

# Career Launch Endorsement Review (CLER) Application

## Information Technology Programs



INSTITUTION Green River College

PROPOSED PROGRAM Software Development

PROGRAM CIP 11.0201 PROGRAM EPC (Legacy) 515 PLAN CODE (PeopleSoft) COPIDBAS

NAICS Code 541511

Please note: **Registered Apprenticeship programs become automatically endorsed for Career Launch.** You need not submit an application.

CONTACT INFORMATION

Name: Kendrick Hang

Title: Faculty, Software Development

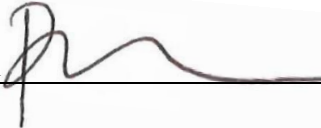
Address: Green River College, 12401 SE 320<sup>th</sup> Street, MS: AC, Auburn, WA, 98092-3622

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**Rolita Ezeonu, Vice President of Instruction**  
Chief Academic Officer



**October 20, 2021**  
Date

Application contact: Scott A. Copeland  
Associate Director, College Relations and Policy  
Guidance Education Division  
Washington State Board for Community and Technical  
Colleges Office: 360-704-4397  
Cell: 360-791-6026

*Applications reviewed monthly and are due the first business day of the month.*

Electronic submissions only to [scopeland@sbctc.edu](mailto:scopeland@sbctc.edu)

## Introduction

The Career Launch Program Endorsement recognizes high-quality career connected learning opportunities addressing persistent educational opportunity gaps, meeting the talent needs of employers and leading to academic learning and building awareness of, exposure to, and preparation for career opportunities.

## Application Materials

This abbreviated application is designed to assist the Career Launch application process for adding similar fields of study previously endorsed.

Please note the following:

- Respond completely to the following three (3) checklist requirements in your submission packet.
  - Include letter(s) of endorsement and letter(s) of employer partners.
  - Submit your completed application to Scott Copeland at [scopeland@sbctc.edu](mailto:scopeland@sbctc.edu).
- 

## Program and Industry-Related Checklist

### **P1. Program description including length of program in years and total hours (including split between classroom and worksite). Include program plan/degree planner.**

The Bachelor of Applied Science (BAS) in Information Technology-Software Development degree (SDEV) is designed to prepare students for employment in a variety of software development positions, such as software developer, software tester, systems analyst, quality assurance analyst, mobile application developer, and web developer.

SDEV is a "2+2" program that requires 180 credits for graduation:

1. Students first earn a 90-credit, two-year Associate in Applied Science-Transfer (AAS-T) degree, typically our AAS-T in Data Analytics and Software Development.
2. Students then apply for entry into the upper-division BAS program, and complete 90 credits during their third and fourth years.
3. At the end of their fourth years, students have accumulated 180 total credits to fulfill the requirement for an applied baccalaureate degree.

A program plan is shown on the next page for a new full-time student, starting in the fall, who initially places into college-level math. However, many SDEV students initially place into pre-college-level math. In these cases, students are advised to take a quarterly course load of two technical courses and one pre-college math course until they attain and complete college-level math coursework. These students often take courses such as Communication Studies, English, and Math during the summer quarter.

A detailed program plan for the AAS-T degree is available at:

[https://catalog.greenriver.edu/preview\\_program.php?catoid=5&poid=1406&returnto=206](https://catalog.greenriver.edu/preview_program.php?catoid=5&poid=1406&returnto=206).

A detailed program plan for the BAS degree is available at:

[https://catalog.greenriver.edu/preview\\_program.php?catoid=5&poid=1344&returnto=206](https://catalog.greenriver.edu/preview_program.php?catoid=5&poid=1344&returnto=206).

Detailed descriptions of each course are available at:

<https://catalog.greenriver.edu/content.php?catoid=2&navoid=39>.

<b>Associate in Applied Science – Transfer (AAS-T) Degree - Years 1 &amp; 2</b>		
<b>Year 1 Fall</b>	<b>Year 1 Winter</b>	<b>Year 1 Spring</b>
CS 108 SDEV 106 ENGL& 101	SDEV 121 SDEV 117 MATH& 146	SDEV 122 SDEV 201 MATH& 141
<b>Year 2 Fall</b>	<b>Year 2 Winter</b>	<b>Year 2 Spring</b>
SDEV 218 ENGL 128/235 General Education Elective	SDEV 219 CMST 210/220/230/238 Lab Science  <b>Apply for admission to BAS degree in Software Development</b>	SDEV 220 SDEV 280 General Education Elective  <b>Graduate with AAS-T degree in Data Analytics and Software Development</b>
<b>Bachelor of Applied Science (BAS) Degree – Years 3 &amp; 4</b>		
<b>Year 3 Fall</b>	<b>Year 3 Winter</b>	<b>Year 3 Spring</b>
SDEV 301 SDEV 305 SDEV 378	SDEV 328 SDEV 333 Humanities	SDEV 334 SDEV 355 Social Science
<b>Year 4 Fall</b>	<b>Year 4 Winter</b>	<b>Year 4 Spring</b>
SDEV 372 SDEV 426 ENGL 335	<b>*SDEV 485</b> Humanities Natural Science	<b>*SDEV 486</b> Social Science General Education Elective  <b>Graduate with BAS degree in Software Development</b>

