

Diverse Talent Program

FAQ

Why the Diverse Talent Program (DTP) Solution?

Bitwise Industries' Diverse Talent Program (DTP) partners with organizations to identify, vet, and secure top tier, diverse, cost-efficient talent using our unique and proven Apprenticeship model. We believe that part of the "pipeline problem" is geographic; leveraging our deep, physical network throughout America's Heartland, we are able to supply talent which many organizations would never otherwise engage.

Bitwise is a tech ecosystem, activating human potential to elevate underdog cities around the country. We teach people to code and focus on building on-ramps for those traditionally left out of the technology industry.

What is the value to our partner organizations?

Each cohort produces hireable, diverse, entry-level developers specifically prepared to join our partner's team.

Today it costs \$45,000 on average to hire an entry-level engineer - recruiter/outsourcer resources, internal technology team interviewing time and initial 30-to-60 days of onboarding. Our initial value starts at the very beginning; we do the work to find the right talent for your program. Savings continue as we build curriculum and support the program with senior resources from our team, alleviating the burden on your internal resources. At program completion, these apprentices have already worked on your real world work and have the tools to join the team and provide immediate value.

Our Cohorts, on average, produce \$600,000 in usable work product during their Apprenticeships.

What is the cost of the Diverse Talent Program?

Bitwise is in the Beta phase of offering DTP to third parties. As such, each program is tailored to the needs of the partner organization and all pricing is unique. Presently the average price for a DTP cohort of 8-12 apprentices is \$100,000.

What resources will partner organizations need to dedicate to the Diverse Talent Program?

Up front, we'll collaborate to understand your project requirements, culture and organizational needs to build a successful curriculum. Along the way, we'll ensure you have formal and informal opportunities to assess the Cohort as prospective hires. In our experience, your organization will benefit most from DTP if it dedicates a single point person with hiring authority to interface with the selected cohort of apprentices (3-9 hours per month), and one or more teams for the cohort to socialize with at various points during the 6-month program (1 hour per person per month).

Where does DTP source Apprentices for the program?

Apprenticeship demographics are among the most diverse of any group in the technology industry:

- Greater than 50% underrepresented minority
- Greater than 50% female
- Approximately 20% first generation Americans

With our work centered in leveraging our deep, physical network throughout America's Heartland in underdog cities to reach special populations, including veterans, people of color, LGBTQ, and formerly incarcerated.

Who will I work on the DTP team?

Together, our DTP Success Team will work with you from initial information gather stages to build training requirements through to hiring and placement of apprentices. Along the way, you will have support from a Senior Developer Fellow (senior software developer charged with leading the DTP Cohort), Curriculum Expert, and Partner Success Manager.

What is the chronology of a DTP Cohort?

DTP works with partners to understand diversity, technical and culture goals of your organization. Our Apprenticeship Success Team, made up of curriculum experts and developers, will work to build a specialized curriculum and training program to meet goals of identified partner projects.

We then assemble a group of relevant junior developers from our network to place in the DTP Cohort as apprentices led by our Senior Developer Fellow. Each Cohort is then deployed to execute on projects, under the guidance of the Developer Fellow and in constant collaboration with the partner.

Throughout the Apprenticeship, partners are continually provided with the opportunities to formally and informally evaluate Cohort members as prospective hires. At or before the conclusion of each Cohort, partners have the first and best opportunity to hire members of their Cohort.

Where do Apprentices train?

We help customers to make the decision between on-premise or remote work. Many organizations enjoy greater productivity and retention by engaging remote work options - we can create custom office environments for your team in any of the markets where we operate (currently Fresno, Bakersfield, Merced, or Oakland). This option may allow greater compensation flexibility for your new hires.

What are the Success Rates for Diverse Talent Program?

To date, Diverse Talent Program has produced over 300 entry-level engineers with a 100% of our apprentices successfully landing technical employment following completion of their DTP cohort.