the Dream has received multiple awards for its innovative model and impact.

CTD's work has been featured in:

BBC

U.S.News & WORLD REPORT

FAST COMPANY

npr

univision