CNM Ingenuity, Inc.
Success Stories

Building a community of changed lives
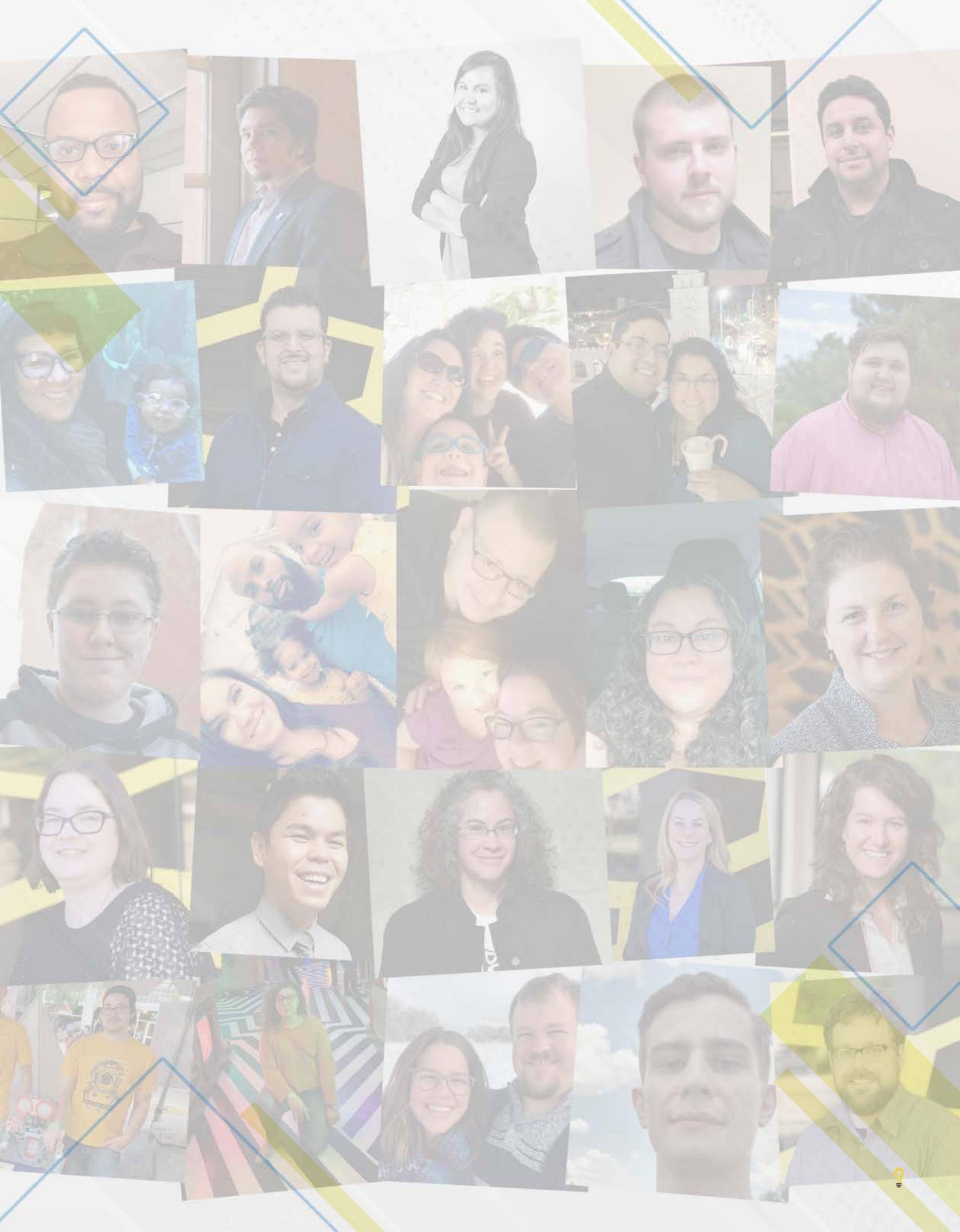
CNM Ingenuity, Inc.

