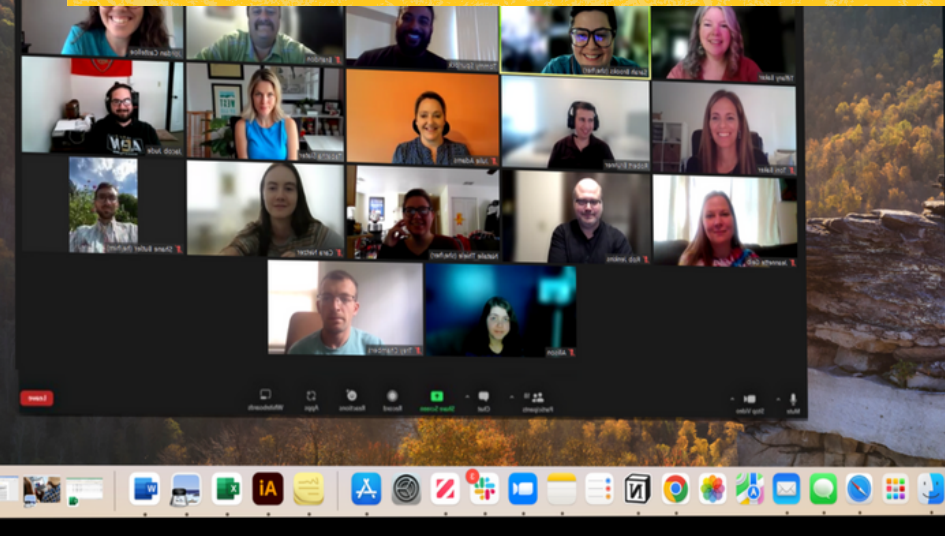


# NEWFORCE

A PROGRAM OF GENERATIONW

Everything you need to know about  
training to become a software  
developer.





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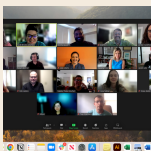
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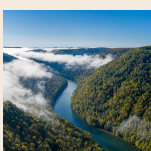
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## WHAT IS NEWFORCE?

We are a program of Generation West Virginia dedicated to training and readying West Virginians to join the tech industry.

- Six-month program: Our immersive, full-time software development training comes with real-time support and instruction.
- Tuition free: We train West Virginians, free of charge.
- Need-based living stipend: We don't want anyone to have to choose between attending NewForce and making ends meet, so we have a needs-based living stipend of \$11/hour [read more about this in our [FAQ](#)].
- Fully remote: Applications to NewForce are open to anyone living in West Virginia.
- Job-ready: 86% of our grads go on to work in software development within six months of graduation.

## WHAT'S THE CATCH?

Think this sounds too good to be true? Don't worry, we've heard it before. As a program of Generation West Virginia, it's part of our mission to help West Virginians grow and thrive right here at home. We do this by admitting West Virginians of every background, training them to code, and helping them find careers in tech that will allow them to build the lives they want in the Mountain State.

## OUR PARTNERS





# ARE YOU CURIOUS ABOUT A CAREER IN SOFTWARE DEVELOPMENT?

You've come to the right place. This is an exciting industry, and we want to help make you a part of it.

## While there are many benefits to a career in tech, here are our top five:

1. You'll never be bored. The tech industry is constantly changing, which means you'll always be learning new things.
2. High pay, high potential. Most of our graduates' starting salaries range from \$45k to \$55k, with alumni making up to \$120k within a few years of graduating the program.
3. Work remotely. Find a job you love without leaving the state!
4. Future-proof your skillset. Demand for software developers is projected to grow by 22% between 2020 and 2030.
5. Solve real-world problems. Coding is an incredible tool that can be applied to pretty much any real-world issue you can think of.

