



# Launch Your Students' Tech Careers

Talent Path trains entry-level talent on current technology and emotional intelligence skills needed in today's jobs while providing them with a full-time job opportunity at no cost to them or to our university partners.

**Information for Universities**

**talentpath**

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# **Introduction:** **What is** **Talent Path?**



# Executive Summary

## There is a Disconnect

The technology skills gap in higher education and the labor marketplace is real - and it impacts entry level talent most of all. The expectations of young talent are often misaligned with the current market. Meanwhile, employer demand for qualified, available, early career talent continues to rise. Our university partners close that gap and connect their graduates with concrete opportunities and a solid foundation for lifelong success in technology.

Talent Path offers a unique approach to hiring early career technology talent. We provide sought-after talent while creating new career pathways in technology for entry-level professionals by hiring and develop-

ing high-potential talent to map to known gaps at our clients' organizations.

More specifically, Talent Path recruits qualified talent with a strong academic foundation, then trains them on the technologies and skills our clients so desperately want. The training programs generally entail an intense 90-day technology skills boot camp. Our students are employed by Talent Path while in training, eliminating the need for further tuition and associated debt. We carry the cost of all training and employment during their certification process, while ensuring that they are prepared to contribute to our clients on their first day of assignment following training.

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## What Drives Talent Path – “Hire”

We have a commitment to doing the right thing. We don't just train; we don't just staff. We're about the long-term. We're about advancing the careers of our consultants. We're about developing deep relationships with universities and the communities in which we work. We're about strengthening the missions of our clients. We're about recognizing unique challenges, approaches, and talents. We're about fixing the gender and race earnings gap with technology careers. Because we're about creating family.

We succeed in this mission by preparing our Talent Path consultants for placement with premier employers in technology roles; positions that may otherwise be out of their reach. Consultant trainees are immediately hired as full-time, salaried employees—**free of charge**.

## Strategic for High Demand Tech Jobs – “Train”

We're unique because we hire talent, then pay them to learn valuable skills and technologies for which there is immediate demand in the marketplace.

Technology changes rapidly. Talent Path keeps up by tapping into employer partners, trends, and subject matter experts. Currently, we prepare our consultants to work with technologies like Java, Python, JavaScript, React, Angular, Node.js, SQL, AWS, Google Cloud, Azure, Tableau, PowerBI, Salesforce, and customizing to meet the demands of our client partners.

Our curriculum takes a holistic approach by focusing on essential technical skills while, simultaneously, infusing business acumen and emotional intelligence. Once our trainees—our Talent Path consultants—complete their track, they continue to receive mentorship from Talent Path.

Our multi-dimensional, twelve-week process is designed to ensure our talent development investments do the most good for both our consultants and clients by focusing our efforts on the highest potential talent. Talent Path sources holistically, using digital and traditional techniques including our network of University Partners and on-campus presences.

## Accelerating Potential – “Deploy”

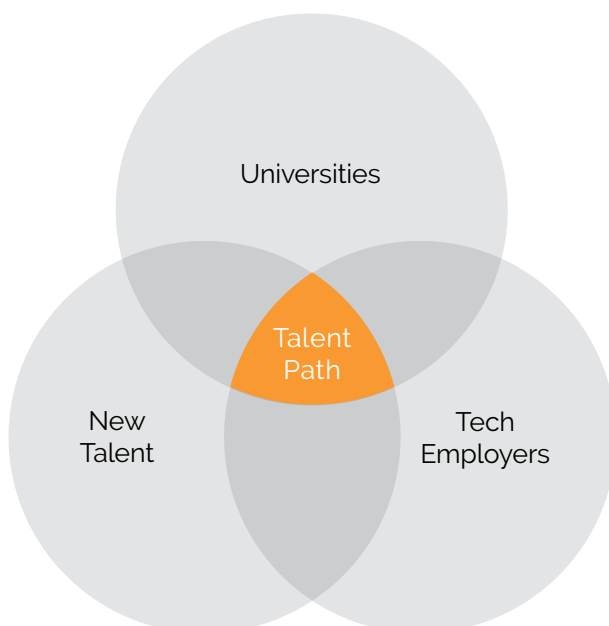
WHAT WE ARE NOT—Bootcamps, academies, and on-line learning platforms all have two things in common: you pay them to learn and there is no guarantee of a job once completed.

We're unique because we hire talent, then pay them to learn valuable skills and technologies for which there is immediate demand in the marketplace. Our job isn't complete once our consultants get placed and begin their career, it's just beginning. We provide on-going support, training, mentorship and upskilling tracks throughout the duration of their employment with us. This propels the development within early stages of their career and accelerates growth potential by learning from experts within our technology ecosystem.

# Overview

## The Landscape

Millions of critical technology roles go unfilled due to sharp increases in demand and misaligned expectations from employers on young talent, who are not prepared for the realities of the technology workforce.



## Talent Path Model



Discern needs from our clients



Source the best candidates



Pay and train a cohort in tech, business and emotional intelligence



Deploy our consultants at our clients' sites



Continue to mentor those consultants as needed



## Program Highlights:

- Absolutely no cost to the university partner or the consultant in training
- We hire and train them - so they can commit to and stay focused on learning
- Commitment to diversity in tech, as reflected in our consultant base
- Mutual commitment to helping graduates find meaningful employment
- On campus access for Talent Path staff (in accordance with protocol)
- Direct coordination with career placement center
- Coordination with/access to leadership at various locations
- Ability to leverage classrooms and other facilities (at university's discretion)
- Coordinated marketing and advertising
- Shared insight and expertise in education
- An investment in developing a close working relationship
- Access to students and alumni interested in pursuing careers in technology

**Talent Path is far more than a technology education platform or paid training provider.** We bring together a detailed understanding of client business drivers and talent challenges with a robust recruiting ecosystem designed to attract top talent hungry for "last mile" training.





