Hiring Tech Talent via Apprenticeships
Agenda

This agenda covers an overview of our apprenticeship model that we've used with hundreds of companies to expand their tech talent pipeline.

1. Who is LaunchCode?
2. What kind of talent do we find?
3. How does hiring work?
4. What are possible next steps?
Who is LaunchCode?
We're a nonprofit working to close the tech talent gap so employers can grow their businesses.

Our Origin
We were founded after Jim McKelvey, co-founder of Square, had to move the company away from his hometown of Saint Louis to San Francisco because of a local tech talent shortage.

To close the tech talent gap, we focus on:

Hiring Talent
Training New Talent
Upskilling Employees

In this presentation, we focus on hiring, but please reach out to learn more about how we approach strategy or training!
How does hiring work?

At every step in the process, LaunchCode is focused on helping you create hiring success.

**Recruitment**
through entirely new channels to help you discover fresh talent

**Matching**
that increases the speed to fill your open jobs with high-quality candidates

**Mentoring**
that promotes success and helps you build future leaders

**Evaluation**
that values in-demand tech skills, not college degrees that teach outdated curriculum

**Hiring**
with one of our models that make hiring logistics, pay, and benefits a breeze
What kind of talent do we find?

When it comes to hiring, we focus on helping you find junior level tech talent with the passion, drive, and aptitude to succeed in technology.

**Passion**
A technology enthusiast who loves to solve puzzles with great teammates

**Drive**
A self-starter who puts their tech skills to use across a variety of projects

**Aptitude**
A life-long learner who can keep pace with constantly evolving technology

We find candidates with entry-level skills to contribute now and exceptional traits to lead in the future.
Recruitment

Because tech skills are accessible through a variety of channels such as colleges, bootcamps, online platforms, and self-directed education, we help employers expand their ability to discover talent.

LaunchCode's Candidate Recruitment Channels:

- Word of Mouth: 31%
- TV, Radio, and Print: 15%
- Google: 12%
- Social Media: 9%
- Partners: 3%
- Colleges: 12%
- Job Boards: 19%
Evaluation

To verify that applicants have job-ready skills, we use evidence-based assessments such as timed coding exercises, project portfolio reviews, and live interview questions.

<table>
<thead>
<tr>
<th>Evaluation Step</th>
<th>Description</th>
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<tr>
<td>Online Application</td>
<td>Applicants tell us about their learning journeys</td>
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<tr>
<td>Online Coding Exam</td>
<td>Applicants have 60 minutes to complete 2 coding challenges</td>
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<td>Application Screen</td>
<td>LaunchCode screens applications for passion, drive, and aptitude indicators</td>
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<tr>
<td>Live Interview</td>
<td>LaunchCode reviews an applicant's project portfolio, communication, and live coding skills</td>
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<tr>
<td>Job Ready</td>
<td>Applicants that pass our interview are qualified as “job ready” and get matched to employer partners</td>
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Candidate Profiles

Our candidates often have life and work experience that translates to success in the field of technology.

**Anne Posega**
BA in English Literature, MFA in Writing, MA in Library & Information Sciences
While working for 26 years as a librarian, Anne has spent her career helping people access information. With new skills in user experience design, Anne is using her background to develop application interfaces that provide more effective information.

**Satin Bostic**
BA in Business Management, MS in Finance
Satin put her finance degree and 12 years of finance experience to use in building a SQL database application that helps city managers predict utility repair costs and timelines for more accurate municipal budgeting.

**Tamala Carey**
BS in Biology
After pursuing a degree in medicine and working as a research lab assistant, Tamala learned how to become a data scientist. She is now using her research background in combination with Python, SQL, and Tableau to help companies generate key business insights.
Matching

We can often present high-quality matches to you within 1-2 business days of receiving a request.

1) You send us a job posting with technical requirements
2) We scan our network for strong matches and call candidates to verify high levels of interest
3) We send you an email with easy-to-read paragraph bios and formal resumes
4) You interview your favorite candidates to assess technical skills and culture fit
Mentoring

We believe that mentoring accelerates junior tech talent growth and helps senior programmers become better team leaders.

Mentoring Guidebook
We have quickstart resources to help your senior talent get started and spend their mentoring time efficiently

On the Job Mentoring
We recommend mentoring embedded in work practices such as pair programming and code reviews

LaunchCode Alumni
We can help you leverage our national and local network of developers to provide another source of mentorship
Hiring Success

more than 80% of our apprentices become permanent hires

hiring in groups is even more successful
In Good Company

We've established successful tech talent partnerships with hundreds of growing companies.
What are potential next steps?

We're ready to help you find candidates with the passion, drive, and aptitude to succeed in technology.

Start a partnership
1) Review our master services agreement
2) Send us a job posting or a list of desired skills
3) We'll send you a pack of candidate profiles

Gather support from more decision makers
1) What other leaders can help us gain traction?
2) What messages would resonate best?
3) Who should reach out and when?