In 2014, Central New Mexico Community College (CNM) founded CNM Ingenuity, Inc. (CNMI), a non-profit dedicated to supporting a new approach to learning that provides accelerated training opportunities in key workforce areas such as technology, wrap-around support for aspiring entrepreneurs, and cooperative ventures that foster economic development and job creation.

The following year, CNMI embarked on a new partnership with the W.K. Kellogg Foundation (WKKF), an organization dedicated to ensuring that children have an equitable and promising future. Through this partnership, CNMI focused on improving the wellbeing of low-income families by empowering individuals to discover and master new technologies while teaching that the entrepreneurial mindset is accessible to anyone. By leveraging the partnership with WKKF and CNM, CNMI provides wrap around services such as emergency financial assistance, coaching, professional development, equipment, internships, apprenticeships and employer partnerships to remove participation barriers. CNM's vision is Changing Lives, Building Community, and because of CNMI's approach, hundreds of lives have been changed, positively impacting many families, and building a strong technology and entrepreneurial community.

Nearly 100 individuals, who otherwise could not have afforded it, received WKKF access funds to attend Deep Dive, our award-winning suite of immersive technology bootcamps. Over 85% of nearly 600 participants have gone on to obtain a tech job within a year of training, seeing their income increase on average by 71%. We estimate that in over five years, our graduates have generated over $17M in increased wages, and represent over $44M in total wages.

Dozens of startups have been supported by our IGNITE Community Accelerator and ActivateNM programs, with 60% saying that their company's revenue or personal income increased since completing training.

The FUSE Makerspace, our community center with tools that allow members to design, prototype, and create manufactured works, has grown from serving 40 members in 2017 to 150 members in 2020. Overall, 75% of the participants agreed that FUSE had helped their career or business.

With other programs such as fast-track CDL and CNM's 2+1+2 partnership towards faster degrees with UNM, the diverse list of life changing CNMI programs goes on and on.

While these are great statistics, it's the personal stories of sacrifice, hard work, dedication, and success that truly describe the impact CNMI has made in the lives of families in Central New Mexico. We are proud to share this collection of a few of these inspiring stories, and we look forward to continue serving our community in partnership with these successful individuals.

Adrian Tsosie
Deep Dive Fullstack

Adrian Tsosie had a very positive experience with CNM Ingenuity's Deep Dive Fullstack program. Before completing the course in March 2019, Adrian had been a freelance graphic designer for nine years. He also worked in a sign shop building aluminum frames for signage for physician offices and schools. He was bored with making signs and wanted to expand his computer skills, so he was eager to do more training.

Adrian wanted to start his own design firm, and he was able to do that much sooner than anticipated. "I had a three to five year plan," he says. "God had a different plan for me." Adrian was pleasantly surprised when he was able to start his own graphic design business just a few months after completing the program.

"It (Deep Dive) put a fire under my butt," he says. His company, Coat of Colors, helps small, beginning and growing businesses with their design needs. Adrian offers his clients' services ranging from branding and logo design to website development.

Adrian enjoys being self-employed and says every day is different. "It's nice to be able to do what you love," he says. He likes being able to take his kids off to school before starting his day's work. "I usually knock out a couple of mock-ups to send to clients before lunch," he says. Then he spends the afternoons emailing clients and completing projects. Many of Adrian's clients are small business owners. "I like helping the smaller businesses – the underdogs," he says. In addition to the satisfaction of working for himself, Adrian says his standard of living has increased significantly since learning the coding skills he acquired during Deep Dive.

Adrian has some advice for people who are considering Deep Dive. "Just thinking about it is wasting time," he says. He encourages people to start the program as soon as they can. "Demand for people in this field is very high." Adrian acknowledges it was a big commitment. "I was juggling side jobs (during the course) to make sure the bills were paid." For some of his classmates he says, "buckling down and being on the computer full-time," was a challenge.

"It (Deep Dive) put a feather in my cap," he says. Learning coding has been a good complement to his design skills. He especially enjoyed how his project was picked to be one of the Capstone projects his cohort worked on. Seeing his idea "rolled out and deployed" using skills he had just learned was satisfying to him.

