Tandem

Code the Dream's Managed Apprenticeship Program

Innovative talent development program for <u>building sustainable tech talent pipeline</u> while <u>adding immediate value on your tech teams</u>

Nearly 6 in 10 CIOs say that staff and skills shortages is the top challenge forcing them to redirect their time from innovative and strategic initiatives. This is not surprising given that the demand for tech talent is projected to grow by 25% in the next decade.

If you're struggling with recruiting, hiring and retaining top quality tech talent, *Code the Dream can help!*

Introducing Tandem, Code the Dream's Managed Apprenticeship program

Tandem is an innovative program for building a sustainable tech talent pipeline while adding immediate value on your tech teams. This bespoke, low risk, and supportive talent development strategy allows you to preview talent before making permanent hiring decisions, increase productivity of your tech teams, and deliver life-changing opportunities and experiences for new software developers looking to break into tech careers.

How The Tandem Model Works

BUILD A SUSTAINABLE TECH TALENT PIPELINE

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

- **MOTIVATED, TRAINED TALENT** We select 10% of motivated applicants for our rigorous Code School. Top students earn an apprenticeship with Code The Dream Labs where they work on client projects. Our students are *60% people of color and 60% women who bring fresh perspectives.*

- **PARTNER TO MANAGE** We partner in tandem with you to employ, mentor and train apprentices *in your context* through Code the Dream's Registered Apprenticeship program. **No administrative burden for you.**

ADD IMMEDIATE VALUE ON YOUR TECH TEAMS

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 our senior developers.

- **DEPLOY** We deploy best fit apprentices based on the scope with the option for project oversight from our senior developers.

- **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.

Partners who have already benefited from Tandem

.sas   **CISCO**

Want to learn more?
- codethedream.org/tandem
- Get in touch: employerpartnerships@codethedream.org