\* Capstone project courses are SDEV 485 and 486, Software Development Capstone I and II. These students complete a six-month long capstone project with a client from the tech industry, or a nonprofit or small business client from the local community. Requested Career Launch funding (submitted in a separate funding application) will greatly enhance SDEV’s capacity to place student teams with tech employers through a partnership with Mentors in Tech.

All courses listed in the above sample education plan are five credits each.

**I-R1. Address of worksite(s) where Career Launch students will complete supervised training**

Students complete supervised training remotely via Zoom and in-person at Green River College, Auburn Center Campus, 1221 D Street NE, Auburn, WA, 98002.

**I-R2. Hourly wage of Career Launch participants**

\$15

End of  
Application



www.mentorsintech.com

October 20, 2021

Washington State Board for Community and Technical Colleges  
1300 Quince St SE, 4<sup>th</sup> Floor  
Olympia, WA, 98504-2495

Dear Sir or Madam:

This letter and its appended letters of endorsement and support are submitted by Mentors in Tech (MinT) in response to Green River College's application for Career Launch endorsement, and its associated application for Career Launch Enrollment FTE expansion funding.

In the 2020-2021 school year, MinT collaborated with six colleges to serve 190 upper-division college students. MinT recruited and managed 150 industry mentors, each with an average of 15 years of experience in the tech sector, to hold over 2,000 one-to-one mentoring sessions. MinT staff previously founded the nationally recognized Microsoft Philanthropies TEALS program. Over the past 12 years, TEALS has partnered with over 1,000 high schools nationwide and taught 93,000 high school students. Half of our state's AP Computer Science A exams are taken by students at TEALS partner schools.

80% of MinT program graduates who apply for job openings win either a subsequent tech internship, or full-time employment in the tech sector.\* This is impressive, given that 56% of students served by MinT identify as being of color, 53% are first-generation college students, 31% are female, one in four are first-generation immigrants, one-third are low-income, and 30% are older/non-traditional students. This sharply contrasts with the demographic profile of the Puget Sound region's tech workforce.

**The appended letter of endorsement from WTECB, and four representative letters of employer support from HubSpot, Madrona Venture Group, Smartsheet, and WTIA (a statewide association of 1,000 tech employers) document their commitment to partner with MinT on its project-based, low-overhead, high-impact, paid "capstone" program.** Capstone projects are an equally rewarding substitute for traditional internships that are less accessible and sustainable for students with extracurricular obligations, such as jobs and child care. MinT's innovative model furnishes these students with real-world, work-based experience that prepares them for entry-level jobs in the tech sector.

The capstone program was tested in spring of 2021 with Microsoft, GitHub, and a local business. Based on this successful test, MinT was approved to receive Round 7 Career Connect Washington Intermediary funding to further develop this model. The requested SBCTC Career Launch FTEs funding will pay the costs of implementing this model with Green River College students. MinT will work with its employer partners and College faculty to manage capstone projects for students at the appropriate point in their studies, and continuously evaluate the capstone program's performance to refine and update its design.

Sincerely,

A handwritten signature in blue ink that reads "Kevin Wang".

Kevin Wang  
Founder and CEO

\* It would be inappropriate to ask MinT's employer partners to commit to hire participating students. However, based on decades of experience with MinT and TEALS, MinT personnel are confident that students who complete MinT's program will be highly competitive job applicants, as a result of having documented experience working on real-world projects and large code bases with industry engineers.

## Workforce Training and Education Coordination Board



STATE OF WASHINGTON

### WORKFORCE TRAINING AND EDUCATION COORDINATING BOARD

128 – 10<sup>th</sup> Avenue, S.W. • PO Box 43105 • Olympia, WA 98504-3105

Phone: (360) 709-4600 • Fax: (360) 586-5862 • Web: [www.wtb.wa.gov](http://www.wtb.wa.gov) • Email: [workforce@wtb.wa.gov](mailto:workforce@wtb.wa.gov)

September 10, 2021

To the Career Launch Committee,

I am pleased to offer the support of the Workforce Training and Education Coordinating Board (Workforce Board) for Mentors in Tech's proposal and vision for Career Launch.