Thanks to the Kellogg Foundation grant, Adrian was able to work as a resident advisor with Activate New Mexico. In this role, Adrian counseled startup companies about how effective graphic design could help their businesses grow. "If it wasn't for the Kellogg grant, I wouldn't have been able to be a contractor with Activate New Mexico," he says. When Adrian isn't working, he enjoys spending time with his kids and family. He also likes being involved in his church, doing projection mapping and pursuing other technical interests.

Abdu Wakil Cyeff Din
Deep Dive

Abdu Wakil Cyeff Din has been working as a software test engineer at TransCore since January, testing toll systems. Prior to this job, he was working at T-Mobile as a field engineer doing cellular network optimization and performance testing. He liked his job, but because he didn't have a master's degree, he didn't have a clear path forward with the company. Abdu's experience at Deep Dive Coding enhanced his engineering training to give him a technical perception. Although his current position is quality assurance and doesn't involve much programming, he is able to use his Java training to get more involved in the specifics of an issue, looking at the back end of software to determine potential fixed and updates. Knowing Java also makes it easier for him to learn new programming languages as he moves forward in his career, creating opportunities for movement within his company and beyond. He credits his time at Deep Dive with helping him become more analytical but his biggest takeaway was team-building and preparing to work in a professional environment. He fondly remembers working together with classmates and instructors, and how helpful everyone one was. Abdu appreciates the envirment Deep Dive created, simulating a professional work environment while being immersed in coding training. He says Deep Dive was intense and tough, but he came out better for it, and he is grateful that he was able to afford the course due to support from Kellogg funding.

Anna Vela

Deep Dive Fullstack

At age 46, with two children and a husband who wasn't working, Ana Vela's vision of changing careers wasn't just a dream. It was a mirage. Or so she thought.

Ana had been an elementary school teacher in California and then a stay-at-home mom to 15- and 11-year old children before she and her husband decided to move to Albuquerque in 2016 to be closer to the grandparents.

"Being a mom and having to work, it wasn't gonna work out for me to go back to school and start a whole 'nother degree," she said. "I could have gone back to teaching, but, I thought, 'Do I really want to do that again?' I was looking for something different."

The universe answered. Ana started seeing CNM Ingenuity flyers advertising its Deep Dive Bootcamp. First, she noticed them at a bus stop. Later, they jumped off the news pages. And from other places, too, as she went about her days. The ads reawakened in her something she hadn't thought about in years and barely allowed herself to consider even then — trying her hand at something techie.

"I thought (at the time), 'I don't know if I can do it,'" she said, familiar with the industry's gender gap, never mind the obstacles presented by her age and family obligations. "I assumed it would have taken a four-year degree. I didn't know you could be self-taught. It was not something I'd ever heard of until I saw that (10-week program).

"When I saw the scholarship, I thought I'd just go for it. If it wasn't for that, I wouldn't have been able to take the course." Ana graduated from the bootcamp and got a job doing remote web development and administration work with a tech startup that offers baby equipment rentals in more than 500 cities. The business, Babyquip, even landed a spot on Shark Tank and saw enormous success as a result of the visibility.

Though the recent coronavirus has thrown her and the company a curve ball, Ana believes she will be able to get other remote work in the software development sector if and as needed.

"When I was looking for work, I didn't like anything, but the boot camp gave me a different path and something to be passionate about. And being a woman, being a little older, I am being a role model for others and for my own children, too."

As for the CNM Ingenuity training experience, Ana said it's really not over for her even though she's no longer in classes: "I still feel like it's a place I can go to for resources, help for work. They're just really friendly to alumni and having different meetups. It's a good community to be part of for networking. It's not like you graduate, and that's it."

