

Employers FAQ

From an Employer perspective where does Code College fit into the industry?

We are from the IT industry ([over 30 years experience – read our about us page](#)) and we provide employment grade skills (yes international certificates too) to the industry. The biggest shortage in the software development industry is that of software developers that are hands-on coders. Believe it or not – there are too many software developers that cannot code or do not want to code! Here is a real-life conversation between most company's IT managers and HR managers (this is representative of most companies in our industry today).

HR Manager:

“Mr IT, I am going to make you very happy because we went on a recruitment drive to the local Universities and recruited a whole army of University graduates”.

IT Manager:

Mmmm, mr. HR, same old story... must I get excited?

HR Manager:

But Mr. IT, you are always begging us for software developers??

IT Manager:

Mr. HR, I know you have your policies and procedures to follow, but we in IT are ultimately doing the job. Most universities do not deliver hands-on coding skills, so we have to spend another year training them. To make it more difficult

– some of the University graduates are not really interested in coding and without motivation it is even more difficult to teach them coding skills.

HR Manager:

Well sorry mr. IT, we have rules in this company and we have to follow the rules.

Code College:

Can we propose a solution?

You can either send your

- degreed juniors on our 6 month [coding bootcamp](#) or
- we can partner to put a group of non-degreed juniors on a coding bootcamp (with or without it being a funded [NQF 5](#) learnership).

We cover the nuts and bolts training skills required by employers

HR Manager:

How do you recruit your students?

Code College:

They do our [Intro To Programming Course](#). The course is a good test for us and the student to see whether he will succeed as a coder as it contains all the ingredients needed by a hands-on coder – practical coding, utilising various packages.

Aptitude test – this is done by all students who apply for funding

IT Manager:

What skills do you cover in your course?

Code College:

We cover the full Software Development Life Cycle, Back-End and Front End. That is called a [Full-Stack Training](#) Program. You can see the contents here on the [Java Bootcamp](#) Page .

HR Manager:

I am just worried how we can employ people that do not fit our permanent placement rules of being degreed etc.

Code College:

We can help with that too. Our sister company, Compuways IT Consulting, can supply them to you as fixed term contractors until you are sure that you can motivate to employ them permanently

IT Manager:

Well then that is a no-brainer – we have to go with Code College! When can we start?