✓ **Paid during immersive training**



✓ **Paid while on-field with a client**



✓ **Paid during work-ready projects**

## No-Risk Career Pathway

A no-risk career pathway, simply put, is an “earn as you learn” model of college to career; avoiding taking on the “risk” of acquiring additional debt in order to obtain functional, job-related training skills.

No-risk career pathways are not a new concept – they just haven’t been done this way before. Example: management consulting firms, accounting firms, etc. that hire the top graduates from universities and offer them a highly structured training program, along with the opportunity to apply their newly acquired skills and professional aptitude to consulting projects with the companies they serve. The entry-level hire acquires industry-relevant training that is then applied to projects which allow them to gain valuable experience. More often than not, the end company may end up hiring that consultant as a full time employee themselves. Other alternatives are the consultant becomes a principal consultant with the company, and perhaps eventually a manager, and then a partner. Another option – the consultant leaves the company and takes their newly acquired skills and experience with Fortune 500 companies with them to a functional role elsewhere.

However the cards fall, the consultant wins. They gained valuable training and experience, and didn’t

have to spend money paying for it. In fact, they were PAID for it. This is a no-risk career pathway.

In the past decade, the need for technical talent has skyrocketed. Companies seem to have perpetual openings for entry level technologists, while perplexingly the same job descriptions seem out of touch with the realities of the skill market that the majority of graduates are leaving college with. Along the same vein, universities are continually pressed to provide career outcomes for graduating talent, but are often held back by the amount of time needed to iterate curriculum in order to meet changing marketing demands. What ends up happening is that many graduates opt to pay for technical bootcamps, taking on additional debt. Enter Talent Path. Similar to an entry-level program at a consulting or accounting firm, Talent Path provides a no-risk career pathway for entry-level talent, but in technology. By merging elements from technical training programs, consulting firms, and clients interested in contracting for their technical needs, Talent Path is one of very few talent accelerators providing this no-risk pathway to a technical career.



## Sites

### Office Locations

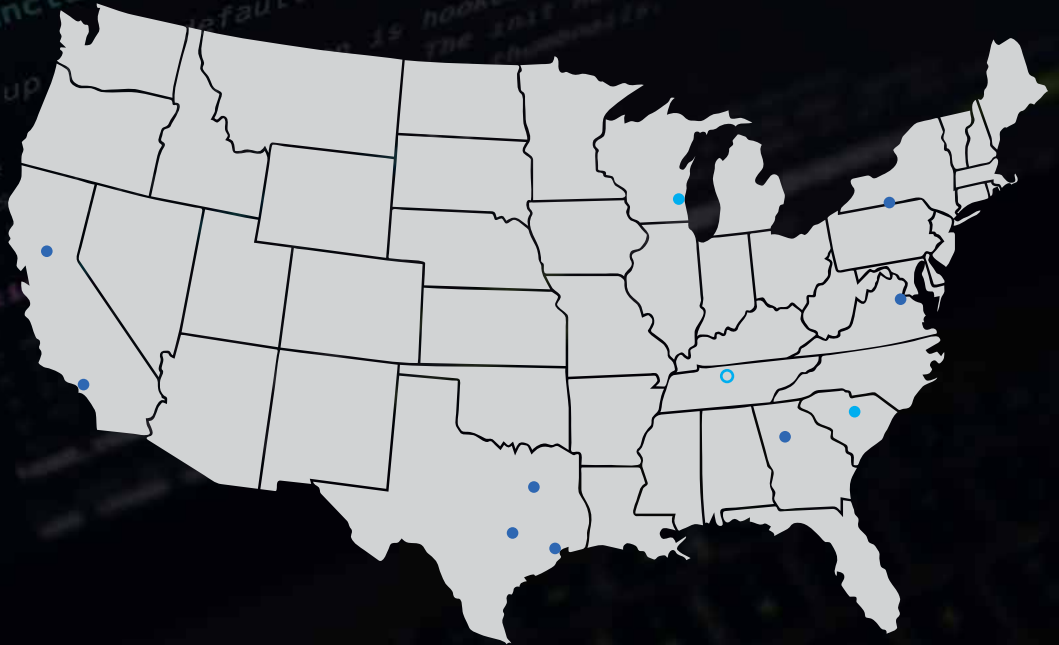
Atlanta  
Austin  
Dallas  
Houston  
Los Angeles  
Rochester  
Sacramento  
Washington, D.C.

### Virtual Locations

Charlotte  
Milwaukee

### Expansion in 2021

Nashville



## Trusted by Top Companies



# Training to Deployment and Beyond

# Program Information



## **Absolutely no cost**

to the university partner or the consultant in training



## **We hire and train them**

so they can commit to and stay focused on learning



## **Guided training,**

both by instructors and real-world technologists employed by Talent Path, assisting from day one to final certification



## **90 days**

of immersive, hands-on technology and consulting learning experience



## **A practical approach**

to learning that blends traditional training with simulations and real-world business projects



## **Holistic curriculum**

covers technology itself as well as how to work within a target function and navigate the work environment



**Winner of the 2019 Profiles in Diversity Journal  
Top 10 Innovations in Diversity Award**



# The Consultant Journey

## Candidate Selection Process



## The Talent Path Consultant Journey





## Launch Your Graduates' Careers

Talent Path prepares high potential talent for opportunities in today's technology workforce. Our talent accelerator intersects with the missions of leading universities and companies to solve the tech talent gap and launch the careers of professionals at no cost to them.