Testimonial
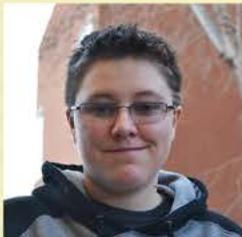
Alicia Broadhurst

" I signed up for the Fullstack Bootcamp looking to beef up my resume, as I was struggling to get my foot in the door in a career path related to my college education. The Bootcamp was an amazing help, especially in growing my network. I had several interviews with local companies lined up following Demo Day, and was working as a Junior Developer two months after graduation. The instructors are amazing; they go above and beyond the call of duty. They push students to challenge themselves, while at the same time helping wherever needed. There are all kinds of resources to help students succeed, there is an especially strong emphasis on career counseling so students leave the Bootcamp prepared. The Bootcamp is an incredible environment to learn more about programming or to jump-start a career change. It's definitely a challenge, but it's well worth it "

Testimonial

Tucker Logan

" This bootcamp changed my life. My wife and I were nearly homeless living out of our beat-down RV, and figured the world had turned its back on us. After hearing about the bootcamp while filing for unemployment, I quickly chose opportunity over privilege. My greatest challenge was the logistics outside of the course, but the amazing team did whatever it took to simply make it work. One year after graduating, I am now a Software Engineer for Sandia Labs and have the sustainable income of my dreams. As of March 2018, we even purchased our first home. Because of this bootcamp my family and I escaped poverty once and for all. With this coding knowledge, I strive to impact the lives of others as this bootcamp did for me and my family "

Benny Escovedo

Ignite Commuinity Accelerator

Benny Escovedo, 36, seems to have always had a natural inclination for business. He worked his way up from laborer, to operator, then driver for a sole proprietor landscape business in Las Vegas, N.M., when he was a teen and young adult. Then, "before you know it, I own 51 percent of the company just because of my mindset and doing things like the (Ignite Community) Accelerator.

"I helped start the business, and it's taken off from there."

Escovedo owns the majority share of the landscape/home improvement company he got his start with more than 20 years ago, helping it evolve into a formal limited liability company with a second location in Albuquerque.

He did it through resolve, grit and the realization that he needed more education if he wanted to be an even bigger success.

To that end, Escovedo enrolled in CNM Ingenuity's Ignite Community Accelerator, because, he said, "it sounded like an opportunity to learn more about business in general.

"My mentors put on me to get out and start promoting the business and myself, and I started doing that and it brought in more customers."

"It has been doing better every year," he said, "and it looks like that's going to continue."

The company, which was called Hidden Valley Trees and Stone in its early years, is now The Edge Landscape Supply since becoming an LLC in 2016 with the help of Escovedo. Escovedo has two partners but no full-time employees, instead hiring contractors as needed.

Escovedo, who is married with three children, ages 16, 7 and 4, says being his own boss has made his professional and personal life much easier. "My income has come up; I get to come home every day, whereas before I'd be gone for two to three days at a time and doing 16-hour days."

Business ownership has also enabled him to give back to the community in ways he could never have imagined before, including having extra income to give to charity and the ability to donate landscape services.

"I would really recommend the accelerator for any startup," Escovedo said. "It helped me get my business more organized, and there's a lot of good information they teach you about resources that I never would have known about."

Billy Trabaudo-Loera

Deep Dive Fullstack

Completing CNM Ingenuity's Deep Dive Fullstack program in 2017 was one step in Billy Traubaudo-Loera's educational journey. Before starting the program, he had just completed a bachelor's degree at St. Johns College in Santa Fe, NM.

Billy founded his own small software company in New Mexico after finishing Deep Dive. From there, he moved to San Francisco to work as the business development manager for NCC Group, the world's largest cyber security consulting firm. Billy says his standard of living increased substantially when he was living and working in the Bay Area.

Now Billy is continuing his education as a law student at the UNM School of Law. "I am back to being a poor student," he says. "UNM Law School is small, intensive, a Top 50 law school and very affordable." He is not sure where he will end up when he finishes law school in two years. "Places (companies) that can afford attorneys to copyright their software are generally coastal," he says, which could mean a move back to California. He also enjoys the Southwest, so for now he is keeping his options open.

Billy plans to specialize in Data Privacy and Intellectual Property Law. "In the legal profession, there is a growing need for coding (skills) and understanding technical aspects," he says. "People's intellectual property needs have changed." Previously, people had inventions they needed to patent. Now, they have written code they want to copyright.