## What makes a good software developer?

- Curiosity. Above all, software developers are professional learners. Coding languages are always changing, so we're always updating our skills.
- Problem-solving skills. If you like tinkering, mapping out a process and working towards solutions, you'll probably like this job.
- Collaboration. We almost always work on teams. You'll be a good developer if you're great at communicating with people and asking questions.

## TRY CODING [RIGHT NOW!]

Try Coding is an introductory mini-course from NewForce. Work at your own pace to build your first app (with help!) to find out if coding is the career path for you.

[TRY CODING](#)





# HERE'S AN EXAMPLE OF A DAY IN THE LIFE OF A SOFTWARE DEVELOPER

As a junior software developer, you'll spend most of your day writing code. You'll probably be adding functionality to a large app rather than building something from scratch, which means you'll be working with a team to get the job done.

**9am** - Clock into your home office and hop on a "daily stand-up" video call with the rest of your development team. In this meeting, you'll discuss your plans for the day and talk through any challenges you're facing. Someone on your team is stuck on a section of code that you worked on yesterday, so you offer to get on a separate call to help.

**10am to Noon** - Coding time! Your assigned tasks can vary a lot from one day to the next (and from one workplace to the next). Let's imagine, for the sake of example, that you're working for a food blogging platform. Your job today is to build a "save" button so that users can save recipes to their own personal recipe box. First, you work on a design according to your company's design guide. Then it's time to work on making the button do what it's supposed to do.

**Lunch** - You take a break for lunch. You've been problem-solving all morning and you deserve it!

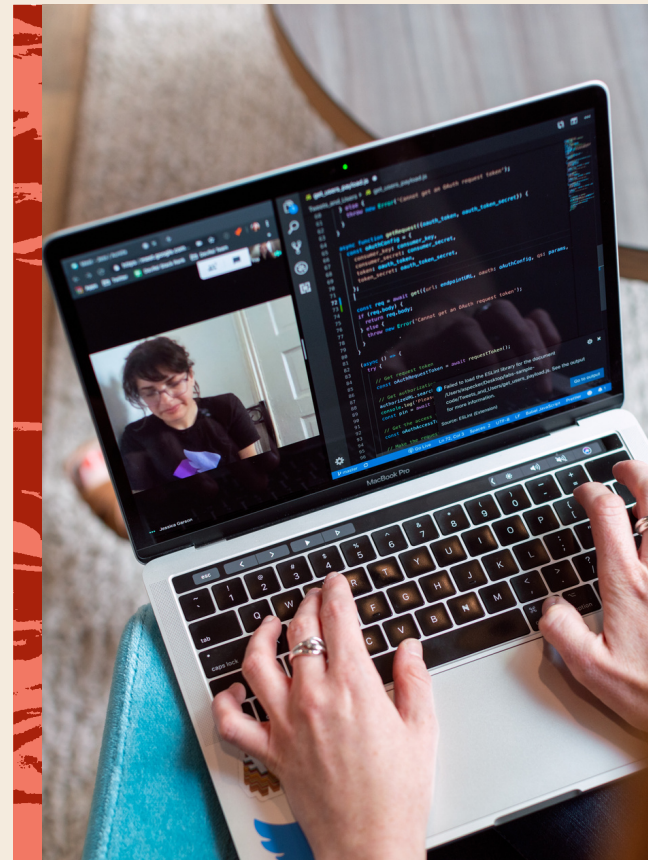
**1pm** - A bug appears! Try as you might, you just can't get the save button to work. You google the problem for a while, and then you decide to ask a more senior developer on your team. That's ok! Junior developers are encouraged to ask for help-- it's how you learn.

**2pm** - Help call with your senior developer. She clears it up and shows you a new coding trick you've never seen before. Voila! The button works!

**3pm** - You submit your code for review. You're pretty sure it works, but a few other people on your team will need to test it before a real user ever sees it.

**4pm** - You start writing documentation for your new save button so that other developers on your team can modify your code if they need to.