### Strategic Training for High-Demand Tech Jobs

- Agile Project Manager
- Cloud Computing Engineer
- Data Analyst
- DevOps Engineer
- Full-Stack Developer
- Mobile Application Developer
- Quality Assurance Specialist
- Scrum Master
- Software Engineer
- User Experience Designer
- Salesforce Admin
- Front-End Developer

1

Launch Your Graduates' Careers

Immersive Training

2

3

"Work-Ready"

On-Field Consultant

4

5

Opportunity for new employment



## Immersive Training

From the start, we take a team of consultants through a cohort— 6-16 weeks of in-house developed curriculum trained by subject matter experts in each of the competencies alongside our educators. During this time, the consultants in training are put through the paces of a technology-core, book-ended by emotional intelligence and all set in the context of a business scenario-based development; real world—not just training.

## Instructors

Our instructors are subject matter experts hired as full-time staff members. They develop the curriculum and lead our consultants through both immersive training and work-ready projects.

**1**

Launch Your Graduates' Careers

**Immersive Training****2****3**

"Work-Ready"

**On-Field Consultant****4****5**

Opportunity for new employment



## Instructional Approach

We are responsive to the needs of our learners; continuous learning, empower consultants for their own individual learning.

- Immersive, hands-on technology and consulting learning experience
- Guided training both by instructors and real-world technologists employed by Talent Path, assisting from day one to final certification
- A practical approach to learning that blends traditional training with simulations and real-world business projects
- Holistic curriculum covers technology itself as well as how to work within a target function and navigate the work environment
- Modular format, in-person, virtual learning, or a flip-classroom environment
- Scaffolding techniques to support individualized learning styles, while requiring hands-on participation and highly engaging classroom activities.
- Learning experience for a trainee is to master technical learning objectives as well as show competency and proficiency of these technical objectives in a simulated work environment
- Benchmarking assessments may include projects, deliverables, video presentations, LIVE presentation sessions, code challenge/reviews, and formal assessments; however, most content proficiency is determined through performed tasks
- Power skills training covering speech and presentation, dress, body language, emotional intelligence





## Measuring Success

The success of each consultant is dependent on their growth and evaluation. Talent Path's evaluation framework is based on Work-Ready skills critical to driving positive performance. There are 5 areas Talent Path will evaluate each consultant's learning throughout Training. These areas, known as Pillars, represent the job-related skills that are required to support a consultant's qualification for their role. Talent Path has developed a unique and sustainable framework for developing new content that gives us a competitive advantage.

Skills and qualifications for each career path are based on our internal research.

### Pillars:

- Technical Merit
- Problem Solving
- Style & Delivery
- Self-Management
- Training

Our Learning Program is developed by highly-skilled, professional instructors, with more than 20+ years of experience training technology professionals.

Talent Path's unique curriculum framework offers a seamless transition to adding new technologies to our

existing instruction. This allows us to quickly implement additional technology tracks in areas with real demand. We combine our passion for teaching with our knowledge of the industry to provide a holistic package of technology core skills, industry training, and power skills so our consultants are prepared for success in their role and to positively impact their client organization.

### Each aspect of our program is held to a high standard.

We follow proven methodologies, such as the backwards design model to ensure alignment of core competencies with objectives, assessments, performance reviews, projects and presentations. Throughout this document, you will notice we focus highly on collecting and analyzing multiple data points to accurately revise and modify instruction as needed.

The projects are "real-world" cases, consultants apply and are evaluated on their learning traced to multiple points of delivery (projects, presentations, challenges, etc.)

Consultants are measured by growth and work-ready capabilities, differentiated instruction (based on a consultants' schema, "what they know based on their prior knowledge") and our instruction is scaffolded based on their needs. Consultants are evaluated using a growth-based measurement. A predictive performance



score is determined every two weeks, feedback is given and ongoing upskilling opportunities are presented.

We invest heavily in designing and implementing the optimal processes and programming to ensure our consultants' continuous development. We believe in building a culture of continuous feedback and providing our consultants multiple opportunities to actively improve their technical and professional skills. Talent Path recognizes the value in providing ongoing mentoring to our consultants, which remains a staple of our operations throughout the consultant journey.

## Continuous Feedback for Growth



**“[Talent Path] seemed too good to be true. And it was exactly the kind of niche that I needed at that point in my career.”**

### Alexander Rulon

**Position before Talent Path:** U.S. Coast Guard

**Current Position:** Manager, Capgemini Government Solutions

**Talent Path Skill Track:** Business Analyst, Cohort 5

**Graduation Year:** 2019

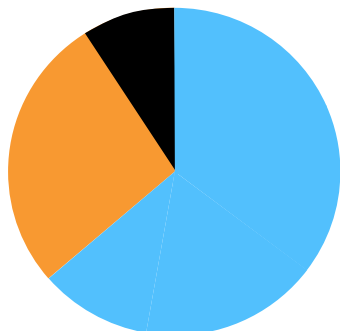




## Curriculum and Examples

### Holistic

We provide a holistic package of technology core skills, software training, and power skills so our consultants are prepared for total success in their role and to positively impact their client organization.



