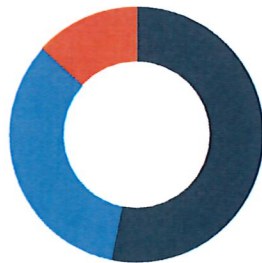launch_code

Revolutionizing Tech Hiring

LaunchCode is a nonprofit filling the nationwide need for tech talent with motivated, eager workers from a diverse range of backgrounds. We recruit and train highly driven individuals for the skills your business needs today. Our thorough vetting, testing and interview processes ensure you're getting the right fit for your team and the right talent for your business.

Our apprenticeship model allows you to integrate skilled LaunchCoders into your team with mentoring and on-the-job training, ensuring that they adapt to the needs and expectations of your growing organization, removing the risk from the hiring process.

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over
1000
Careers Launched

- 57% Degree in Other Field
- 32% without 4-year degree
- 11% CS Degree

>4 out of 5
LaunchCoders are hired on as permanent employees

54%
Previously unemployed

18-73
Candidate age range

35%
Apprentices are people of color

23%
Female apprentices

68%
Made less than $30k before LaunchCode

launch_code

Employer Services

Recruiting and Vetting

Whether you're a Fortune 100 legacy company or a new player taking your industry by storm, we're ready to provide the talent your tech team needs. We recruit existing programmers as well as train fresh talent from non-traditional backgrounds to create a new pipeline of skilled workers. Each potential LaunchCode candidate is thoroughly evaluated for the technical and soft skills needed to succeed in the tech industry. Applicants who do well in this process are carefully matched with an employer and role that fit their skills as well as the employer's needs and expectations.

Evaluate Code Skills

- Logic and reasoning evaluation
- HackerRank programming test
- Repository code review
- Live coding test
- In-depth project review

Assess Business Skills

- Interview with LaunchCode
- Traditional review of resume, professionalism, and verbal and written communication
- Review background and job fit
- Evaluate drive and motivation

Customized Training Programs

Rather than an in-and-out transaction, we provide workforce solutions for businesses of all sizes, including options for recruitment and training of new tech talent, or even training your existing employees anywhere in the country.

Trusted By Top Companies

With over 300 hiring partners, our LaunchCoders have gone on to find success at top organizations in nearly every industry.

ABInBev · EXPRESS SCRIPTS® · mastercard. · GraybaR · tableau · VML · HedgeCoVest Real Time Hedge Fund Replication · BASS UNDERWRITERS · accenture · trupanion Medical insurance for your pet. · CharterMedia

Workforce Development

Right-Sized Education and Training

Candidates come to LaunchCode with a wide variety of skill sets and experience. We guide those who have the necessary passion and drive but are still building their skills into the training program needed to fill any skill gaps. The curriculum, workshops and mentoring provided by our experienced Teaching Fellows and staff ensure candidates will be ready to take on the challenges on your team.

Courses: LC101, CoderGirl, CodeCamp

We offer a range of free education courses in many cities across the U.S.. They're designed to take students from core coding concepts to Java, Python, C#/.NET, SQL, and more in-depth job skill tracks.

Targeted Training: Pega, COBOL, Cybersecurity

In addition to the fundamentals and today's top languages, we can also train new candidates or your existing workforce in additional key skills. With our agile, scaleable model, we're able to tackle skill building wherever you need it.

Job-Readiness: Workshops, Mentoring, Team Systems, Soft Skills + more

We go beyond technical skills to train candidates in job preparedness to ensure they can mesh well with your team, manage your development cycle, and work within your established processes.

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"These people have an unmatched enthusiasm for their roles and are filling a gap that was otherwise hard to fill. They are quite productive. It is a powerful win-win situation." Read More

— Neil Sample, CIO of Express Scripts

"When you get someone from LaunchCode, they really have the qualifications from a technical point of view that we are all looking for." Hear More

— John Garcia, Director of Global Talent Acquisition at Mastercard-LAC

Talent Plans

We make the process as smooth as possible for your unique business needs, whether that's solving an immediate skill shortage or working with you to develop a long-term team development plan.

- De-risk the hiring process through our facilitated apprenticeships.
- Invest in your local economy by hiring homegrown talent.
- Grow your tech team with non-traditional candidates from diverse backgrounds.

- Fits into existing employment models.
- Cost-effective at less than half of traditional for-profit training contractor costs.
- Eliminates talent shortage — we're always training new candidates.

Customizable to Fit Your Needs

Tell Us Your Team Needs

Recruit LaunchCoders
With your organizational culture and specific team needs in mind, we recruit, evaluate and train the best talent for your current and long-term needs.

Staff Training
Our team of experts comes to you to train your existing workforce on the new language, framework or software you need.

Option A: Apprenticeship
Workers remain on our books during a paid apprenticeship working under a mentor at your company with incremental wage increases until hired. HR needs managed by LaunchCode.

Option B: Direct Hire
LaunchCoders are immediately full-fledged staff at your company for a flat fee and go through your organization's standard on-boarding process.

SUCCESS STORY #1
LAUNCHCODE AT SCALE

EXPRESS SCRIPTS

EXPRESS SCRIPTS®

Express Scripts needed to onboard 3,000 developers in three years, but were struggling with their first phase of hiring 40 COBOL developers and 100 Pegasystems architects with teams scattered across five cities.

They engaged LaunchCode to supply an entry-level COBOL developer cohort to their Franklin Lakes, NJ office, and certified Pegasystems architect cohorts to their teams in St Louis, MO, Franklin Lakes, NJ, and Austin, TX.

COBOL COHORT

- 40 entry-level developers recruited and screened by LaunchCode
- 17 selected by Express Scripts for entry into a six-week custom COBOL course followed by a 90-day apprenticeship
- 14 apprentices converted to full-time hires

PEGASYSTEMS COHORTS

- 80 entry-level developers recruited and screened by LaunchCode
- 38 selected by Express Scripts for entry into Pegasystems custom classes followed by a 90-day apprenticeship
- 33 apprentices expected to convert to full-time hires

SUCCESS STORY #2
LAUNCHCODE AT SPEED

UNITED STATES GOVERNMENT

The United States National Geospatial Intelligence Agency (NGA) wanted to shift the creation of operational technology tools from the hands of external contractors to its own internal development team. To transform the agency from *managers* to *makers*, the NGA needed to hire 170 developers across locations in St Louis, MO and Springfield, VA.

The NGA partnered with LaunchCode to supply the necessary talent, signing a 3.5-year deal for 170 developers trained in a custom geospatial information systems (GIS) curriculum.

In less than two weeks, LaunchCode started filling the NGA's talent needs by connecting the agency with over 40 potential hires.

Additionally, LaunchCode developed a custom GIS curriculum to train new developers with geospatial intelligence skills. Graduates of the program will be hired into full-time roles, ensuring that the NGA receives talent on a schedule that fits their onboarding capacity over the next 3.5 years.