



# Is it possible to shrink a gender gap in Tech & Retain Talent?



# A **positive impact** on over 10,000 lives since 2013



**+20K**

Yearly  
applicants

**+10K**

Alumni  
since 2013

**13**

Campus in  
Europe, USA y  
LATAM Brick and  
mortar, hybrid  
and online

**#1**

Best  
Bootcamp  
2021

**4,9/5**

+2.000 Reviews  
on Switch Up  
and Course  
Report

**150**

**EDTECH**

GSV Edtech  
150 "**Most  
transformational  
growth  
companies in  
digital learning**"



**Emeraina  
women talent  
matters.**

# The **war** for tech Talent is heating up



**44 days average time to fill <sup>1</sup>**

Shortage of tech workers is increasing.

**13.2% average turnover <sup>1</sup>**

Low talent retention.

**12.2% average raise job switch <sup>2</sup>**

Salaries are increasing due to strong inflation.

**4x monthly wage <sup>3</sup>**

Cost to replace talent, including direct and indirect costs.

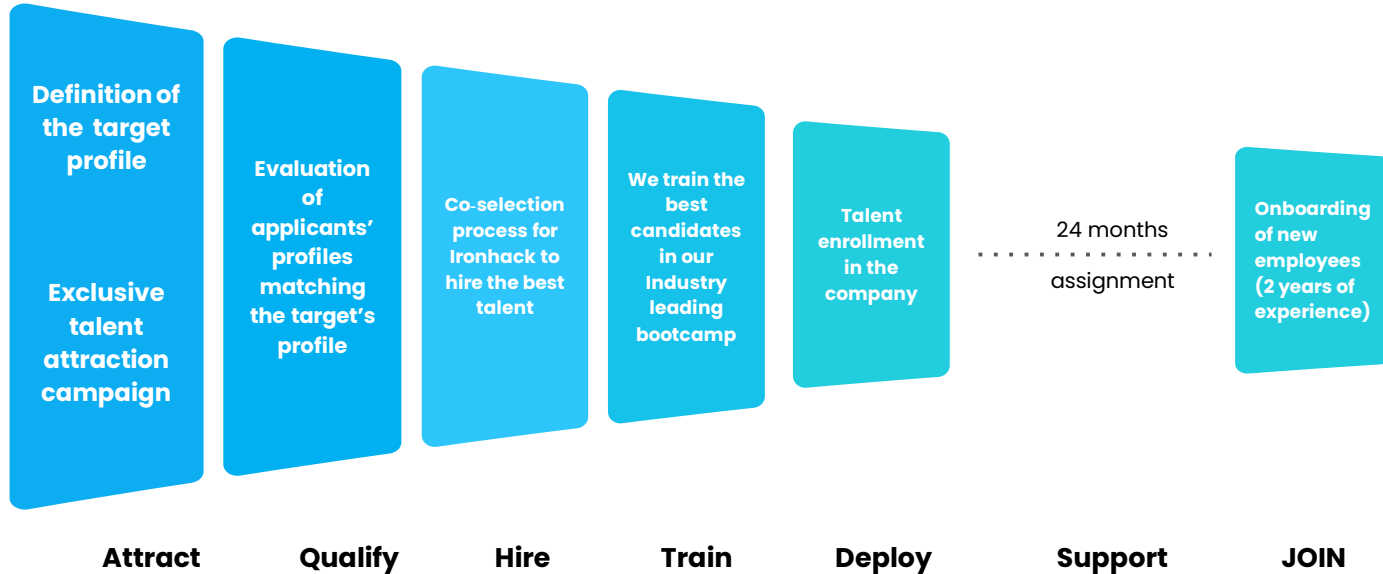
**50% graduates are not ready <sup>4</sup>**

Recent graduates don't apply to job openings because they feel underqualified.

**Only 17% women in Technology <sup>5</sup>**

Lack of diversity in the standard talent pool.

# Our methodology helps our clients build an **Emerging Talent Pool**



# Ironhack Attraction Talent campaign in #



Over **500 women** impacted  
on each campaign

164 (32%) having a **STEM  
background**

59 (12%) women over  
**30 years old**

# Our methodology reduces digital talent gap and impact **Career Changers**

Life changer opportunity

Free of cost training

Join Ironhack workforce

Gain professional experience

.....  
24 months  
.....  
assignment

Join the client's company as a fulltime employee



# What they would learn



## Web Dev (JS Full stack)

Full stack development. HTML5, CSS3, JavaScript, Node.js, Express, MongoDB and React.

## Java Back-end development

Java, QA, SQL y JPA foundations. API Management, Microservices architecture and distributed systems.

## UX/UI Design

User research, user experience, visual design, design thinking, design sprint. Sketch and Figma.

## Data Analytics

Data extraction, transformation and loading. Python and SQL. Data visualization using Tableau and PowerBI.

## Cybersecurity

Network administration and securitization. Analysis and response. Forensics. Ethical hacking.



They have **trusted Ironhack** to create their emerging talent pool



# Benefits of building an Emerging Talent Pool



*Time to hire*

## **Talent readily available**

We work with you to onboard talent in the shortest possible time .

*Turnover*

## **Low turnover**

Low attrition by design includes competitive salaries, ongoing education, and your commitment to hire.

*Salaries inflation*

## **Wage Sustainability**

You have guaranteed rates for the duration of the program.

*Replacing talent*

## **Flexibility**

We work with you in case of any issues.

*Job readiness*

## **Job ready talent from day 1**

Global leaders such as Accenture, Banco Santander and EY build their Emerging Talent Pools with Ironhack.

*Lack of diversity*

## **Diversity**

You can define an Emerging Talent Pool following diversity and inclusion criteria exclusively.

LET'S TALK!

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