#### Technology Skills

~ 8 Weeks (240 Hours)

#### Power Skills

~ 3 Weeks (90 Hours)

#### Business Knowledge

~ 1 Week (30 Hours)



**Digital**



**Market Driven**



**Industry Agnostic**



**Relevant**

# Full Stack Java Engineer Curriculum

**Technologies and concepts taught in training will vary with current client needs, and may include:**

## Technology Training

- **Programming Fundamentals:** Command line basics, Git CLI & Git, Text Editors, IDEs & Debugging
- **Procedural Programming:** Boolean Logic, Conditional Statements, Scoping & Nested Scoping, Control Flow & Loop Blocks, Arrays, Methods, Recursion, Sorting, Binary Search
- **Object Oriented Programming:** Classes and Objects, Exception Handling, Interfaces, Collections
- **Functional Programming:** Java 8, Streams Framework, Functional Interfaces, Lambda Expressions
- **Testing:** JUnit 5, Stateful/Stateless Testing, Unit Testing, Integration Testing, Data Mocking, Web Testing
- **Web Programming Fundamentals:** HTML 5, CSS, JavaScript (ES6), JSON, jQuery, AJAX, Event-Driven Programming, Promises, N-Tier Architecture, MVC Pattern
- **Spring:** Spring MVC, RESTful APIs, Spring Dependency Injection, Profiles, Spring Security
- **Databases:** Design & Normalization, DDL & DML, Postgres, JDBC, JPA
- **Typescript:** Types, Interfaces, Literal Types, Utility Types
- **Angular:** Modules, Components, Templates, Data-Binding, Routing
- **Exercises:**
  - Maven Console-Based Tic Tac Toe
  - Maven Console-Based Roleplaying Game
  - Maven Sales Manager Application with Unit Tests
  - Maven REST API for Hangman with Unit Tests
  - Maven Spring API & Thymeleaf Web Application Deployed to Cloud
  - Typescript Chess Engine
  - Angular Tour of Heroes

## Full Stack Java Engineer Curriculum Continued

### Power Skills

- **Communication:** Written reports, verbal speeches, slide creation, presentations
- **Agile and Logic:** Agile, scrum, Kanban, storyboarding, waterfall, lifecycle
- **Design Principles:** Visual hierarchy, typography, accessibility, rhythm, color theory
- **Community:** Community service, volunteering, sustainability, wellness
- **Research & Whiteboard:** Lifelong learning, brainstorming, mind maps, critical thinking
- **Product Lifecycle:** Complete case study project from conception to production
- **Professionalism:** Office etiquette, dress, speech, email, tele/video conference
- **Emotional Intelligence:** Knowing yourself, regulation, styles, vision, team, motivation
- **Current Events:** Development breakthroughs, industry programming approaches
- **Corporate Environment:** Tours of facilities/ companies, uses of tech and programming
- **Process Flow:** Up/mid/down stream, patient flow, investing, high tech ventures
- **Value Proposition:** Competitive advantages, flow of money, marketing, consumers, personal branding, narrative storytelling, interview skills and strategies, knowing yourself, career development conversations, confidence, career visioning, ongoing relationship development to provide support and mentorship throughout each stage of the journey, education on the pathways available, navigating work situations effectively by providing coaching/ workplace management skills





A photograph of two women with dark curly hair, wearing black tops, standing in a server room. They are both looking down at tablets they are holding. In the background, there are rows of server racks with blue and red lights.

# Data Analyst/Data Visualization Curriculum

## Technology Training

- **Data Exploration:** sourcing, transformation; cleaning, cloud (PostgreSQL, MS SQL, AWS/EC2)
- **KPI Identification:** pattern recognition, functional information, process innovation
- **SQL Programming:** queries, join/union multiple tables, subqueries, mathematics
- **Data Validation:** duplicate records, dirty data, unengaged, incorrect joins
- **SQL Form and Function:** data dictionary, keys, tables, views, windows and data flow
- **Data Viz Skills:** theory of data viz, perception, color, layout, drill down, detail
- **Dashboards:** Interactive data stories with interactive UI, data driven insights
- **Data Viz Tech:** Tableau Desktop & Online Server, Power BI, SSRS
- **Tech Exposure:** Jira, Trello, Asana, Confluence, GitHub project board
- **Programming:** Python, R-studio, GitHub, SQL, Excel Power Query, DAX, RegEx
- **Python Tools:** Pandas, Seaborn, Matplotlib, Pyplot, NumPy, Scikit-learn, K-learn, TabPy

## Power Skills

- **Communication:** written reports, verbal speeches, slide creation, presentations
- **Agile and Logic:** Agile, scrum, Kanban, storyboarding, waterfall, lifecycle
- **Design Principles:** visual hierarchy, typography, accessibility, rhythm, color theory
- **Community:** community service, volunteering, sustainability, wellness
- **Research & Whiteboard:** lifelong learning, brainstorming, mind maps, critical thinking
- **Product Lifecycle:** complete case study project from conception to production
- **Professionalism:** office etiquette, dress, speech, email, video conferencing
- **Emotional Intelligence:** knowing yourself, regulation, styles, vision, team, motivation



## A word from David Smelser, Learning and Development Manager and Curriculum Developer

"Our goal is to provide our trainees with practical experience they may not have received in other environments. While we do cover theoretical knowledge to ensure well-rounded candidates, our program focuses primarily on building systems from the ground up, layer by layer. We want them to gain the intuitive grasp of architecture that comes from repeatedly modeling differing domains. We want them to experience, first-hand, the value of thorough testing. Above all, we want to push them to not just make software, but to learn how to teach 'themselves' the future skills they will need to stay ahead in the constantly growing world of technology.

