

Code Nation

Becoming a Pledger

Code Nation

Code Nation is a forward-thinking coding school headquartered in Manchester. We're on a mission to enable individuals from all walks of life to thrive in Industry 4.0, as well as to solve the ever-growing digital skills shortage in the UK.

We don't just teach our students to code, we create employable talent. Through our amazing network of employers we offer access to real, future-proof careers in Industry 4.0 - the very best Junior Developer roles and world-class Apprenticeship Schemes. We have access to a broad network of clients who have already pledged to give all Code Nation graduates an interview.

As testament to the unrivalled experience we provide, Code Nation has already trained and placed our graduates into a number of businesses across the country with 98% of students in work within 6 days of graduation.

The UK needs another 1 million people with digital skills. That's why coding is your ticket to the future.



There are two elements to our curriculum we use to define 'business ready'

The first is, of course, the **technical skills**;

Code Nation has an approved curriculum which exceeds the guidelines set for the Apprenticeship standard for coding. Our students graduate from Code Nation with technical skills which rival those of a university undergraduate.

The syllabus takes a project-based approach to get the learners accustomed to a style similar to their future working environment, and covers topics such as coding principals, front and back end development, cyber security and object-oriented programming.

The **second element** is the 'extras' that we provide for all students;

commercial skills by working in an agile environment, understanding the lifecycle of a technical project and working with Kanban boards; **personal development** through yoga sessions, mindfulness and self-awareness workshops, team work, problem solving and presenting tech 'stand ups; and finally, **career training** thanks to individual learning plans, 1-1 interview coaching and CV preparation.

Our curriculum is more than just coding, and we make it our mission to teach our students to **thrive** in the fastest growing industry in the world.

The 6 main areas of our Curriculum;

Coding Fundamentals & the Principals of Good Technical Design

Start from scratch by learning how to think like a programmer and creatively approach problem-solving.

Front-End Development

Students become acquainted with HTML, CSS, SCSS, JavaScript, React and Bootstrap.

Back-End Development

Learn how to use Node.js and Express JS and how to work with APIs.

How to be a Valuable Digital Professional

Develop wider (non-coding) skills needed for success in the digital sector.

Employer-Sponsored Final Project

Complete a real 3-week project, based on what you've learnt over the previous 9 weeks.

Cyber-Security

Ensure the code is safe from the start with a 'secure by design' approach. We focus on providing training around the OWASP top 10.

{CODENATION}™

IMPACT STATS

INFORMATION THROUGH TO
NOVEMBER 2018

STUDENTS

SOURCE



College 14%
Self Employed 9%
Unemployed 19%
Employed 58%

GENDER



Female 22%
Male 78%

AGE

Average age: 27
Youngest age: 17
Oldest age: 49



EXPERIENCE

89% of students with minimal
coding experience

DURING THE 12 WEEK COURSE

FEEDBACK RECEIVED



rating

return rate for
feedback requests

90%

ENGAGED COMPANIES



35+

pledging to work
with our students

INTERVIEWS

average number of
interviews for a
non-apprenticeship
student

3



ON COMPLETION OF COURSE

EMPLOYMENT



students employed



6

average number of days
until employment



£23.8k

average starting salary
for graduates

We engage with business through our Pledging programme

The Pledger will;

- Review and provide input and suggestions for the Code Nation curriculum - ensuring it is current, constantly evolving and relevant for business
- Visit the classroom(s) to share with the students; “a day in the life” story so they get an appreciation of what working for your organisation is really like
- If you have one, you will offer a small project for the student(s) to work on for their last two weeks of the 12 week course
- If you have a vacancy or requirement for a junior developer, you will interview students for the role...with no commitment to recruiting
- Allow Code Nation to make use of your logo in the context of being a pledger. It will be used on the Code Nation website and on social media - this showcases your business and helps attract students / future talent for you. Anything beyond this, we'll seek your approval

And in return, Code Nation will;

- Introduce you to all of our pledging organisations
- Provide priority access to the classroom(s) allowing you to meet the students on a scheduled basis, throughout their training (usually from week 3 in the 12 week course)
- Allow you to recruit graduates, for free, there is no placement fee from us
- Invite you to our networking, lightning talks and guest speaker events
- Provide multiple opportunities to promote your business directly to the students
- Provide as many free coffees as you'd like and you can use our facility as a drop in centre

Hiring a student from Code Nation

Hiring a Code Nation student is **easy**.

