

Code Nation

Working With Us

Why 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.



Our **immersive** training curriculum is designed to ensure that our students graduate as **business ready** Junior Developers in 12 weeks, and provide businesses looking for digital skills with its **next-generation of talent.**

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 Code Nation curriculum
has been shaped by
businesses;

they told us what they want to
see, and our course ensures that
we produce the **next-generation**
of developers that industry is
demanding.



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.

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Identify Future Talent

The UK's **4th Industrial Revolution** impacts every business in every industry; AI, Machine Learning, Virtual Reality, Automation, Geo Location and Internet of Things all have an underlying demand for the same skill-set...

Software Developers - Cyber - Data Scientists

Identifying your Future Talent is the first step to filling the digital skills gap, whether that means **retraining** Developers with the 'wrong' tech stack, **up-skilling** your existing Tech Teams, or **growing** your own Junior Developer from scratch.

You can also **identify** those that might not know they can code using our **DevDNA** tool.

It will help you tap into a **pool of talent** you didn't know existed.

It uses psychometric evaluation to help identify whether a candidate has the **skills** and **attributes** of a developer.

It's currently in advanced Beta Testing with around 300 respondents.

The feedback is **positive** with 'non-coders' seeing it as a **non-threatening** way of highlighting whether they have the attributes of a coder.



The model has 4 core elements;

KNOW - knowledge based traits relating to how people understand and learn

THINK - traits that describe how people think about the world around them and the tasks they focus on

WAY - the traits that describe how people approach their work, their attitude and motivating forces

HUMAN - the way that people interact and collaborate with others, teams and customers

Our **immersive** learning programme has proven to be a real differentiator for employers when it comes to securing the all important **Junior Developer**.

Additionally, we have a simple, **no-fee** recruitment process to get things moving quickly so we can concentrate on helping you recruit your **Future Talent**.



OUR STUDENTS

There are 3 potential pathways that a student could take to code with us;

- Apprenticeship
- Private Paying
- Sponsored Scholarships

No matter which pathway a student chooses to join Code Nation, the experience for any student is exactly the same; they will all study with us and attend our classroom-based 12 week Coding Bootcamp. We call this our 'Master Course'.

Student Stats:

- 96% of our students are in employment
- Each non-apprentice student has an average of 3 interviews
- Students are employed with salaries ranging from £18k to £35k with an average of £23k
- Age range of students from 17 to 48 years old
- 86% of our students had minimal pre-existing coding experience before joining our course

World Class Apprenticeships

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.

It is widely recognised that candidates joining the Digital/Tech industry are more attracted to employers offering **training and development** and opportunities to be involved in interesting projects vs remuneration alone.

That said, it is now possible to offer **fully funded training** as part of the "benefits of joining" any company using money that you may already have spent via the Apprenticeship Levy. Non-levy payers can also access this huge training budget by paying a 10% contribution (5% from April 2019) to the training costs.

Here's how it works

For those that have 'unlocked the Levy' we can slot into your current procurement programmes easily and efficiently, either working independently or hand-in-hand with your recruitment team.

Code Nation will oversee the end-to-end process but leave you in full control of the key decision making. We will then provide you with the CV's and a recruitment/assessment day to allow you to select the talent most suited to your organisation.

Once again there are no recruitment fees throughout the entire process, and we will offer to take on the burden of Levy administration.

When a candidate has accepted your offer of employment, we can then support you to onboard your new hires as they prepare to spend the next 12 weeks with us at Code Nation. Apprentices will gain their Certification following the completion of their 12 week course.

As part of the Apprentice's learning with us, students will sit a **Microsoft exam** at the end of the Bootcamp (MTA 70-480 Programming in HTML5 with CSS3 and JavaScript). The exam fee and course/study materials are all paid for as part of a **Code Nation Apprenticeship**, and we won't ask the apprentices to sit the exam until they are ready to pass it.

The curriculum is geared around getting your new developers **business-ready** and giving them a laser-focused deadline for the exam helps with that.

During our **regular meetings** we will make sure your apprentices are on track to pass the final examination, and help them to build a meaningful portfolio to **showcase their abilities** throughout the 12 week course.

For the following 12 months we will offer **continued development**, training and support; we don't just hand your Apprentice back to you and hope for the best.

We see ourselves as an extension of your HR and/or Learning and Development Team, staying connected to your Talent for the next 12 months and beyond.

A Code Nation Apprenticeship lasts for 15 months in total, and although we have covered the 20% off the job requirement at the beginning of the Apprenticeship thanks to our unique learning program, we are on hand to complement the learning of your Apprentice with our quarterly workshops and online resources.

We also interact with Apprentices and Employers every month and invite them to all of our exciting industry events- Meet ups, Socials, Hackathons etc.

At this stage of the course, the main focus is helping the Apprentices achieve their **Level 4 Diploma in Software Development**- this qualification is the equivalent to a BTEC HNC.

We work with the **British Computing Society (BCS)** and have chosen them to award the qualification. Your Apprentice will sit the BCS exam and become part of their **community**.