To that end, our training focuses on real-world technology stacks, techniques, and architectures. Consultants in training work alone and in teams to produce applications built on microservices which are implemented as RESTful APIs and then consumed by modern web frameworks (Angular, React, Vue, etc). Our consultants persist the microservice data with widely used database management systems and schemas they have themselves designed. Most importantly, our trainees produce extensive testing to ensure the system responds safely and rationally to unexpected inputs. By the time they're done, every consultant demonstrates competence in all of these areas so we can be confident they are prepared to enter any development team."



**"I feel a lot more confident through the experience I've gotten and I'm just having a lot more fun."**

**Paul Dang**

**Position before Talent Path:** Project Manager at US Signs

**Talent Path Skill Track:** Business Analyst, Cohort 1

**Graduation Year:** 2018

**Current Position:** Sales Operations Specialist, Manpower Group



## Talent Path Mentoring Program

Research shows that trainees with mentors perform better in their jobs after they get out of training (Dr. W. Brad Johnson). For this reason, our consultants participate in a mentoring program during their immersive training.

### Mentorship Process

- Our emerging Talent Path consultants are matched with a mentor
- Consultants meet three to six times with the mentor via vidchat or phone over the course of two months
- Mentors share information about their experience, career path, advice, and wisdom on what it takes to be truly work-ready with the consultant
- Consultants are advised on their selection,

preparation and execution of a “demo day” project. Demo day is a showcase of the individual consultant’s capstone-type project alongside their peers.

### Mentorship Expectations

- Mentors provide work-related coaching, guidance and encouragement to the consultant; are responsive to communication; and respectful of the consultant.
- Consultants work on formal discussion points for meetings based on their unique needs. Mentors are expected through those conversations to nurture creativity, independence and self-confidence.
- Mentors provide honest, constructive and timely feedback for the consultant’s demo day project material.





## Continued Engagement

Monitoring and improving the consultant experience is a key component to Talent Path's commitment to ensuring and retaining quality consultants. We have a dedicated consultant engagement team that walks alongside each Talent Path consultant, serving as their career advocate from the time they begin their initial engagement with Talent Path to the time of their deployment and beyond.

In addition to regular touch points with the consultant engagement team, consultants enjoy professional development programming, interview training, and industry connection opportunities, readying them to perform and succeed in the workplace of the future. Ongoing coaching provides opportunities for a consultant's development that is supplementary to their workplace.



**“I knew that this was going to be something that was definitely going to bridge that gap, and fill in all the missing parts I needed.”**

### **Ralph Torres**

**Position before Talent Path:** Product Management Intern, HP

**Talent Path Skill Track:** Business Analyst, Cohort 2

**Current Position:** Associate Software Engineer, Sysco

**Graduation Year:** 2019



## “Work-Ready”

Once consultants complete their immersive training, they are then moved into the work-ready group and are made available for client interviews. In this stage, the consultant engagement team works with consultants to practice and sharpen their interview approach. Consultants also continue to receive upskilling training on technologies according to personal career desires and trends we see on in-demand technologies in the current marketplace. Additionally, work-ready consultants have the opportunity to hear from industry speakers and professionals to continue networking and learning.

Consultants meet daily and weekly with their training and consultant engagement team to review their project deliverables, process client or team feedback and review expectations for the following week. Consultants in the work-ready phase are constantly assessing their technical skills using industry-leading assessment software and showcase their growth as well as their passion for their



chosen career path. In keeping with the immersive training environment, work-ready consultants participate in human-centered upskilling in emotional intelligence, professional consulting business acumen, time/project management, systems /design thinking and many others to build upon what they have already learned.

Every stage of a consultant's journey is guided and enriched using custom built systems and tools including state of the art learning and consultant management platforms, providing real-time, individualized data and analytics on the success of each consultant.

## Example goals in work-ready

**Full Stack:** increase their exposure to additional:

- technologies
- frameworks
- tech stacks

**Data Analyst:**

- implement a database
- explore predictive analytics
- expand their data visualization capabilities

**Our internal teams collaborate to ensure consultant success**







## On-field consultants receive career development guidance and coaching plans

Once consultants are selected by a client company, they are considered an "On-Field Consultant". This consultant will then work in the day-to-day with the client company to offer technology solutions. At the start of their assignment, our consultant engagement team will meet with the client manager and Talent Path account manager to understand the consultant's responsibilities and deliverables in order to assist with ongoing performance optimization and workplace management coaching.



## Success at client site:

- Client conversations
- Consultant Success: improvement & execution, taking initiative, going above and beyond & conversion

## Workshops

- Professional development workshops
- The secret to success orienting consultant to professional life (grit vs career mapping)
- Career life vision provides perspective how their current development ties into their long term success
- Interview Prep: Consultants will be prepped for technical interviews and themed soft skills to complement the recently completed training. We provide them with the opportunity to further improve their newly acquired skills and knowledge. They receive group & individual feedback to improve their skills
- Coached for specific clients and in general
- Business skills are reinforced like presentation, time management & communication skills, and ability to adapt
- **Upskilling & Training:** Consultants are encouraged to utilize our network of subject matter experts as well as online training platforms to advance their skills
- **Performance Management:** Talent Path provides additional oversight and accountability through regular performance review sessions
- **Peer Support:** Consultants are part of a network of talented resources that provide additional support collaboration on technologies and business solutions
- **Regular Check-ins:** Regular touchpoints are scheduled to ensure consultants have on-going support throughout their client engagement
- **Collaboration:** Talent Path and Genuent teams work directly with a consultant's immediate manager to establish expectations and monitor delivery of assigned tasks and projects
- **Mentorship & Coaching:** A dedicated client success manager is assigned to every Talent Path consultant for guidance and direction in navigating the modern workplace
- **Feedback:** Clients are encouraged to provide insights on growth opportunities in tech, business, and soft skill development to partner and build our next generation of leaders



