

One Silver Bullet: Adaptability

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About Me

- Head up education at CodeYourFuture
- We offer a free training programme to:
 - Help change lives through tech jobs
 - Produce people I would want to hire
- Ex staff engineer and engineering manager
 - (Google/Apple/Twitter/...)
- Focus on developer experience



AI is changing Software

But not as much as we pretend it is

Agentic coding is new

But working with a team isn't

LLM APIs are new

But APIs aren't

LLMOps is new

But Ops isn't

AI *is* changing things

But change isn't new

Adapting to AI at CodeYourFuture

- We're making some changes
- But we haven't had to change much!
- We were already teaching people how to learn new things
 - And they can!

How CodeYourFuture Teaches

- **Goal-oriented:** Get a job
- **Learning to learn**
- **Adapting to AI.** Not much adaption needed.





Andrei

- Learned programming through CYF
- Got lots of code review from industry professionals
- No formal AI education
 - (We've since added some!)
- We hired him to build us an LLM code reviewer

Learning to learn

Leili

- No tech experience. Joined with software engineering in mind.
- Loved BA-style work
- Capgemini has hired >100 people we've trained into software roles
- Capgemini reached out wanting BAs
- Created a short, bespoke training course. Thriving as a technical BA.



Strengths  **Needs**

Rita

- Wrote her first line of code at CodeYourFuture
- Studied CYF distributed systems course
- Joined Slack as a Platform SRE intern
- Converted to full-time during internship
- Promoted within 6 months
- Now owning systems and projects. On call.



Can go *much* further
than you think

Strengths 🤝 Needs
Can go far!



Themes

- Learning to learn
 - Means learning new things is just business as usual
- Being open to change
 - Leads to embracing change
- Dedicated people who learn and adapt can...
 - Learn and adapt

How CodeYourFuture Teaches

- Success = meaningful employment
- Learning to learn
- Practical + theoretical
- Code review from industry professionals
- Support overcoming barriers
- Broad community and bespoke programmes



Ameneh

- Has a relevant BSc (from Iran) *and* MSc (from UK)
- Courses didn't really challenge her
- Little review
- Courses lacked depth
- Wasn't taught practical skills
 - No testing! No teamwork! No Git!
 - Didn't know how to interview



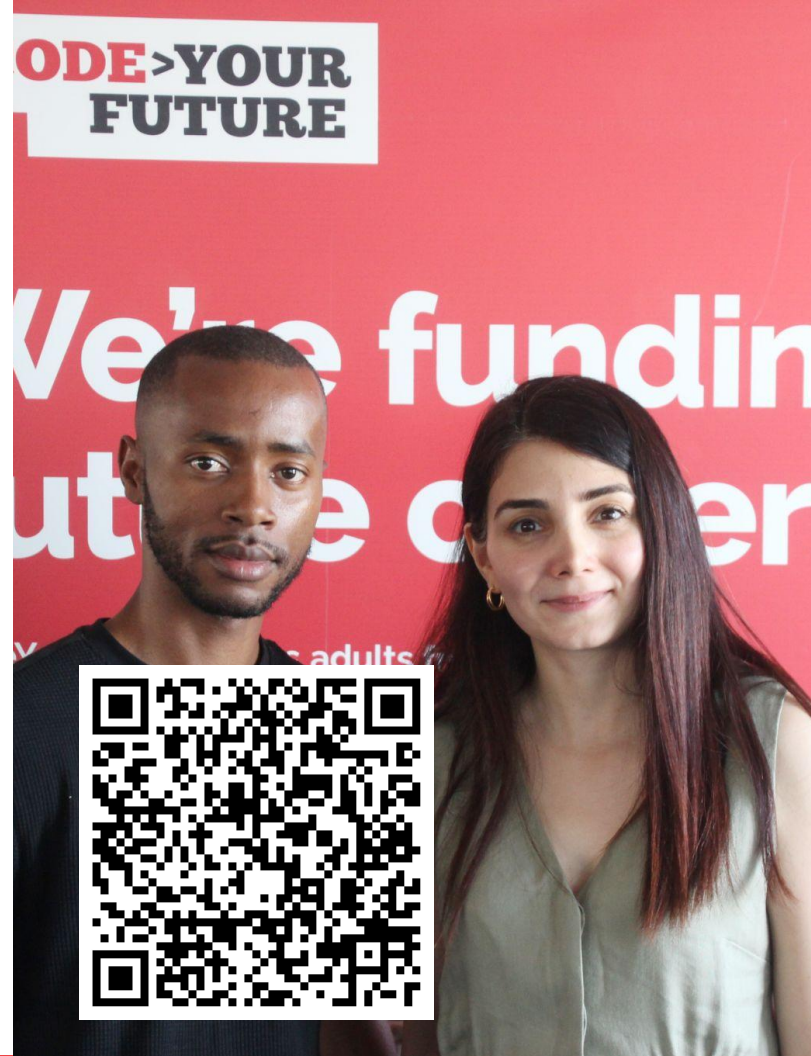
Ameneh: Joined CYF

- Grew skills
- Grew confidence
- Grew adaptability - learning to learn



Ameneh: A LeadDev Success

- Pitch last LeadDev: Hire a junior, not a senior
- VP Eng approached us
- Interviewed, loved, hired Ameneh
- Thriving in a great job, delivering with new tech
- VP wants to hire another Ameneh



Adapt your hiring strategy



**<CODE>YOUR
FUTURE**

**Come talk to me
about who you're
struggling to hire!**

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