As well as being recognised as one of the leaders in the computer/tech movement, Apprentices are able to take advantage of a **12 month free membership** to their society.

We will enrol your new Talent and even introduce them to the local BCS meet up group.

We are very proud of our
Apprenticeship program and the
industry feedback has been
positive.

“It is very beneficial that the students
already understand the developer
working life style when they come to us”
Fluid Digital

“A fantastic organisation. We hugely
admire the work of Code Nation and
believe they are the perfect organisation
to collaborate with moving forward”
Dreamr



Privately funded students are also part of our cohorts

Students can **fund their own training** or employers can choose to pay for their team members to join us.

Not everybody requires the full 15-month Apprenticeship program we offer. Privately funded students will arrive on day 1 as a Coding novice and will graduate as a Junior Developer after **12 weeks** of learning.

Our community of **Pledgers** have successfully hired all of our private paying students. In June 2018, private payers were all hired before their course had finished.

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 fit for purpose for the pledger 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

Employers that have pledged to interview our graduates

McCANN

sopra  steria

(“Manchester”) +
 (“Digital”)

**N BROWN
GROUP PLC**


amazon

 DigitalBridge

 helpfulpeeps

commit

 RiskBox



 theEword

 HELLOSODA

purple

STAGECOACH GROUP
greener smarter travel

THE
ROBERT
STREET
HUB

Xpert Rule®

Kalibrate 
YOUR ADAPTIVE EDGE.™

eviid
secure visual confirmation

 freedom
FINANCE

Students can also code with us if they are awarded a **Scholarship**

Scholarships can be offered by; any organisation who joins our Pledging community, philanthropic individuals and societies, and of course Code Nation offer scholarships and bursaries on a regular basis.

In the race for talent, providing Scholarships to Code Nation courses is an amazing way to give someone an **opportunity** to get into Tech who may not have otherwise been able to.

We pride ourselves on helping to shift the dial on **diversity** by offering scholarships to underrepresented groups across every spectrum of society; we call this our **Elevate** program.

Elevate

Code Nation recently sponsored 2 scholars representing the **BAME** community (black, asian and minority ethnic people) through our ELEVATE to coder campaign.

Females in tech are also hugely underrepresented (17% represented in digital roles), which is why Sky awarded 2 scholarships to women in a competition we ran across social media, again, as an ELEVATE to coder campaign.

On our courses, 30% of students are female.

The **technical skills shortage** in the North is a growing problem as the competition for talent increases. That, compounded with the **lack of diversity** in the technical workforce, means that this problem will only worsen.

That's why we're doing everything we can to show that Code Nation is **accessible** for everyone- we take on students based on attributes of a great coder and nothing else.



Let's address
the **BAME** gap.



Creating Employable Talent

The industry is crying out for **digital skills**. That's why we ensure all of our graduates are **immediately employable**.

We teach the popular **tech-stacks** and the skills that employers want, and as the **industry changes**, so will our curriculum.

Careers for Coders

- Web Developer
- Games Designer
- IT Support
- Technical Analyst
- Games Designer
- Developer
- UX/UI Designer
- Tester
- Graphic Designer
- Technical Consultant
- App Developer
- Web Designer

Sectors in need of Coders

- Oil & gas
- Media
- Information & Communications
- Technology
- Wholesale Trade
- Utilities
- Government
- Finance & Insurance
- Mining
- Health Care
- Construction
- Chemicals and Pharmaceuticals
- Real Estate

Code Nation Success Story

Meet Reuben - from plasterer to Coder in 12 weeks

"I recently decided it was time to take on a new challenge. As a **former plasterer**, I've reunited with a childhood passion from the days when I used to play with coding on my BBC Micro. I found Code Nation and thought that it's time to do it.

I have the **right mindset** to make it as a developer and my background means I can come at problems in a slightly different way and coding has already been one of the most **rewarding**, and challenging things, that I've done.

It turns out coding actually has a lot of crossover with construction, like building things piece by piece and **thinking creatively** to solve problems with expansive thinking.

Well, the time has finally come to fly the nest. **New job, new horizons, end of a transformational phase of my life.** Huge thanks to the team at Code Nation. Without their invaluable dedication and support I couldn't have done it. Cheers Dave, Stu, Imran, Andy and Adam. I've been blessed to have had such a **wonderful opportunity** and to have met so many awesome individuals, many of whom I consider friends. It's been emotional. Now on to pastures new..."



{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



96%

students employed



6

average number of days
until employment



£23.8k

average starting salary
for graduates

The primary intention of this document is to give a detailed overview of Code Nation and our award winning Curriculum.

We are making a real difference to the industry and our clients tell us that they love what we do.

We understand that the business of education is heavily regulated, and sometimes overly complex when it comes to navigating the various pieces of legislation and compliance- particularly around the hiring of apprentices.

To alleviate this we have focussed our attention on making ourselves easy to work with by appointing industry experts in all areas of perceived friction.

If you have any questions about what we do here at Code Nation, you can contact us on -

hello@wearecodenation.com

0333 050 4570

#WeAreCodeNation



We are more than just a coding school

#WeAreCodeNation

