



Apprentice Program

PROBLEM

According to the Department of Labor and the National Science Foundation, which measures job creation and graduation rates, the United States is suffering a major shortage of programmers. With strong economic growth for the last 6 years, the problem is compounding. Looking at the research the challenge is apparent. Consider these facts:

- The competition for qualified programmers is fierce. Most engineers don't work for software and internet companies anymore. In fact, 61% of them are employed in finance, health care, consulting, retail, manufacturing and other industries.
- Not only are these job openings growing, but they're also doubling. There are currently 500,000 unfilled tech jobs in the United States. This will reach one million by the end of 2020.
- Developing a diversified team of engineers requires a broad range of skill sets and experiences. However, there is a lack of junior engineers coming online. Currently, there are 125,000 job openings for junior engineers. As those positions remain unfilled the cost of labor is increasing, which impacts business profitability.
- These same trends are equally impacting Louisiana. There are currently 3,000 vacant tech jobs in our state and 750 of those are for junior engineers.
- The problem is global. Across Europe, Latin America and China there are more than 6.4M unfilled software engineering jobs.
- The pipeline of new engineers is not capable of filling the gap. In 2018 American universities graduated only 48,000 students with computer science degrees.
- To hire faster, companies are relaxing college degree requirements. Alternative paths of education have helped but are not bridging the gap. It's estimated that [coding schools and boot camps graduated just 23,000 students last year](#).
- Increasing the pool of engineering talent will still not solve the business challenges of today. [Eighty-Nine percent of employers](#) feel higher education is failing to develop the skills graduates need to impact the business.
- Increasingly, recent computer science and code school graduates lack the skills needed to make an immediate impact on business. Companies need access to a reliable talent pipeline in order to grow. Spending time and resources training junior engineers is a gamble. Time, money, lost opportunity — these are the costs of failure.

Revelry's Apprentice Program bridges the gap between theoretical classroom learning and agile development in the real world.



Apprentice Program

SOLUTION

Revelry has developed an intensive apprenticeship program. It bridges the gap between classroom learning, moving beyond the theoretical and teaches apprentices how to do agile in the real world.

We expose apprentices to Revelry projects and clients, which accelerates learning. Our engineer coaches know how to train and provide the right amount of guidance.

Hands-on training prepares apprentices to be **successful engineers**. We've proven that we can identify the right people and put them through the right process. Revelry offers **94% of our apprentices a job** after completing the program. **They're working full-time on Revelry client projects in as little as 3 months.**

HOW IT WORKS

We ensure all apprentices gain a common set of skills.

Apprentices spend a significant time pair programming with engineering coaches.

Apprentices get real practice on real projects in a safe environment.

The experience of contributing code to complex systems isn't possible in a classroom. **We make it possible through our process.**

The three-month program offers paid apprentices access to structured education and hands-on learning. In addition, apprentices work directly with Revelry's engineers on active client assignments. This helps them learn to think and act like a pro. It quickens their on-boarding to your projects, enabling them to deliver an instant impact to your business.

SUCCESS STORIES

Currently a VP of engineering at Revelry, [Nick started as an apprentice in 2015](#)

A former seamstress, [Deja is now an engineer at Revelry](#)

Colin pivoted his career from [product management to programming](#)

Charles proves it's [never too late to learn to code](#)

MEET REVELRY

Founded in 2012 in New Orleans, we are a team of 50+ designers, software engineers, product managers, and devops professionals. We're an [Inc. 500 company](#) and a member of The Linux Foundation [Hyperledger Project](#), [Cloud Native Computing Foundation](#) (CNCF), and [GAN/GSSN](#).

Engineering skills: [Elixir](#), [Ruby](#), [Javascript](#), [React Native](#), [NodeJS](#), [Kubernetes](#), [Blockchain](#), and more.

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