CODE THE DREAM

Opportunity | Inclusion | Innovation

Tandem Apprenticeship Overview

codethedream.org

Our mission is to create opportunity that changes lives, build technology that benefits our communities, and support the diversity that drives a more just and innovative world.

Opportunity that changes lives

The Starting Point

When they come to CTD, students are unemployed or making <$15/hr. 60% are people of color and 60% are women.

The Program

CTD Code School delivers impactful training for in-demand technical skills.

CTD Labs provides apprentices with hands-on experience building technology that benefits communities.

The Impact

1400 Students Served

105 Apprentices Trained

35 Projects Completed

90%+ of CTD apprentices secure starting salaries over $80,000

"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

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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 numerous awards for its innovative model and impact.

CTD's work has been featured in:

Challenges We Are Looking Impact

1

Talent and Skills Shortage, especially in Tech

59% of CIOs say staff and skills shortages is the top challenge forcing them to redirect their time from innovative and strategic initiatives.

2

Inclusion & Diversity

Inclusion and diversity add business value, but building a reliable, sustainable pipeline for recruiting diverse, skilled candidates remains a challenge.

3

Balancing the Right Talent with Recruiting Speed

The market for highly qualified tech talent remains competitive and candidates won't stick around for long hiring processes, but companies still need time to vet candidates.

4

Productivity Tradeoff

While key talent is being hired, critical projects are getting delayed or deferred, potentially slowing down key business priorities.

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Tandem
Code the Dream's Managed Apprenticeship Program

Innovative talent development program for **building sustainable, inclusive tech talent pipeline** while **adding immediate value on your tech teams**

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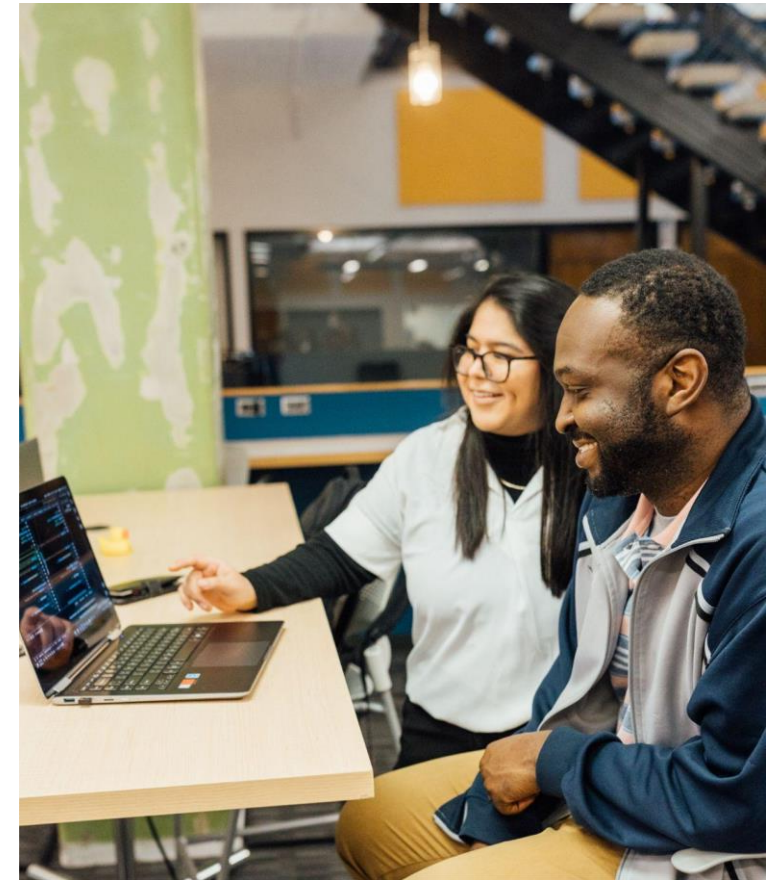
The Tandem Model

BUILD SUSTAINABLE INCLUSIVE TECH TALENT PIPELINE

Through CTD's 100% free, highly selective Code School, we provide a sustainable approach to finding trained and tested tech talent eager to work for you

DIVERSE, TRAINED TALENT We select 10% of motivated, diverse applicants for our rigorous Code School. Top students earn an apprenticeship with CTD Labs where they work on actual client projects. **Our students & apprentices are 60% people of color and 60% women**

PARTNER TO MANAGE We partner in tandem with you to employ, mentor and train apprentices *in your context* through CTD's Registered Apprenticeship program. This plug & play approach does not require you to register or administer a Registered Apprenticeship program

ADD IMMEDIATE VALUE ON YOUR TECH TEAMS

Tandem is more than a talent recruitment program, our apprentices, guided by our senior developers, can enhance capacity on your tech teams and add value immediately

SCOPE We partner with you to define the scope of work that apprentices will do, either integrated into existing teams or as a cohort-based project team supported by CTD's senior developers

DEPLOY We deploy selected apprentices based on the scope with the option for project oversight and mentorship from CTD's senior development team