Committing to be a Pledger means that there are **no recruitment fees** to pay if you choose to hire one of our students.

We have done our utmost to remove all points of friction from our model (for students and employers) so we can focus on creating new, business ready talent for the market.



Option A - Hiring at the end of their training

1. Private Paying

Those students who have paid privately to be trained on the immersive course over 12 weeks.

2. Scholarships/Bursaries

Students can attend on a scholarship, often provided

Some things to consider when hiring students at the end of their training:

Pledgers can come into the school and **meet the students** as many times as they like, and as early into our 12 week course as they like.

We actively work to **place these students for free**- there is no charge to the employer for taking on a student. Our goal is to help them find work once they have completed the 12 week course; that's why we encourage you to be part of our community and play more than a passive role in Code Nation.

Our graduates are in demand. We have already seen recruiters targeting our students and are tempting them to work with clients that are not in our network. We encourage students not to go down this route but instead invest time with the pledgers who are an active part of our community. Pledgers should look to **secure the future talent before anyone else does...**

Option B - Hiring as they commence their training

3. New Talent Apprenticeship

Those students who join the course as employees of your organisation to be trained in coding.

At Code Nation we have developed a unique way of identifying and training talent from a pool most organisations haven't yet considered.

We are the first and only coding school in the UK that have found a way for you to harness the power of the Apprenticeship Levy with immediate benefits, providing you with new tech talent that you've already paid for.

4. Current Employee Apprenticeship

Sponsored by you for students from within your organisation as part of a re-skilling or up-skilling program.

In both cases, Code Nation will work with your organisation to identify appropriately skilled students and are interviewed by you before they join the course.

5. Current Employee Sponsored by You

Students join the course as a paid attendee, 'sponsored' by you.

NB - all apprentices and sponsored students are employees of an organisation who have hired the apprentices and whilst we would love them to meet you and take part in any project work, they are off limits for hiring (unless they are your apprentices already).

Our Apprenticeship Scheme is **like no other** currently available from any other provider; we have an immersive learning bootcamp for the first 12 weeks/**480 hours** of the programme.

You hire your future talent from a shortlist of pre-selected candidates and once all of the paperwork is complete, you **enrol** them on the Code Nation scheme.

We take raw material and mould he/she into **business ready individuals**, taking them on a learning and development journey that lasts 15 months. Thanks to the volume of **immersive learning** at the start of their journey, your future talent is productive earlier and crucially has to spend very little time out of your working week or months off site thereafter.

The journey starts with us and **continues seamlessly** throughout the whole apprenticeship experience.

The student is guaranteed **£18k's worth of valuable personal development** as well as a **qualification**. We find that makes for a very compelling job offer when compared to standard but highly competitive junior development roles.



To ensure we have the **correct number of apprentices** on the course for your organisation, we would need to:

1 - Have you set up on the Government's Digital Apprentice Service (The DAS account). This is much easier than most people believe/have experienced but is an essential part of the process. We will take care of everything.

2 - Agree the **target number of apprentices** to be hired for each/any location so we can prepare our search/advertising program and secure seats in the classroom (we have a maximum capacity of 30 students per cohort).

3 - Agree a **process for you to interview/assess** our short list of candidates.

4 - Process all necessary **paperwork** so the learners can start on the appropriate date.

We are more than just a coding school

#WeAreCodeNation