**5pm** - The day is done! Woohoo!







## WHAT DOES NEWFORCE COVER?

NewForce students graduate as junior full-stack software developers, which means they learn a combination of front-end and back-end technologies.

### Our tech stack includes:

- HTML and CSS
- React.js
- C#/.NET
- SQL Server

Our students graduate with an impressive portfolio of their own work. You aren't just learning to code during NewForce - you're actually building apps you can show off to your future employer.

### What are a few examples of apps built by past NewForce students during class?

- An app that helps you pick horror movies based on your preferences.
- An app that help schedule and manage lawn care teams.
- An app that helps you make the perfect cocktail based on ingredients you already have.
- An app that helps you keep track of movies you want to watch and rate movies you've already seen.



# IS NEWFORCE THE PATH FOR YOU?

When you think of software developers, you might think of guys in hoodies banging away on their keyboards in their parent's basement, hacking into the Pentagon or building the next Facebook. While we all wish we could build the next Facebook, the reality is that software developers are pretty normal. We go to work, solve problems with our team, and then we go home to our families, hobbies and pets... just like you!

## SOME STATS ON OUR GRADS:

**86%**

of our job seeking graduates work in software development within six months of graduating.

**\$48,000**

is the average starting salary for NewForce graduates.

**97%**

of our placed graduates work remotely or have flexible work options.

## WE'VE TRAINED AND PLACED...



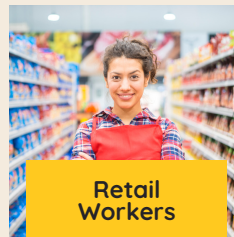
Teachers



Construction Workers



Veterans



Retail Workers



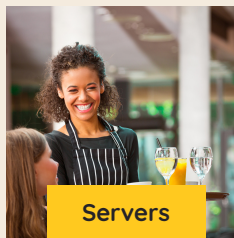
Medical Transporters



Travel Agents



Bankers



Servers



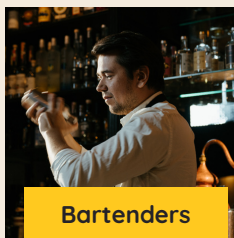
Security Guards



Customer Service Agents



Social Workers



Bartenders



Stay at Home Moms



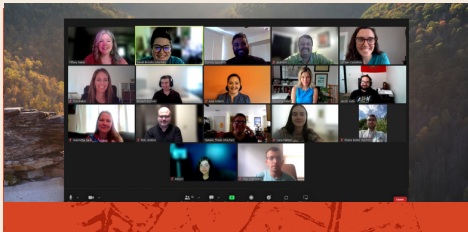
Sales Representatives



Engineers

# HOW YOU LEARN.

NewForce is full-time and virtual. Over the course of the six-month program, students are in a virtual classroom over Zoom with their cohort every weekday from 9am-4pm.



## Zoom Classrooms

You'll spend most of your days on Zoom, often in small group breakout rooms working with other students. We have three instructors on the call all day to pop around and answer all your questions.



## Slack

Slack is essentially a modern day chatroom. You can use it to communicate with your instructors, your class, and NewForce alumni from past cohorts.



## Projects

Most of the curriculum is project-based. You'll build over six group projects and two individual capstone projects to add to your portfolio.

# MEET THE TEAM!

We think they're pretty amazing...and no, they didn't write this. Click on their name to learn more.



Aaron St. Claire  
NewForce Director



TOMMY SPURLOCK  
Lead Instructor



SARAH BROOKS  
Junior Instructor



BARRY GRIFFITH  
Junior Instructor



REBECCA KAMP  
Career Services



# WHAT YOU'LL WALK AWAY WITH:

After graduating from NewForce you'll walk away with an impressive skillset fit for a Junior Software Developer and a portfolio of your own work to share with hiring teams. You'll also become a member of a growing network of NewForce grads: we have 75+ graduates working in the tech industry, with more each year. But that's not all - keep reading to learn how we help with job placement.



