**Problem:**

Lots of billets to fill and no one to fill them. The choke point is journeyman devs with about 3-5 yrs of experience. Senior developers/engineers are more coveted, but the start of the choke is at the journeyman level.

**Structure**

6 months (3 days/week @ 3 hours/day OR 2 days/week @ 4 hours/day) approx 1-man week/month. Class size: Up to 16 should be good enough

**Incentive for Students:**

Top 10% get a chance to have their entire tuition refunded assuming they sign up for the follow-on with a minimum number of hours worked

**Keeping staff**

Take the top 10% of the class and offer the following:

Full refund upon completion of one 6 month TA cycle (they would be assessed in class how well they taught) and one 6 month cycle teaching the class - The assures that there will be plenty of teachers for the next round of classes, and they get some level of follow on training to cement the concepts. Also lowers the cost for labor burden

**Homework:**

Always for every week with 3 projects, the final one will be your final grade. Each project will incorporate more software engineering concepts (Agile, Scrum management)

**Incentive for employers:**

Pipeline for lower-level coders is much shorter, 6 months optimum

**Follow-on training:**

Develop more in-depth individual tasks such as software project development (agile, etc) NOT IN SCOPE HERE

**Items to go over:**

Necessary Equipment: Laptop with 6GB of RAM and VirtualBox installed (Ubuntu VM given to the student)

Money for materials/space (fee funded or donated)

Help with material development (novel approaches like game incorporation, etc)

There has to be some level of commitment from the student directly even if everything could be provided for free and it sort of ruins feeding the staff pipeline.

**Goal:**

At least minimum competency for a junior developer or senior intern