

Talent Transition Pathway

Retain high-quality team members with legacy system experience by providing the opportunity to develop skills in modern programming models



Imagine preparing your developers for modern software development in just 15 weeks.

The **Talent Transition** pathway levels up your existing developers by equipping them with the knowledge and skills required for modern software development. This program is great for developers who typically work with legacy technologies like COBOL.



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

Transition Talent in Your Organization

Providing opportunities for professional growth is a powerful way to demonstrate commitment to your employees while also meeting business your 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 15 weeks, participants are exposed to various technologies, methodologies, tools, and techniques required for modern software development.

WEEKS 1-5

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

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

WEEKS 6-10

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 11-15

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.