The Workforce Board published the Washington State's Workforce Economic Recovery Plan in September 2020 and the recommendations in the plan align strongly with your proposed project. The economic recovery must be preparing the workforce for the high-demand, high-skill jobs that offer stable growth and future advancement, and the economic recovery in this state must focus on equity of opportunity.

Most of the participating students in MinT's proposal have part-time and full-time jobs in addition to school. They often have little to no experience using technology in real-world workplace situations and are unable to leave their jobs to take traditional summer internships. They rarely have established contacts in tech fields, which puts them at a huge disadvantage during job interviews and the job application process.

This proposal aligns well with the Workforce Board's recommendation for inclusive economic recovery by providing students with opportunities to engage with professionals on meaningful real-world projects, while maintaining the ability to support themselves and their families. This program will help participating students become more competitive candidates in tech as they complete their course of study and transition from students to professionals.

We believe a capstone project solving real world problems with tech employers is a vital next step for these students in their career development. We are looking forward to collaborating with MinT as they develop and scale a paid industry-connected capstone program for students at smaller, less well known, accessible and affordable colleges. We have been collaborating with MinT on the mentoring aspect of their program and would support them scaling their successful pilot paid industry capstone projects.

Thank you for your consideration of this proposal.

Sincerely,

Eleni Papadakis, Executive Director  
Workforce Training and Education Coordinating Board



## HubSpot

To the Career Launch Committee,

I, Poorvi Shrivastav, VP & GM, HubSpot are supportive of Mentors in Tech's (MinT) proposal and vision for Career Launch. I am looking forward to collaborating with MinT to develop and scale a paid industry connected capstone program for students at smaller, less well known, accessible and affordable colleges that offer meaningful real-world projects. I believe that the program is aligned with classroom learning that will help participating students become a more competitive candidate in tech as they complete their course of study and transition from students to professionals.

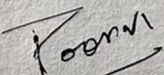
MinT's proven model and track record can catalyze the development and scaling of high-quality Career Launch programs for tech students across Washington State.

HubSpot is a leading customer relationship management (CRM) platform for scaling companies. Tens of thousands of customers all over the world use our marketing, sales, and customer success software to grow their businesses. It's our mission to not just help them grow, but to help them grow better. That's how we'll build a company future generations will be proud of.

I believe different perspectives make HubSpot a better company. I am committed to building a diverse and inclusive environment where you feel you belong.

Thank you for your consideration of my collaboration with Mentors in Tech and their proposal,

Poorvi Shrivastav

 . 09/10/2021

VP & GM, HubSpot

## Madrona Venture Group

To the Career Launch Committee,

The Madrona Venture Group is in support of Mentors in Tech's (MinT) proposal and vision for Career Launch. The work MinT is doing to develop and scale a paid industry connected capstone program for students at smaller, less well known, accessible and affordable colleges offers meaningful real-world experience for students that need this exposure to leading companies. We have more than 85 companies, most of them in Washington State, that are continually looking for engineering and tech talent – developing the talent we have here in the state is so important – and that is through education and exposure to the work environment.

MinT's proven pilot and track record can catalyze the development and scaling of low overhead, high-quality, and high impact career launch programs for overlooked tech students.

Madrona has been investing in technology startups in the Pacific Northwest for over 25 years. When we invest in new companies at the Acceleration Stage, we bring our industry and customer connections to the table. Whatever the stage of our initial investment, we roll up our sleeves and work with founders to build their companies. And we reserve capital to fund every company through the long term.

Thank you for your consideration of the Mentors in Tech proposal,

Erika Shaffer

*Erika B Shaffer*

Madrona Venture Group



## Smartsheet

To the Career Launch Committee,

The Smartsheet team is in support of Mentors in Tech's (MinT) proposal and vision for Career Launch. We are looking forward to collaborating with MinT to develop and scale a paid industry connected capstone program for students at smaller, less well known, accessible and affordable colleges that offer meaningful real-world projects. We believe that the program is aligned with classroom learning that will help participating students become more competitive candidates in tech as they complete their course of study and transition from students to professionals.

We are looking forward to our partnership with MinT and working with their students in the 2021-22 school year. We would love to see the capstone program continue to develop and scale so companies can discover the strengths of the MinT students in a low overhead, high impact model.

At Smartsheet, our mission is to empower anyone to drive meaningful change - for themselves, their businesses and even for the world. Simply working harder is not enough to be successful against a shifting economic landscape.

That's why we are committed to helping everyone transform their approach to work in order to help them achieve what matters most.

By changing the way the world works, we believe we can change the world.

