

# JUNIOR WEB DEVELOPER PROGRAM

IN COLLABORATION WITH

Academy **X<sup>i</sup>**

## CONTACT US

[jwdprogram@generation.org](mailto:jwdprogram@generation.org)



**Sept 2022**

# JWD Program



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# Generation

## AUSTRALIA

### WHO WE ARE

Generation is a global nonprofit organisation that transforms education to employment systems to prepare, place, and support people into life-changing careers that would otherwise be inaccessible. Our programs create real business value for employers and lasting career impact for participants.

Through our programs, adults of all ages—whether unemployed, underemployed, or needing to learn new skills—can connect to the training, support, and jobs to change their path.

### OUR VALUES

#### Go further, together.



We are better together. We collaborate with and help others, both inside and outside of Generation.

#### Solve problems that matter.



We work on activities that do the most to advance our mission, and rigorously measure our impact to guide where we spend our time and resources.

#### Better our best.



We will never be perfect, and we always have more to learn. As long as we use data, experience, and dialogue to grow and improve, we are moving in the right direction.

#### Empower & support



We know that people do their best when treated with kindness and respect. We support and develop each other personally and professionally, allowing our unique talents and capabilities to flourish.

#### Here to serve.




We commit to enabling the learning and growth of our participants, and to providing great talent for our employer partners. One alone is not enough, our success depends on serving both groups.

#### Be open & transparent.



We believe in honest sharing. We welcome diverse perspectives, opinions, and ideas.

# Generation



**Preparing, placing and supporting people into life changing careers.**

## WHAT WE DO

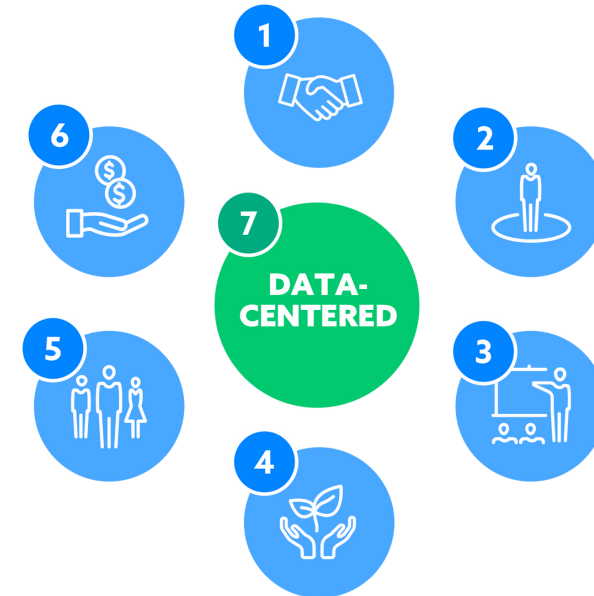
### HOW DO WE PREPARE PEOPLE FOR A CAREER?

Generation prepares adults of all ages for jobs in four sectors. Our approach has seven components.

1. Jobs and employer engagement from the start.
2. Learner recruitment based on intrinsics, effort, and employment standards for the profession.
3. 4-16 weeks of technical, behavioural, mindset & professional presence skill training, with social support services provided.
4. Interviews with employer partners for immediate job placement.
5. Mentorship during and after the program and an alumni community that follows graduates into the workplace.
6. Return on investment for employers, students, and society.
7. A data-centered approach at every step.

Over 75 million young people are unemployed around the world, and almost three times as many underemployed. Simultaneously, many employers say they cannot find people with the skills they need for even entry-level positions.

In 2012, McKinsey & Company released a report that explored these issues and prompted the desire to do more. In late 2014, McKinsey founded Generation as an independent nonprofit, and our first programs launched in early 2015. We chose to start implementing Generation in five countries (India, Kenya, Mexico, Spain, and the United States) and since then, are now in 16 countries, including launching Australia's first program in 2019.



# Junior Web Developer

## INDUSTRY BACKGROUND

In the last few years, tech companies across Australia have soared with success and popularity. As the digital economy becomes increasingly important and automation replaces manual jobs, there is a significant need to skill and re-skill individuals into the tech industry. Although we tend to think of young startups as 'tech', the digital economy exists in all parts of the economy and across most industries.

## JUNIOR WEB DEVELOPER JOB ROLE

Front-End Junior Web Developers are designers and creators of the various interfaces we interact with on the internet everyday. There are various avenues for Web Developers to take once in the field, and always room for career growth.

### Daily responsibilities of a Web Developer include:

- Scoping problems & developing solutions
- Testing & finalizing solutions
- Fixing errors
- Coordinating & communicating with team members and/or stakeholders
- Learning & teaching new technologies & skills



## WHAT ROLES EXIST FOR JUNIOR WEB DEVELOPERS?

One of the exciting aspects of the Junior Web Developer role is the range of jobs suitable to this skill set including: data analysis, software engineering, front-end/back-end/ full-stack development, UX design, and quality assurance. Junior Web Developers can find themselves working for companies and organisations of all sizes, from startups to global corporations. Opportunities within the non-profit and government sectors also exist with more and more institutions adapting to the Australian digital economy.