DELIVER Apprentices deliver shippable code to support your projects

YOU HIRE
Upon completion of the program, you offer permanent positions to apprentices who meet your standards, retaining valuable knowledge and skills while adding diverse talent

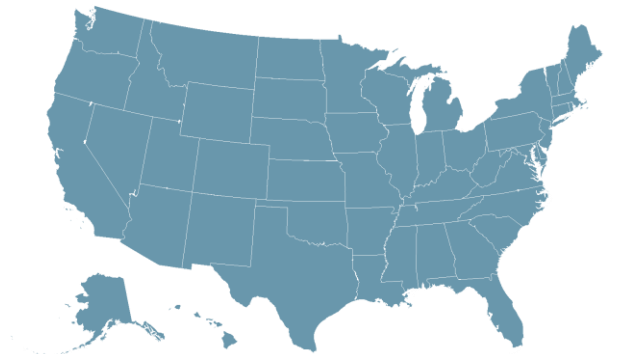CODE THE DREAM

Our Tandem Apprentices

60% people of color & women

"Technically outstanding."

SAS

Actual client project experience

Average age of 28; life and work experiences; maturity

WEB DEVELOPMENT

Trained in React and Javascript

Available to work remotely anywhere in the US

8

Rigorous Training & Preparation

Discovery	CTD Code School	CTD Labs	★
Rigorous Selection	Classroom Training	Apprenticeship	

Ready for Tandem Apprenticeship!

Applicants are given introductory 'pre-work' to gauge aptitude and dedication.

Approximately **10% are selected** for CTD software development classes.

Students complete one year of our **100% free** software development classes, including intro and front-end or back-end tracks

Program culminates with an Advanced Practicum where students work in teams to build and deploy an app

Top performing CTD Code School graduates are offered an apprenticeship with CTD Labs, Code the Dream's Development arm, to develop real-world applications using industry-standard processes

Our Tandem Partners

"Technically outstanding."
"Extremely impressed."

SAS Team Leads

"The quality was super high."

VP of Engineering, Cisco

"The CTD team currently working for me have come up to speed faster than college interns or new hires."

Principal Engineer, Cisco

10 apprentices trained with SAS's R&D team over the course of 12 months

10 of 10 apprentices hired for full time roles

4 Apprentices and CTD's Senior Developer worked on a Cloud Management Project for Cisco Wireless. The Team was trained on Cisco's development tooling and processes and committed code per Cisco's stringent guidelines.

Team delivered UX for managing Wireless configurations for Cisco's market-leading Wireless LAN Controller which manages 34M Wireless Access Points worldwide.

The Tandem **Advantage**

CTD's Tandem Apprenticeship model streamlines the process for incorporating apprenticeships into your tech talent development strategy while adding immediate value on your tech teams

✓ **Pre-vetted, diverse candidates ready to start immediately**
Tandem apprentices are trained, pre-vetted and ready to start when you are. Unlike other training programs or internships, no need to wait for them to get trained, summer vacation or graduation.

✓ **Low risk and reduced administrative burden**
Apprentices are employed by CTD to reduce administrative burden and risk

✓ **No Apprenticeship Registration**
Apprentices train within CTD's Registered Apprenticeship program so you don't have to register your program or manage compliance requirements.

✓ **Apprentices with life experiences and professional maturity**
On average, CTD apprentices are 28 years old allowing them to bring life experiences and professional maturity.

✓ **Pipeline for permanent hiring**
Upon program completion, hire apprentices who meet your standards with no add'l costs. Apprentices are ready to accept your offer so you can retain knowledge and skills while adding diverse talent

✓ **Partnership, Mentorship & Support**
From senior development oversight to career coaching for apprentices, CTD staff is there to support. Our team is senior developers who are running actual projects on a daily basis.

✓ **Value Added**
Source highly motivated, diverse, technically strong talent at 15-50% cost savings over other approaches

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Options for Working with Us

	Option 1 Embedded on your Teams	Option 2 Project-Based	Custom
Define	Our experienced team works with you to define your talent needs and goals. CTD will serve as a service provider with flexibility for other contractual arrangements.	Our experienced team works with you to define and scope the project(s). CTD will serve as a service provider with flexibility for other contractual arrangements.	If the existing options do not work, we will work with you define a custom arrangement which fits your needs.
Plan & Match	We match CTD apprentices to your teams based on your defined needs. We co-define a plan for the apprenticeship program including how our senior developers will mentor and coach the apprentices alongside your managers.	We identify CTD apprentices who are best suited to deliver on the project scope. We co-define a plan for the apprenticeship program including how our senior development team will manage the project alongside your project team and managers.	
Go	CTD senior developers provide ongoing coaching & mentoring to apprentices. The CTD team will have periodic check-ins with your managers to ensure apprentices are on track.	In addition to ongoing coaching and mentoring, CTD's senior development team will also be embedded in the project to provide oversight and day to day management (e.g., code reviews, project management, etc).	

Hire

Upon completion of the program, you offer permanent, full-time roles to apprentices who meet your standards

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Next Steps

Send us a note to discuss your needs!
employerpartnerships@codethedream.org

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