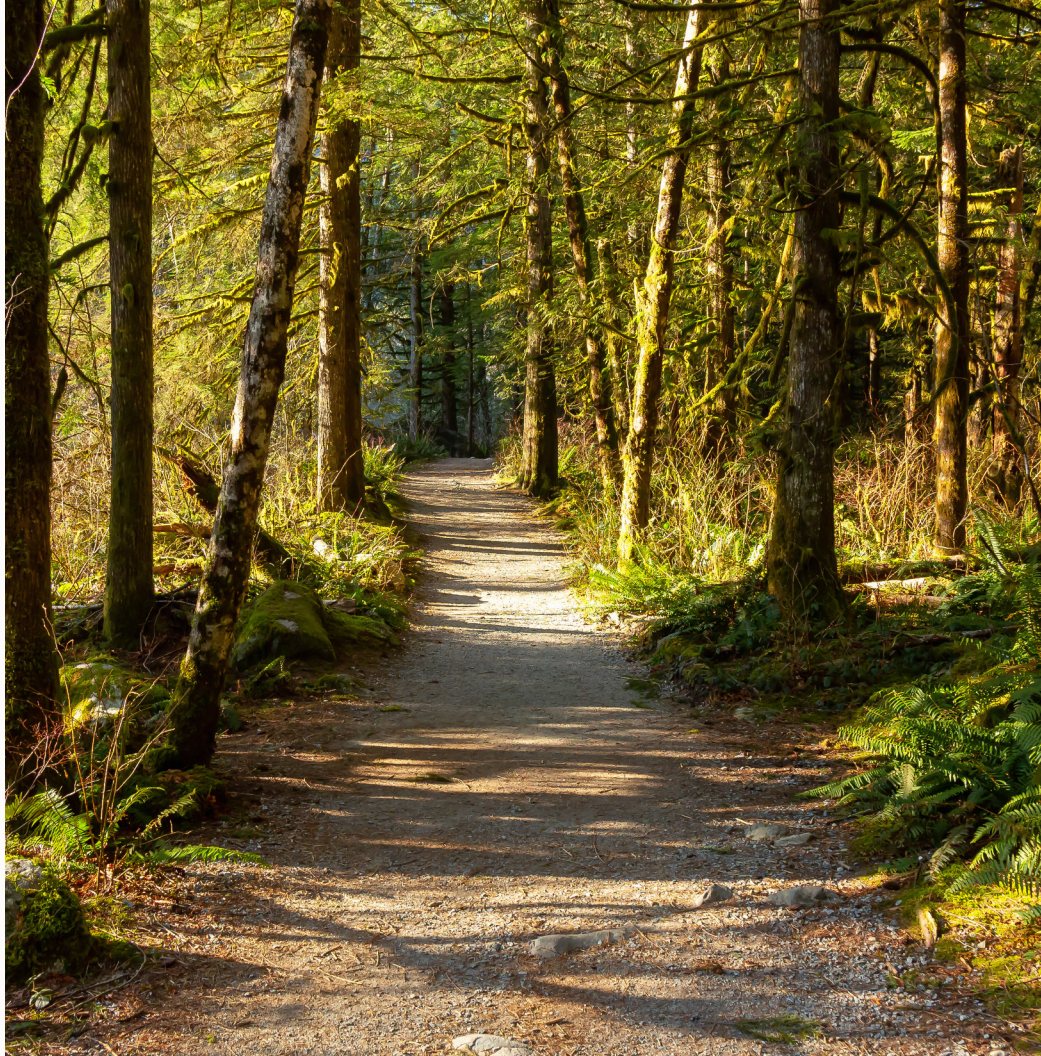# Talent Discovery Pathway

Fill those high-value roles in your organization with undiscovered and diverse talent

What if the development talent you're seeking could be found right in your own backyard?

The **Talent Discovery** pathway identifies high-quality participants in your community who are seeking a career change and prepares them to be productive entry-level software developers. This program is a great way to bring unique and undiscovered talent to your organization.

Sponsor organizations are responsible for participants' tuition and pay them a wage for the duration of the program.

Discover Talent in Your Community

Providing opportunities for professional growth is a powerful way to increase diversity and demonstrate commitment to your community while also meeting your business goals.

Our pathways are engaging educational programs designed for all levels of experience, from novices to software engineers who want to keep growing.

How It Works

Over 20 weeks, participants are exposed to various technologies, methodologies, tools, and techniques required for modern software development.

Talent Optimization participants earn 15 credits from Doane University, which completes the requirements of the Software Development Certificate.

WEEKS 1-5

Learn and apply the foundations of programming.

WEEKS 6-10

Learn and apply full-stack developer skills, tools, and techniques.

½/per week practicum, which includes integration with a team at their sponsor organization and observation of tech stack and processes used.

WEEKS 11-15

Apply full-stack developer skills along with modern software engineering tools and techniques on a team project.

1 day/week apprenticeship at sponsor organization, where they learn the tech stack and processes used.

WEEKS 16-20

Learn and apply software engineering design skills, tools, and techniques.

2 days/week apprenticeship at sponsor organization, completing level-appropriate stories as an entry-level developer.

Our pathways are designed to fit the various needs of organizations growing their software development teams or expanding the skills of their existing employees.

Every organization is at a different place on its talent recruitment journey. The four pathways cover what teams most commonly need today.

	Talent Optimization Pathway	Talent Discovery Pathway	Talent Transition Pathway	Talent Elevation Pathway
Recommended for:				
Current employees with no development experience	●			
New employees with no development experience		●		
Developers with experience in legacy practices and tools			●	
Recent software development graduates with little or no industry experience				●
Program Duration	20 weeks	20 weeks	15 weeks	10 weeks
Earns Doane University Certificate in Software Development	●	●		
Tuition	$15,000	$15,000	$10,000	$6,000

Have more questions? Ready to sign up?
dontpaniclabs.com/education

Ready to Get Started?

The Pathways Program is a corporate / academic partnership between Don't Panic Labs and Doane University.

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