# CAREER PREP AND PLACEMENT.

We're training you, but we're also helping you find your first job. We work extensively with local and national employers to find open entry-level positions that meet your skillset and unique experiences.

## We also help you by:

- Helping you build a tailored resume and cover letter
- Getting you a professional headshot
- Working with you on interview prep and telling your story
- Coaching you through the job search process
- Connecting you directly to employers through classroom visits, Demo Day, and post-graduation support

## I don't have a background in technology or software development, will I still be appealing to hiring teams?

Yes! While you may be on a completely new path with your career in tech, many of our grads use their past experience in other industries, combine it with their new skills, and find a position or employer who aligns perfectly.

For example, we've helped a former banker become a software developer for a Financial Tech company, a graphic designer become a website designer, and a veteran go to work for a contracting agency that builds software for the federal government. In the tech industry, your past career makes you unique and valuable to employers who are looking for someone just like you.

## WHO HIRES NEWFORCE GRADS?

NewForce graduates have landed their first jobs with both local and national companies. These are a few of the employers that have hired our graduates.





# A WORD FROM A FEW C5 NEWFORCE ALUMNI:



HEAVENLY BURDETTE  
Cohort 5

## What's your NewForce story?

"I was a travel agent when COVID-19 hit, which changed everything. I needed to find a new career quickly, and after completing a few online coding courses I decided software development was the way to go! NewForce does a great job of replicating how we work on the job, while also teaching us to code. It's truly an immersive experience. After graduating from NewForce I started as a Data Engineer at Rev.io!"



CAMERON RESUTA  
Cohort 5

## What advice do you have for future NewForce students?

"For anyone who is coming into this with zero coding experience, don't feel like you have to study 24/7 so you can get to where you want quicker. For me, doing a lot of coding after class and on weekends wasn't necessary. Focus on giving your best during the working hours of the program and give yourself some grace."



Aki Endo  
Cohort 5

## What was the most valuable thing you learned from NewForce?

The class was structured with a "mock work environment" and gave us all invaluable experience in solving problems together. We, of course, also had our individual capstone projects which allowed each of us to choose a worthy idea and develop it into a fully functioning application with very gifted instructors supporting us throughout the process."



JORDAN TWYMAN  
Cohort 5

## What was it like learning from home?

"Personally, I enjoy learning from home. It gives me the option to be a part of the group or not depending on what I feel like I need in that moment but still knowing I have support if I need it. I think being on zoom all day is very key in that though, I always felt comfortable jumping on and speaking up and asking my questions as soon as I had them."

# NEWFORCE FAQ

We've gathered a list of our most frequently asked questions. Don't see yours on the list? Reach out to us at [info@generationwv.org](mailto:info@generationwv.org).

- **What if I work full-time?** NewForce is a full-time program. We expect you to treat it like a job and be in class from 9am to 4pm, Monday through Friday. You may qualify for our need-based living stipend of \$11/hour to support your training.
- **What! A living stipend? That's right! See the next page for details.**
- **What are my chances of getting a job after NewForce?** We can't guarantee job placement, but we'll do everything we can to help you - and we expect you to put in the work after graduation of applying and interviewing widely. 86% of our grads have found work in tech within six months of graduation.
- **What if I've never coded before?** That's fine! You don't need any prior experience to come through NewForce. That said, if you want to get your feet wet before you commit, check out our Try Coding course and see if you like it.
- **Generation West Virginia is an organization for young people. Am I too old to apply?** Nope! We know that an economy that works for young folks is an economy that works for everyone. There's no upper age limit to apply to NewForce. (That said, you do need to be 18 or older, please.)
- **Do you take everyone who applies?** No, we only take 18 to 20 students per cohort.
- **What can I expect from the admissions process?** You'll fill out a written questionnaire with demographic information and short answer questions about yourself. Try to give us as much detail as possible in your application! From there, we choose around 40 people to interview. If we think you're a good fit, we'll ask you back for a second interview with our instructors.
- **What are you looking for in applicants?** We're looking for people who are self-motivated, great teammates, and love to learn. We designate half the seats in our class for underrepresented groups in tech, including veterans, people of color, women, LGBTQ+ folks, and people living below the poverty line. No matter your background, we encourage you to apply!
- **I don't have a great laptop, can I still apply?** Yes. We can provide loaner laptops to be used during NewForce.
- **I don't have great wifi, can I still apply?** Yes! we can help you find a workspace nearby with a stronger connection.
- **I'm not ready yet, will you have another cohort?** Yes! We run a cohort approximately every seven months (six months for each cohort with a month break in between). We're not going anywhere. If you're not ready yet, we'll see you next time!



