



## Information for Potential Candidates Mississippi Coding Academies in Jackson

**Introduction:** Mississippi Coding Academies in Jackson is seeking recent high school graduates to undertake a 11-month, tuition-free intensive education in computer coding skills in high demand by informational technology employers. The program will begin in mid-October. We have space for approximately 20 to 30 student coders.

**Instruction:** There will be some classroom instruction, but most of the time will be “learn by doing” in a simulated work place, developing their skills by writing actual code from approximately 8-5 daily. In addition to coding, coders will learn the soft skills necessary for

- getting and staying employed,
- becoming effective, productive employees, and
- establishing long-term careers as IT professionals.

Our Academy will have:

- A rigorous recruitment and selection program of students and teachers,
- A high touch approach, working with each student to achieve success,
- A dedicated leadership group, many from technology companies that employ coders,
- One experienced classroom teacher and one skilled in current programming languages,
- Motivated students, not necessarily computer oriented, with superior work ethics,
- A strong connection to the community of coding and computer science, and
- A working affiliation with a local community college.

**Inspiration:** The Academy is inspired by Base Camp Coding Academy in Water Valley. In June 2016, it began with 14 recent high school graduates. Eleven students graduated in May 2017; all were hired at salaries of \$50,000 plus by FedEx, cSpire and FNC. Their web site: [www.BaseCampCodingAcademy.org](http://www.BaseCampCodingAcademy.org). Their graduation video: [Link to Video](#).

### Target Student Coders

- Primarily June 2017 high school graduates, but also 2014 to 2016 graduates
- Not college or junior college bound
- Highly motivated, hard working, problem solvers
- Ability and determination to stick with challenging program
- Have an interest in learning coding and a career in IT
- Need not have coding or computer background
- Willing to be a lifelong learner

*We wish to thank the leadership of Base Camp Coding Academy for freely sharing their experience and information. Mississippi Coding Academies is a completely independent organization with no relationship to BCCA other than the inspiration and their sharing of information and lessons learned.*



## Information for Potential Candidates Mississippi Coding Academies in Jackson

### Benefits to Student Coders

- It prepares them for careers in tech; not just jobs.
- They are highly likely to qualify for jobs paying \$50,000 annually.
- It is tuition free; they invest only time and effort.
- It realizes the unused potential of the students.
- It will change the way
  - the students think about themselves, and
  - their friends, family and community think of them.
- It demonstrates the payoff for commitment, hard work and determination.

**Organization:** The Academy is supported by local leaders, employers, and educators. Mississippi Coding Academies is a non-profit Mississippi corporation.

### Selection Process

- Candidates will be nominated by or provide a recommendation from their high school counselor or teacher or a community leader such as minister, youth organization leader, etc.
- We strongly suggest the nomination/recommendation be made by a person who has worked closely with the prospective nominee over an extended period and not by a relative or family member.
- We expect to start with 20 to 30 student coders.
- Candidate will fill out an application and take several short aptitude tests.
- Candidates will undergo several hours of interviews by an Admissions Committee composed of IT professionals, coders, Academy instructors and Coding enabled company management.
- They will be measured against these criteria:
  - Will they finish the course and acquire the target skills?
  - Ability: do they have the mental capacity for the work?
  - Determination: Can they overcome challenges and obstacles?
  - Problem Solving: Can they solve the types of problems (puzzles) faced by coders?
  - Work Place Personal Skills: Do they have the potential, with intense instruction and support, to develop the soft skills necessary to perform effectively in a professional corporate workplace?

### Contacts: Mississippi Coding Academy in Jackson

Herbert Brown Classroom Instructor (601) 960-3608 <a href="mailto:hbrown@innovate.ms">hbrown@innovate.ms</a>	Richard A. Sun, CFA Co-Founder 202-285-7272 <a href="mailto:Rich@RichardASun.com">Rich@RichardASun.com</a>	Briar Bowser Coding Instructor (601) 960-3608 <a href="mailto:bbowser@innovate.ms">bbowser@innovate.ms</a>
---	---	---



## Information for Potential Candidates Mississippi Coding Academies in Jackson

# BOOTSTRAP YOUR CAREER: NO EXPERIENCE NECESSARY!

Mississippi Coding Academies is looking for bright, motivated, **high school graduates** who don't have college plans—or recent college graduates who haven't chosen a career path—to be part of our inaugural class! The non-profit academy is a **tuition-free, 11-month course** in commercial-quality coding and computer programming. No coding experience is required. If you are a recent high school graduate (2014-2017) or a recent college graduate (2016-2017) and are interested in a career as an IT professional please contact **Herbert Brown at 601-960-3608** or by email at **hbrown@innovate.ms**. Classes will take place in downtown Jackson at **121 North State Street**.