**“I’m getting paid more and I’m excited for my future because I know what it’s going to hold for me.”**

### Ben Quach

**Position before Talent Path:** Business Analyst Contractor, TransCanada

**Current Position:** Workday Human Resources Information System Analyst II, Service Corporation International

**Talent Path Skill Track:** Business Analyst, Cohort 2

**Graduation Year:** 2019

# Career Outcomes

## 35%-40% salary increase

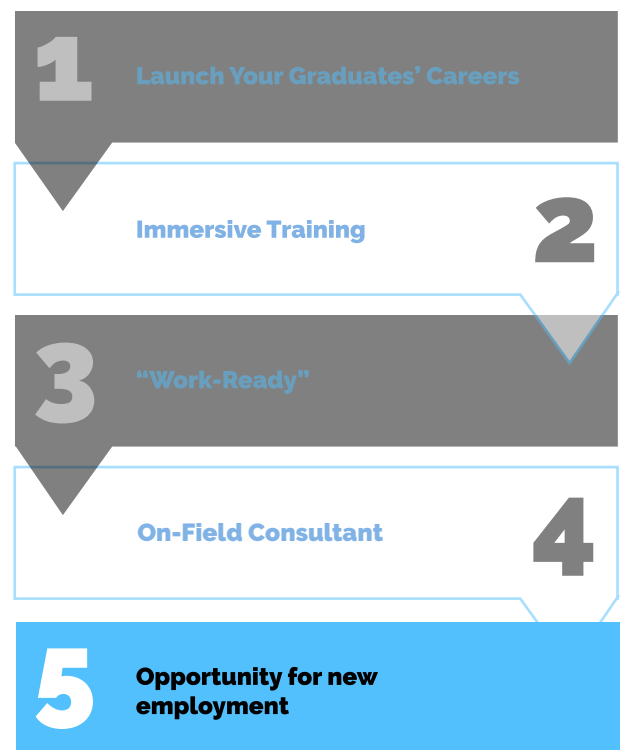
received by consultants when converted to a client.

## 9.7 months average

project length of on-site, real-world work experience at a client site.

### Outcomes

- High-paying jobs as early career individuals
- Pay student loan debt faster
- Exposure to Fortune 500 companies typically out of reach for recent grads
- Circumvent the resume black hole
- Ongoing, on-the-job training (hand-in-hand/buddy system)
- Mentorship with new consultants and senior professionals in the field





## Consultant Success Stories



### Paul Yotka

**Position before Talent Path:** Service Advisor at Valley Volkswagen

**Current Position:** Senior Salesforce Consultant, Capgemini

**Talent Path Skill Track:** Business Analyst, Cohort 5

**Graduation Year:** 2019

"Talent Path has helped me in so many ways, but the biggest one was you had leaders in place that were able to see my leadership skills and bring those out in me. The experts that you brought in to teach us made sure that we really understood the material. And then the differences in my group, my cohort, allowed me to pull off of everyone else's knowledge, find out that I enjoyed teaching a little, too. The team-building and the camaraderie in the whole program was huge for me and it's really allowed me to get to where I am."

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### Andrew Crawford

**Position before Talent Path:** N/A

**Talent Path Skill Track:** Business Analyst, Cohort 1

**Graduation Year:** 2018

**Current Position:** Business Intelligence Report Developer, Contract Land Staff

"Without Talent Path, there would be no position with Contract Land Staff available for me to have. In my case in particular, the company I'm with now doesn't really hire new graduates, so everyone on my team, everyone I work with has minimum five-ten years' experience on the job. I would have never gotten there without Talent Path and their connection with Contract Land Staff." "I think the thing I take with me the most is probably the confidence."

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### Melisa Galhena

**Position before Talent Path:** Certified Service Advisor, Sterling McCall Lexus

**Talent Path Skill Track:** Business Analyst, Cohort 2

**Graduation Year:** 2019

**Current Position:** Associate Software Engineer, Sysco

"The main thing I learned from Talent Path is not just the technical skills, or the soft skills, but also combining both of those skills and learn to accept challenges because if you don't accept challenges, you'll be in the same place."

# Candidate FAQs

## **With an offer so truly unique in the marketplace, it's no surprise that we get a lot of questions.**

We've included a list of FAQs we share with interested candidates. If you have a question that isn't answered here, reach out to our University Relations Team.

**Why consider Talent Path?** Talent Path gives you the platform to launch your career. Our program bridges the gap between education and employment by providing you with the additional training and 1:1 coaching needed to get you workplace ready.

**How does the program work?** We provide you with paid training that includes technology upskilling, project work, presentation skills, and the business acumen necessary to accelerate your career. After successfully graduating from our 9-12 week training program, you will be placed with one of our premier clients where you will embark on a job opportunity that will allow you to continue to acquire new and exciting skill sets and experience in high-demand technology.

Post-graduation, we offer continuous learning through challenges, exercises, career coaching, resume building, interview preparedness, and exposure to real-world projects (based on availability) while pending placement with your first client engagement.