# JWD Training Program

## TRAINING PARTNER

**Academy Xi**

# Academy **X<sup>i</sup>**

Academy Xi is a community-led and purpose-driven education company. Their mission is to transform the world through education by empowering a community of changemakers with the skills to create waves of change and build a future-ready career or business. Based in Sydney and Melbourne, the Academy Xi team is dedicated to providing excellent online learning experiences for careers in tech.

## PROGRAM INFORMATION

Generation Australia has designed a **Front-End Web Developer program** for **Sydney, Melbourne, Canberra and South Australian residents**.

The duration of the program is 16 weeks, part-time, from Monday to Friday (9am-3pm).

This course is an introduction to programming for anyone who has always been intrigued by technology but never taken the first step. The personal and technical skills taught in this program prepare learners for an entry-level role to expand on and develop in the field. This course requires the ability to multitask, manage time effectively and collaborate with classmates, to share skill sets and problem solve. The curriculum includes a balance of non-technical and technical skills throughout the 16 weeks and is designed to be a personalised journey of growth and development. Every program day involves instructional time in-person (or Zoom), independent time to reinforce skills, and community building. A major component of this program is the final project done in teams, which can then be showcased and used in your professional portfolio. But the journey doesn't end there - as a newly qualified Junior Web Developer, you will be ready for your first job where your skillset will continue to grow as you discover your strengths and focus areas.



# JWD Training Program

## PROGRAM DEVELOPMENT

Generation Australia undertakes a process called Activity Mapping before developing curriculum. This involves interviewing Employers, Hiring Managers, Senior Web Developers, and exemplary Junior Web Developers. We find out what technical skills are most important on the job and also which behavioural skills and mindsets employers are looking for in candidates. They told us that having good technical knowledge is really essential but just as important are behaviours like persistence and being proactive. We have incorporated all these insights into the curriculum. It is all context driven so you will learn how to be a persistent and proactive Junior Web Developer.

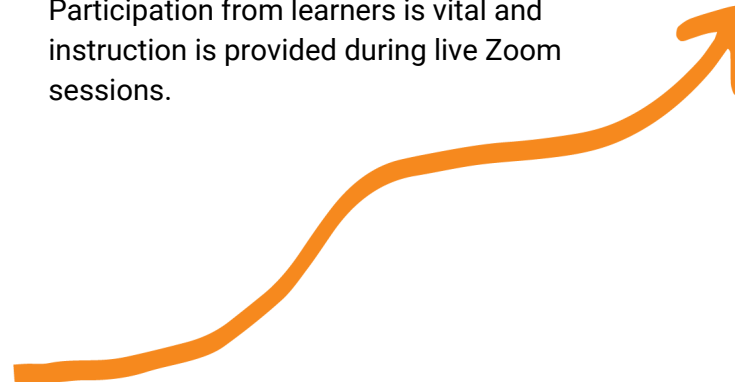


## COURSE CONTENT

Generation programs are designed to not only build technical skills and job-specific knowledge, but also employability skills that empower our participants to achieve professional and personal success. In the Generation context, these skills are called 'Behavioural Skills' and 'Mindsets'. We believe the four mindsets taught in our programs will help participants become high performers on the job and achieve success in work and in life.

Our Junior Web Developer program reflects the most valuable skills required to kickstart a new career in the tech industry. The curriculum is equally committed to personal development as it is to technical knowledge and includes holistic support such as mentorship and coaching for every learner.

Participation from learners is vital and instruction is provided during live Zoom sessions.



### Behavioural Skills & Mindsets

- Personal responsibility
- Communication
- Teamwork
- Persistence
- Growth mindset
- Proactiveness
- Future orientation
- Problem solving

### Technical Skills

- Problem Solving
- The Terminal & Github
- HTML, CSS, and Bootstrap
- JavaScript & JavaScript Testing
- Algorithms & Interview Challenges

### Other Key Aspects

- Getting you job ready
- Case studies & role plays
- Team projects
- Community Building
- Social support



# Mentoring Support

## ABOUT

Generation Australia aims to support our program participants to find meaningful employment. As every participant has diverse backgrounds, challenges and goals, we provide mentoring as a means of supporting each individual student in a way that assists their unique set of circumstances. Mentoring is provided to every participant whilst enrolled in a Generation Program and is a requirement for completing the program. The mentor and mentee work together to identify individual goals, work through personal challenges, and to strengthen the mentee's employment opportunities by focusing on practical skills and emotional intelligence

## HOW IT WORKS

As a participant of Generation you are automatically connected with a Mentor. Our Mentor team have diverse professional support backgrounds, including psychology, HR, Social Work, Career coaching and holistic services. Your mentor will conduct formal check-ins with you throughout the program.