# LIVING STIPENDS

We want NewForce to work for everyone, which is why we're 100% tuition-free for everyone. But we've gotten lots of feedback from people who want to enroll and can't afford to quit their job to attend a full-time program. That's why we're introducing need-based living stipends. Qualified students will be paid \$11/hour for 35 hours a week for the 6 months of the program.

## How do I find out if I qualify?

Because our living stipends are funded through a grant from the Department of Labor, we have to meet their specific qualifications. Here are some of the ways to qualify:

- You were recently laid off or terminated from a job
- You're employed part-time
- You're employed full-time but make less than \$15.45 hourly or \$30,056 annually OR less than WV living wage [according to this calculator](#)
- You're entering the workforce for the first time (including if you've been out of work for a long time or were formerly incarcerated)

We'll help you determine if you qualify on a case-by-case basis during your interview.

# YOUR PATH STARTS HERE.



## LIVE INFO SESSION

Watch a past live info session to learn more about the program and hear questions from past applicants being answered by our NewForce team.

REGISTER



## WATCH THE NEWFORCE TRAILER

We get it, this was a lot of reading. Sit back and enjoy the NewForce trailer. While we personally think we deserve an Oscar for our performance, we are coders, not actors.

WATCH



## SUBMIT YOUR APPLICATION

If you have any questions, feel free to reach us at [info@generationwv.org](mailto:info@generationwv.org).

APPLY



## DON'T MISS A THING

Subscribe to Generation West Virginia's newsletter to learn more about what we do. From career help to our statewide events calendar, we are here to support you.

SUBSCRIBE






## ABOUT GENERATION WEST VIRGINIA

Generation West Virginia is a statewide organization for and by young people who understand that while finding a path isn't always easy, it's easier if we navigate the hurdles together. Our work is driven by the belief that when every person has the tools, resources, and connections needed to make a home for their dreams here, we'll end up building a better West Virginia for ALL of us.





GENERATION WEST VIRGINIA IS AN EQUAL OPPORTUNITY EMPLOYER. GENERATION WEST VIRGINIA PROVIDES EQUAL EMPLOYMENT OPPORTUNITIES TO ALL EMPLOYEES, TRAINEES, AND PROGRAM PARTICIPANTS AND APPLICANTS FOR EMPLOYMENT, TRAINING, OR PROGRAMS. GENERATION WEST VIRGINIA PROHIBITS DISCRIMINATION AND HARASSMENT OF ANY TYPE WITHOUT REGARD TO RACE, COLOR, RELIGION, AGE, SEX, NATIONAL ORIGIN, DISABILITY STATUS, GENETICS, PROTECTED VETERAN STATUS, SEXUAL ORIENTATION, GENDER IDENTITY OR EXPRESSION, OR ANY OTHER CHARACTERISTIC PROTECTED BY FEDERAL, STATE OR LOCAL LAWS.

The total cost of the NewForce program is \$840,863 annually. \$488,734 (58%) is funded through a U.S. Department of Labor Employment & Training Administration grant. \$296,444 (35%) is funded by the Economic Development Administration. \$58,685 (7%) is funded through non-federal resources.