Thank you for your consideration of our collaboration with Mentors in Tech and their proposal,

Lauren Houk

*Lauren Houk*

University Programs Manager, Smartsheet

Washington State Technology Industry Association



1595 Gilman Boulevard, Suite 6B  
Issaquah, WA 98027  
206.448.3033  
info@washingtontechnology.org

10 September 2021

To the Career Launch Committee,

The Washington Technology Industry Association (WTIA) is in support of Mentors in Tech's (MinT) proposal and vision for Career Launch. We are looking forward to collaborating with MinT to develop and scale a paid industry connected capstone program for students at smaller, less well known, accessible and affordable colleges that offer meaningful real-world projects. We believe that the program is aligned with classroom learning that will help participating students become more competitive candidates in tech as they complete their course of study and transition from students to professionals.

We are impressed by the success of their pilot program with 16 students in 4 teams in the Spring. We fully support the capstone program as it continues to develop and scale so companies can discover the strengths of the MinT students in a low overhead and high impact model.

WTIA is a consortium that includes a not-for-profit member trade association, a not-for-profit tech apprenticeship intermediary, and a for profit corporation providing business services. Our mission is to foster a robust, equity-centered technology sector that empowers thriving communities. We serve more than 1200 technology companies and allies that view diversity as a competitive advantage, value collaboration as essential to sustainable growth, and fully embrace the opportunity to partner with and empower the communities in which we operate.

Thank you for your consideration,

A handwritten signature in black ink that reads "Michael Schutzler". The signature is fluid and cursive, with a large, sweeping flourish at the end.

Michael Schutzler  
CEO



October 28, 2021

Career Launch Endorsement Review (CLER) Team  
Washington State Board for Community and Technical Colleges  
1300 Quince Street SE, 4<sup>th</sup> Floor  
Olympia, WA 98504-2495

Dear CLER Team Members:

This letter documents the Green River College Foundation's commitment to support the provision of paid, work-based learning experiences to students in the College's Information Technology – Software Development program (SDEV), in partnership with Mentors in Tech (MinT). The Foundation is an IRS-registered, tax-exempt 501(c)3 nonprofit organization. Our mission is to provide resources to assist Green River College achieve educational excellence.

The Foundation has established similar processes with other College programs of study to facilitate the payment of students for work conducted with an external entity, such as a private business or a nonprofit organization. A brief summary of the process that will be used with SDEV and MinT will be:

1. MinT will arrange and coordinate SDEV students' work on projects.
2. These projects' hosts will send payments to MinT for students' work.
3. MinT will deposit these payments into the SDEV account at the Foundation.
4. The College's Financial Aid office will draw from this account to pay SDEV students. Payments made to each student will be based on the total predetermined number of hours worked outside of the classroom, divided by no less than the Washington State minimum hourly rate.

This process will be revisited and refined at least annually by College, Foundation, and MinT personnel. Thank you for considering this opportunity to better prepare diverse students for tech careers by empowering them to make a positive impact within the communities that we serve.

Sincerely,

A handwritten signature in blue ink that reads "George P. Frasier".

George Frasier  
Executive Director  
(253) 288-3338  
[gfrasier@greenriver.edu](mailto:gfrasier@greenriver.edu)



[www.mentorsintech.com](http://www.mentorsintech.com)

October 28, 2021

Washington State Board for Community and Technical Colleges  
1300 Quince St SE, 4<sup>th</sup> Floor  
Olympia, WA, 98504-2495

Dear Sir or Madam:

This letter is submitted to clarify the nature of the capstone program submitted for Career Launch endorsement by Green River College and Mentors in Tech (MinT). Our unique and pragmatic approach to the capstone program is born out of necessity. Students enrolled in tech programs at smaller, less well-known, but highly accessible and affordable colleges like Green River are overlooked in the tech industry's traditional summer internship ecosystem.

MinT provides an alternative pathway that brings Green River College students, classes, faculty, and industry partners together in a new low-overhead, low-cost, low-risk, yet high-impact model. We want to make it as easy and simple as possible for industry partners to work with students, so that students gain the experience of working on large code base projects with industry engineers.

Industry experience is one of the two most important qualifications that tech employers seek in job candidates, the other being the reputation of candidates' matriculating institutions. Because many tech employers are unfamiliar with Green River College, it is essential to ensure that its students acquire paid industry experience before they graduate and enter the job market.

Work in the tech is now done more virtually/online than ever, and has become the norm at MinT and among our industry partners. Students who perform capstone projects will interact with our industry partners in a variety of ways: conference calls, email, Slack, and other industry-standard online tools. For example, GitHub engineers who worked with MinT and Green River College in our test of the capstone program were located in Holland, New York, and the Bay Area.

These industry partners pay MinT for work performed by student teams. MinT then arranges with Green River College and its supporting foundation to disburse payments to students. Stipend payments made to each student will be based on the total predetermined number of hours worked outside of the classroom, divided by no less than the Washington State minimum hourly rate.

Sincerely,

A handwritten signature in blue ink that reads "Kevin Wang".

Kevin Wang  
Founder and CEO