**This seems too good to be true. What's the catch?** In a marketplace where every other option for similar learning and advancement is "pay to play," we can certainly see how Talent Path's offer can at first seem too good to be true. However, when the details of the program are considered in full, it becomes clear that there is an equitable exchange of commitment for opportunity between Talent Path and our consultants. Our consultants are paid to receive the training and work experience they



need, and Talent Path is able to provide our clients with the skills and expertise to address the talent gap crisis for our clients. This results in consulting revenue over the course of the consultant's two-year commitment that sustains our business model. It truly is a mutually beneficial partnership.

**Why is the Talent Path program a two-year commitment and what happens if I leave the program prior to the fulfillment of my commitment?**

Many of our consultants have faced the same challenge: companies want at least two-years of experience to even be considered for a role. At Talent Path, we believe a two-year contract length provides our consultants the tenure needed to get into a career-launching position. Clients are looking for individuals who not only have the skill sets required to meet the expectations of the role, but also for people who have staying power to learn and understand the business for a long-term investment. The two-year commitment also enables our company to continue building a sustainable profit model so we can make an upfront investment in our next generation of technologists.

**What happens if I decide to leave Talent Path prior to the end of the two-year commitment?**

If for some reason you decide to leave the program prior to fulfillment of your two-year commitment, then we ask that you pay back a prorated portion of the cost of the training services provided to you. Our consultants' commitment to the success of the program plays a

critical role in sustaining our business model and allows us to continue to provide career-launching opportunities.

**How does the process work for client assignments?**

After successful completion of the training portion of the program, opportunities to interview for positions are presented to consultants whose skill sets best match the job description and role. Talent Path's model is to provide working experience within our network of companies to gain the necessary hands-on technical expertise to accelerate careers. Consultants are placed on short or long-term projects based on need and demand. Clients can elect to hire our Consultants full-time and/or Consultants can remain as a billable experienced resources following their two-year commitment.

**Does Talent Path offer relocation assistance for candidates interested in joining the company?**

Talent Path's priority is to work with local candidates who are either in the market or were in the process of relocating to the market on their own. However, if a client assignment in another location is available and is a desired location for the consultant, then we can offer relocation assistance for moving costs.

**Will there be travel required?** As a general rule, no travel is required. Our programs are designed to be locally focused in order to do the most good within local markets. There may be opportunities in the future for consultants who wish to travel/relocate. This will be based on



client demand, but no such specific plans or timelines exist at this time.

**Is the consultant pay competitive?** Salaries are calculated based on benchmarks within the market of the delivered training and ranks closely with similar entry-level positions in the specific geography. Throughout the program you will have the opportunity to increase your salary as you hit milestones, allowing for a great foundation to launch your career.

**Do you offer benefits?** Talent Path provides a comprehensive benefits package to its consultants including medical, dental, vision, 401(k), short/long-term disability, healthcare savings accounts (HSA), paid vacation, holiday, and sick time.

**What does it take to be successful in this program?** Our rigorous qualifying process includes technical and emotional intelligence assessments and an interview process designed to evaluate technical and behavioral skills. During this time, we will walk you through the commitments and expectation requirements to ensure success in the program. If you have the skills, determination, a drive to learn, and are open to coaching, we will provide the same investment in your success as you do in our program.

Talent Path strives to be completely transparent with our candidates on every level. We want to hire, train, and place only those individuals who make a fully informed decision to embark with us on this journey and for whom the model and opportunity is a perfect fit.



# University Partnerships

# Current Partnerships & Opportunities for New Partners



## For Students:

- Point of entry to successful IT career
- Apprenticeship training program: trained on specific tech skills required by employer partner
- Apprentices are prepared to contribute to the client on day one
- Comprehensive benefits package, 401K, paid time off, health and wellness program

## For Staff, Faculty, and University Stakeholders

- A partnership aligned in a commitment to providing career pathways for underserved populations
- Insights based on industry and client preferences, consultant profiles, and career progressions
- Increased job placement rate upon graduation for university metrics
- Open to all majors, backgrounds, and work experiences
- Connect with us on academic partnerships, including curriculum gaps, and increase student satisfaction and alumni engagement
- Virtual and on-campus training opportunities, e.g. boot camps, speaker series, skill development sessions, and student club engagement
- Potential to hire dozens initially, then hundreds of recent graduates





## Talent Path and University of Houston— Partners in the future of technology leadership

Talent Path has been building a partnership with the University of Houston (UH) since our first cohorts. From 2018 to 2020, we've hired 17 UH Bauer alumni and overall 42 graduates from the University of Houston (including COT, CS Dept., Downtown, Clear Lake). Pictured above is a collaboration between the University of Houston student organization MISSO (Master of Info Systems Student Organization) and our VP of Innovation, Jeff Frey, who presented a business analyst seminar covering the basics of technical skills and emotional intelligence needed to succeed as a business analyst in today's workplace.

**60%**

of hired  
consultants for  
cohort 11 were UH  
students

**9**

meetings with UH  
employer relations  
and student org  
leaders

**72**

UH student  
interactions as a  
result of two Talent  
Path-led events

**118**

UH student  
interactions as  
a result of two  
career fairs

### 2020 Talent Path-led events for UH students

**Career Building Seminar Series** Four-session series covering emotional intelligence, productivity tools, branding, technology and career advice.

**Day in the life of a Talent Path Technology Consultant** Collaborative event presented to multiple student organizations providing insight on life as a technology consultant from UH Bauer alumni employed with Talent Path.

**Recruiter Panel** Talent Path recruiters and hiring managers share networking, resume advice, and employer hiring insights to transfer students enrolled in the co-curricular Emerging Leaders Academic Success Program (ELASP).

