

# FAQ - Summer 2017 Upgrades



Learners Guild

## OVERVIEW

### Why is the learning model being upgraded?

Lots of reasons. Here are a few:

- It's clear from your feedback and our observations that several things about the learning model weren't optimal, such as stats, levels, and lack of regular access to expert technical guidance and support.
- The self-directed, project-based approach to learning that defines much of the program works well for learners who have reached a certain degree of proficiency, but tighter scaffolding is needed at the beginning of the program to build foundational skills, and additional resources are needed at the end of the program to better support learners in the job search process.
- Learners want and need a clear picture of their technical progress, strengths, and gaps, and more guidance from experts every step of the way.
- Stats are an unreliable data source for determining progress and membership decisions. We need a clearer, fairer, and more objective process for helping people understand their coding progress and job readiness.

### What's the summary of upgrades?

The program is organized into 5 distinct "phases." Learners are required to move through a phase in no more than 8 weeks. To advance from one phase to another, learners complete a coding challenge and participate in a technical comprehension interview with an SEP.

### What's new:

- The learner interface is now called Echo
- 5 Sequential Learning Phases
- Phase Interviews (Coding Challenge and technical comprehension interview)
- Increased phase-specific technical support
- Continued Guild membership is based on phase interviews
- Increased structure and guidance in earlier phases and increased career prep support in final phases
- SEP feedback survey

### What's staying:

- Project-based learning for Phases 3 & 4
- Modified Retros for Phases 3 & 4
- Apprenticeship for Phase 4
- Opportunities for focused, fundamental skill-building in Phases 1 & 2
- Non-technical professional and personal development
- Monday All-hands Sync-up
- Friday Wrap-up
- Counseling
- Free coffee

### What's going away:

- Stats as progress reflection and membership determinant
- Non-sequential levels
- Minimal guidance for sequencing and planning learning
- Week-long project cycles for phases 1, 2 and 5
- Learning without clear pacing requirements
- Coach-queue

# FAQ - Summer 2017 Upgrades



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## What does this mean for learners?

Everyone is required to interview into one of the five phases using the new interview system during the June 19 week. Upon being 'sorted' into a phase via interview outcomes every learner will officially begin in their new phase the week of June 26 and will have 8 weeks to successfully complete it by taking a phase interview. See below for more details on how the Sorting and Phase Interviews work.

## Does this apply to learners in the July and September cohorts?

Yes. Most July learners are officially done with their time at the Guild, but the opportunity to participate in the new structure is being offered to them as well. July learners should reach out to Carla or NeEddra to talk about their options.

## INITIAL SORTING INTERVIEWS & MEMBERSHIP

*Learners will be sorted into the new phases via the new interview system the week of June 19. Upon being 'sorted' every learner will officially begin their new phase the week of June 26 and will have a maximum 8 weeks to successfully complete it via phase interview with an SEP. We strongly recommend shooting for phase completion by week 6. See below for more details on how the Sorting and Phase Interviews work.*

### What is this sorting interview?

We're calling this the Sorting Interview because its purpose is to sort learners into the optimal phase for their stage of learning.

### What should I expect in the sorting interview?

The sorting interview is comprised of a coding challenge and a technical comprehension interview. Read all about it in the learner Guide, [here](#).

### How are learners being assigned to the sorting interview they requested?

Upon receiving everyone's sorting interview preferences, the Learning Facilitators will assign each learner to their requested interview and provide additional instructions on June 19.

### What does next week's schedule look like?

At 9am on Monday, June 19, the Guild will meet for a brief all-hands meeting to discuss logistics and guidelines for completing the sorting interview. Learners will begin work thereafter. All coding challenges should be submitted by 12pm on Wednesday, after which point learners will be scheduled for the technical comprehension interview, sometime before Friday. In the

meantime, feel free to review or work on any other independent work.

### What happens after the Sorting Interview is complete?

Based on the outcome of this interview, learners will be placed into either Phase 1, 2, 3, or 4. We won't place anyone into Phase 5, but people beyond 32 weeks can choose Phase 5 over Phase 4 if they want to.

### Can the sorting interview be completed remotely?

Yes, once learners receive their interview assignment they are welcome to complete the coding challenge and comprehension interview remotely.

### What happens if a learner is not accepted into the phase for which they interviewed?

The Guild will most likely place them in the phase preceding it. In some cases, the interviewer may recommend that a learner work on skills two phases behind the one the learner interviewed for. For example, someone who isn't accepted into Phase 4 (Apprenticeship) may receive guidance to build skills in Phase 2 (Foundations

# FAQ - Summer 2017 Upgrades



Learners Guild

2) instead of Phase 3 (Integrated Practice). The learner may or may not take this advice. They can elect to join Foundations 2, or they can try Integrated Practice. Either way, the learner has a total of 8 weeks to advance out of the phase selected.

## **Will learners have a full 8 weeks to move on to the next phase after sorting?**

Yes. After being sorted into phase 1, phase 2, or phase 3, we expect most learners to interview in their 5th or 6th week of the phase. Learners may attempt a phase interview twice within an eight-week time period. The second interview must be attempted no later than the 8th week.

## **Will learners get extra time at the Guild if they interview into an earlier phase than would be expected based on their initial start date?**

Yes, learners sorted into an earlier phase will have extra time at the Guild.

## **If a learner is sorted into an earlier phase, is there additional stipend financing available?**

Learners interviewing into a phase that extends their time at the Guild can expect to have their existing financial support continue at its current level. Learners who did not take a stipend before can choose to sign a new stipend ISA now.

## **If a learner is placed into an earlier phase, but receives a job offer shortly after starting the new phase, does the timeline on the ISA pertain to the original 40 weeks or the revised timeline?**

The ISA will pertain to the original 40 weeks.

## **If a learner is close to the end of their time at the Guild and wants to leave on their original end date what should they do?**

All learners must take the sorting interview and be placed into a phase, thereby making it unlikely that a learner would complete the program on their original start date. If a learner wants to leave on their original end date, the learner may request to leave the Guild.