The Check-Ins cover;

- Relationship Building
- Identifying Goals
- Wellbeing
- Employment Essentials
- Personal Growth
- Planning for the future



Mentors are also available if a mentee needs to be referred to other services or to establish ongoing support after the program. For example, a Mentor may connect a mentee with ongoing psychology appointments or family support services.

Mentors are on call if a participant needs assistance outside of formal check-ins. Contact with your mentor lasts for the entire program and an additional month afterwards, with the aim to have a participant feel confident in their capabilities and strengths to find and keep employment that is satisfying and sustainable.



# Post Program Support

## Mentoring

**The support doesn't stop when  
your program does!**

**Mentor support moves to a post-program format for four weeks after graduation. During this time participants are offered additional training sessions and resources that cover:**

- CV, Cover Letter and LinkedIn presentation
- CV Drop In
- The Job application process from start-to-finish
- Interview Practice
- Communication (with an EAL focus)
- Time Management after the program
- Job Rejection Resilience
- Being a new team member
- 1:1 sessions for anyone needing tailored support.



The goal of Post Program mentoring is to ensure that all participants feel ready to interview for jobs and move into employment. We aim to support your wellbeing and build employment skills before you begin your search for employment.

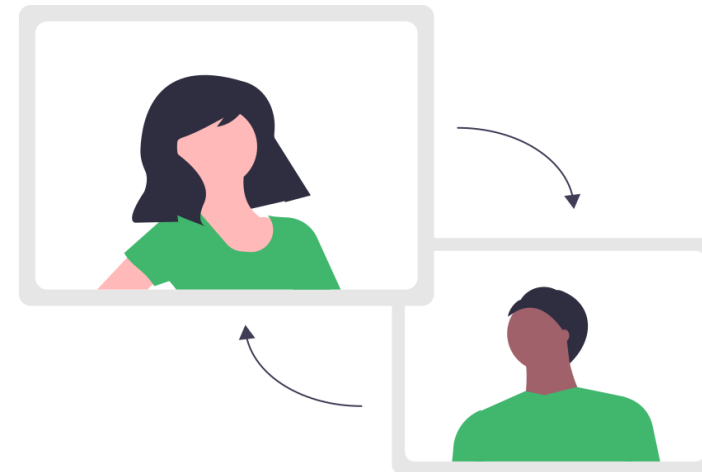
# Post Program Support

## Employment support

For the first 4 weeks after graduation, you will work closely with our Post Program Mentor to get you "job ready" (see page 8 for more information). Our Placement Coordinators will support you with employment by providing you with more specific resume and interview support.

**We are committed to supporting you in your journey to employment in the field you love and we do this in a number of ways.**

- Our Placement Coordinators work closely with the Programs Team to organise opportunities for you to meet with Employer Partners during the program.
- Where an Employer Partner may not be the right fit, our Placement Coordinators will support you in finding other job opportunities. For example, shortlist you directly for some opportunities they may find through our networks outside of the Employer Partners.
- We support you in CV, Cover Letter and LinkedIn building, as well as Interview Preparation when you locate roles you want to apply to.
- 1:1 sessions for anyone needing tailored support.



One of the best perks we offer to our Alumni is the option to be matched with an industry volunteer career or tech coach.

The volunteer coaches come from all types of backgrounds and have extensive employment experience, ready to help you with your CV, LinkedIn, interview skills and anything else employment focussed.

# How to apply

As a non-profit, Generation's purpose is to support people facing significant barriers to employment. We have limited spots on our program, so it is important we get an understanding of the challenges you've experienced seeking employment and how the program might help you overcome them. We'd also love to hear your future goals and how this program can help you to achieve them, along with how this program will impact your life on a personal & professional level.

## ELIGIBILITY

You can apply for the program if you:

- Are not currently in full-time employment, education or training
- Can participate in online learning classroom 5 days a week, 9am-3pm for 16 weeks
- Can demonstrate your interest in tech
- Are an Australian or NZ Citizen, permanent resident or on a Humanitarian Visa
- Have basic English and numeracy skills
- Live in Adelaide, Canberra, Sydney, or Melbourne (applicants from outside these areas will not be accepted at this time)


## APPLICATION STEPS

Once you register, the application steps are:


1. **ONLINE APPLICATION FORM** - Fill out the application form online.
2. **WE'LL LEARN MORE ABOUT YOU** - There will be some online tasks related to the program and an opportunity for you to tell us a little about you.
3. **MEET US** - We will check your eligibility for the program and invite you to an online interview. Don't worry though, this interview is just a casual chat with a member of the Generation team.
4. **ENROLMENT** - Once we have met you and approved the online tasks completed, you will be invited to fill out an online Generation enrolment form to secure your spot on the program.
5. **ORIENTATION (ONLINE)** - You will be invited to the program's orientation where you will get to meet your trainer, program coordinator, and fellow classmates. You may also be provided with pre-reading material to get you prepared for classes.

# Keep in touch

*Generation*  
AUSTRALIA



**Instagram - @generationaustralia**  
**Facebook - /generationaus**  
**Linkedin - /generation-australia**



**CONTACT US**

jwdprogram@generation.org