**Talent Path Info Session** Employer overview of program features.

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## Case study: Partnering for frictionless employment pathways

### Featured in ***P3 EDU 100***, A Directory of Leading Companies Partnering with Colleges and Universities for Strategic and Financial Impact

While a college degree invests graduates with a strong palette of abilities, many industries require potential employees to demonstrate specific technical and professional skills to qualify for entry-level jobs. Many students can find it difficult to acquire those skills, with low-income, first-generation, and underrepresented minority students facing the largest hurdles. To change that equation, the University of Houston sought to establish a sustainable pathway to employment for graduates of its C.T. Bauer College of Business who are interested in technology careers.

The university partnered with Talent Path to create the first all-inclusive college-to-career pathway in business intelligence. Bauer College graduates who joined Talent Path were paid directly by the company to embark on an immersive, 12-week training program in business intelligence on-site at Talent Path's headquarters. Learning the latest in-demand technology skills using real-world data from Talent Path's Fortune 500 clients, trainees in the program honed both industry knowledge and soft skills like teamwork, communication, and professionalism. Graduates of the program earn the title of Talent Path Certified Professional Consultant and can immediately put their skills to work with Talent Path's clients in the Houston area.

Following initial success, the University of Houston and Talent Path expanded their partnership, adding several cohorts of students and expanding the pathway program curricula to include software engineering and other in-demand areas of expertise.

Some 80 percent of graduates come from historically underserved demographic backgrounds. In the future, the university and Talent Path expect to continue to grow their program to drive diversity and early-career opportunities across the technology industry—while meeting growing employer demand for skilled talent—by continuing to provide frictionless career pathways to graduates from all backgrounds and walks of life.

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**“UH's partnership with Talent Path is part of our larger solution to assist our bright and motivated graduates in breaking into highly competitive job markets. Our partnership has opened doors not just to jobs but to rewarding careers that are out of reach for many new college graduates due to the unique industry and technical knowledge required for these roles.”**

Jamie Belinne, Assistant Dean for Career Services at the C.T. Bauer College of Business in the university's Rockwell Career Center.

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# Partnering with Talent Path



# A Better Option for Your School and Your Graduates



## Placement rate

We hire graduates right away and give them a competitive salary.



## Higher salaries

because we train your graduates further and place them in jobs above what they would have normally gotten on their own, their 3 year and 5 year salaries are higher than average.



## Fortune 100-type companies

While we hire your graduates at first, they go on to amazing companies, ones that, you'd be happy to list your alumni are at.



## Value add

We know what employers want because we talk to them every day. We can convey that info back to your university and assist you with building more employer desired skills into your graduates, through your curriculum.



## Real world

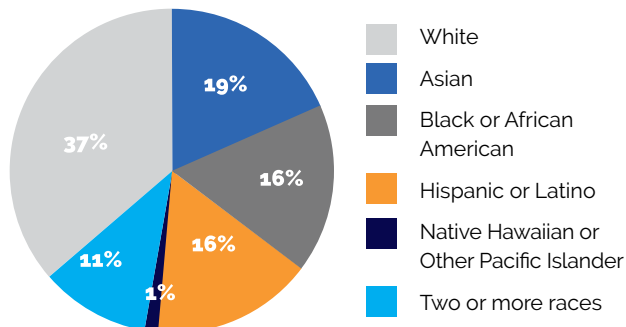
We run our own educational content inside your university with student groups and associations to assist you with understanding what it's like in the real world of employment and employers.



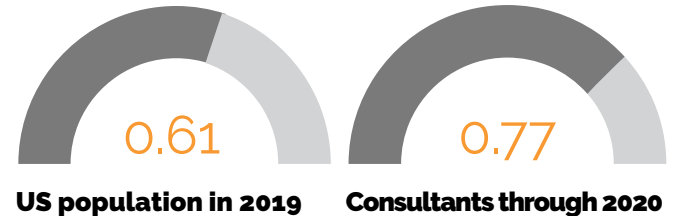


## Talent Path attracts and champions an incredibly diverse group of new IT leaders

### Ethnicity of Consultants



### Simpson Diversity Index



**28% of our consultants are women**



### One Word: Commitment

"We at Talent Path are committed to increasing the diversity quotient in emerging technology spaces by sourcing from diverse geographic areas and traditionally diverse universities, by having a diverse set of individuals on our staff who merge their perspectives on the future faces of the technology workforce, and by hiring the right person for the right job without regard to race, color, sex, age, religion, national origin, disability or any other potential known or unknown biases."

— Dr. Jeff Frey, VP of Innovation, Talent Path



## In the Words of Our Partners:

### University partners:

"Talent Path has provided opportunities to our students they may not have considered before, while giving them the chance to build in-demand skills that supplement their college education."

— **Raji Aiyer, Director of Employer Relations, Rockwell Career Center, C.T. Bauer College of Business, University of Houston**

### Business partners:

"As the technology industry changes, so does the way we need to hire and train future IT leaders. After working

with the Talent Path Houston cohort, it became apparent the program was bridging the gap between real-life scenarios and accelerating real-world learning for recent college graduates."

— **Julien Anguenot, Vice President of Software Engineering at iland Cloud**

### Consultants:

"Talent Path gives you the opportunity to bridge the gap from college to working. I know I would not be where I am today without Talent Path."

— **Sally Chiu, Talent Path Consultant**



## Let's Talk.

### Rebecca Krick

University Relations Manager

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