



Hiring Manager:

Justin came to our company as an intern through LEARN Academy in San Diego. If you're not familiar, a student of LEARN spends three months working full-time in an immersive programming boot camp. Their fourth month is a full-time internship with a San Diego-based tech company. I'm the Chief Operating Officer of ZEAL, the company selected for his one-month internship.

As part of his internship with our company, he worked directly with our senior engineering team, under the advisement of our Director of Consulting. He pair-programmed almost exclusively, at our request, and was taught the practice of test-driven development. In the four-weeks on our team, he built, with three other interns, a full-featured web application using the Ruby on Rails framework. Our team provided the designs and product direction, but his internship team implemented the software that handles user authentication and database interaction. I recommend your team take the opportunity to walk through the project.

As a software consultancy, we put a heavy emphasis on consistent delivery and a replicable process. His ability to follow the steps of the process was fantastic. When there was confusion, he asked. There was not a point when I observed an unwillingness to fully engage or "skate by," unnoticed.

It's worth noting, that while many programming boot camps tout an ability to teach their candidates the technical task of writing code, LEARN takes it a step further and empowers its students with the developer mindset. If your company is like us, empathy and care make all the difference. Justin fully exemplifies the qualities of an empathetic and engaged learner. While the program was only four short months, and there is objectively plenty more for him to learn, I don't doubt his willingness and ability to dive in and contribute.

In summary, Justin was a great addition to our team for the short time he was an intern with us and I fully expect he will thrive as a software developer.

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