Talent Discovery Pathway

Provide new growth opportunities for undiscovered and diverse talent

DON'T PAN!C LABS™

DOANE UNIVERSITY

Transform lives and open up new sources of software development talent for your organization.

The **Talent Discovery** pathway activates the great culture fits and enables them to contribute in new and exciting ways. It also provides new career opportunities for unique and undiscovered talent in your local community.

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

Discover Talent in Your Organization and Community

Providing opportunities for professional growth is a powerful way to increase diversity, demonstrate commitment to your team and your community while 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.

The program is delivered completely online, so participants can be located at your organization. No additional travel is required, and help from instructors is just a click away.

Talent Discovery 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 their capstone 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 while working on their capstone project.

2 days/week apprenticeship at sponsor organization, completing level-appropriate stories.

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 three pathways cover what teams most commonly need today.

	Talent Discovery	Talent Transition	Talent Elevation
Recommended for:			
New or current employees with no software development experience	●		
Unique and under-represented talent in your community	●		
Developers with experience in legacy practices and tools		●	
Recent software development graduates with little or no industry experience			●
Earns Doane University Certificate in Software Development	●		
Program Duration	20 weeks	15 weeks	10 weeks
Tuition	$15,000	$10,000	$6,000

Hear what people are saying about the Pathways Program.
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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