

ABSTRACT

APPLICANT NAME: Ada Developers Academy

PURPOSE OF THE PROJECT: The purpose of this project is to increase participation of women in the technology workforce. Ada Developers Academy (Ada) approaches this goal in two ways:

1. Train, prepare, and support women to launch careers as software developers
2. Train tech employers to foster more inclusive working environments

Our specific objectives for this project are:

1. Train women in software development
2. Provide wraparound services to ensure participants can persist in the program
3. Engage populations of interest through outreach and preparatory programming
4. Train employers to foster more inclusive work environments
5. Provide continuing education for Ada graduates to promote industry retention

ACTIVITIES TO BE FUNDED BY THE GRANT:

Ada will undertake the following activities to achieve these objectives:

1. Coding education. Through six months of classroom instruction, students will learn computer science fundamentals, back-end programming, front-end programming, and complete a capstone project creating an app from scratch.
2. Wraparound support services. By connecting students with wraparound supports including financial assistance for living expenses, childcare stipends, mental health resources, and laptops, they will be better equipped to persist through the program.
3. Outreach and preparatory programming. Through targeted community outreach and digital marketing, and preparatory programming which includes an open-source online 8-lesson curriculum, a quarterly 8-week workshop series to review the lessons, and a beginners coding workshop, the population of interest will learn about Ada's program and build up their coding skills enough to apply for admission.
4. Corporate equity training. Through a five month training series and a final Equity Summit, tech companies hosting Ada interns will learn to foster most inclusive working environments that are safe and supportive for women and gender-expansive people, especially those of color, those with disabilities or neurodivergence, transgender people, and other historically underrepresented groups in tech.
5. Alumni programming. Through a semiannual continuing education workshop series on technical, professional, and personal development topics, an annual conference for Ada alumni, networking opportunities, and an online alumni portal with a job board, alumni will be supported in their careers and retained in the tech industry.

EXPECTED OUTCOMES OF THE PROJECT:

We expect to achieve the following outcomes through this project:

- 360 women enroll in nontraditional skills training program, and 342 (95%) women complete nontraditional skills training program

- 288 (80%) women served through the grant from underrepresented communities – this number includes women of color, women at or below the federal poverty line, immigrant women, and transgender women.
- 308 (90%) women secure full-time employment
- 308 (90%) women secure a job with a higher wage
- 180 women's participation in training is enabled by wraparound support services
- 270 women participate in skills training through preparatory programming
- 50 employers receive equity and inclusion training
- 300 alumni are supported in their careers through continuing education

INTENDED BENEFICIARIES OF THE PROJECT: All Ada participants are women or gender-expansive people, around 72% are people of color, 40% are racial minorities underrepresented in tech, and 34% are LGBTQAI+. The majority of our students are low-income, seeking to launch careers in high-earning, stable jobs. Typically, 85% of Ada's students are low-income when they enter our Core program. Ada programs are open to residents of all U.S. states. This project will also benefit a variety of tech companies hosting Ada interns and ultimately hiring Ada graduates as software developers.

SUBRECIPIENT ACTIVITIES: N/A