"It (Deep Dive) is a rigorous program," he says. "It required devotion to learning a new kind of knowledge." Billy is no stranger to hard work. He routinely worked 11-hour days when he owned his own software company and while working in business development in California. Law school is an even bigger commitment and Billy estimates he spends 13 hours a day studying and attending classes.

"Deep Dive was an instrumental step," he says. The thing he enjoyed most about the program was, "the camaraderie." He has remained friends with several of his classmates and says many of them have done interesting things in technical fields since completing the program. He appreciates the support the Kellogg Foundation gave him by paying his tuition for Deep Dive.

PHP was the primary language he learned during the course. "It is a foundational language," he says. "It (PHP) opens the door to learning a variety of languages."

When he isn't in class or studying, Billy enjoys playing Bridge. "I have played Bridge since I was nine (which was 19 years ago)," he says. He also likes helping local theatre companies with business planning. He has worked as a theatre stage manager and director at the Vortex and Albuquerque Little Theater.

Brent Kie

Deep Dive Fullstack

Brent Kie's future and his career prospects are on an upward trajectory, but his journey is about more than his own success. The Deep Dive Coding graduate and current assistant instructor at Deep Dive is on a mission to inspire others.

"I want to connect with underserved populations and inspire them to pull themselves out of lower-income brackets and stop working paycheck to paycheck," says Kie, a member of the Pueblo of Laguna. "I want them to find something more sustainable. And technology provides that. Being a Native American or a minority, you're always fighting the odds and facing stereotypes. I've always wanted to create something for myself that would help inspire other people like me, people of color and people from similar backgrounds. If they can see somebody like me doing well in technology, it will help them believe."

His uncle served that role for him when he was growing up on the Pueblo of Laguna. "He was a computer science major at UNM," Brent says. "He would bring home a laptop and show me some low-level programming. I was hooked. In middle school, I helped install a network and server for Laguna Middle School. That was my first step into technology."

After graduating high school, he earned an associate degree in computer science from the Southwestern Indian Polytechnic Institute, then he spent time working as a social media manager, web developer and musician. Looking for a way to give back, he joined the AmeriCorps Vista volunteer program in 2014.

"I wanted to be part of building a community that creates sustainable technology jobs that will be here to stay," he says. "The big thing is helping people learn new skills that will create longevity in a career that's going to be around for a while. There's definitely job security in these fields."

Brent found his way to Deep Dive Coding (DDC) through a partnership between AmeriCorps and CNM Ingenuity, which runs DDC. Brent spent his first year of service at DDC focused on connecting people in poverty with opportunities in technology. He advised potential students, informed them of financial assistance opportunities, and ran DDC's social media outreach, sharing the success stories of students who dramatically changed their lives through coding and technology.

After completing his one-year commitment to DDC, Brent wanted to keep going. He signed up for another year with AmeriCorps at DDC, and he decided to participate in the immersive, 10-week, 40 hours-per-week Deep Dive Coding Bootcamp. He completed it in June.

"The immersive learning really does make an impact," he says. "It made me feel challenged like I hadn't been in a while. Some people might think, 'Whoa, that's a lot of information in a short period of time.' But I thrived off of it. For anybody who craves knowledge, it's for them."

And Brent says the bootcamp isn't just for those with technology backgrounds. Far from it. "Some people who have gone through the bootcamp didn't start with any technology background," he says. "Some of those people have been the most successful. It just takes determination and perseverance. Anybody who wants to attempt it and has the desire can do it. I've seen it firsthand."

DDC has produced 300 graduates since its launch in 2014, including 24 grads who started their own businesses. The average starting salary for DDC grads who seek full-time jobs in Albuquerque is $47,000 per year.

"We try to keep the environment (at DDC) like a startup atmosphere," he says. "You're not just learning code, you're also working as a team. The skills you learn go a long way."

Brent has been such a standout at DDC, he was hired as an assistant instructor at DDC in September while he continues to serve as an AmeriCorps volunteer.

"This experience has resulted in extremely positive changes in Brent's life," says DDC program director Andrea Sisneros-Wichman. "On a personal level, I can see the confidence and enthusiasm exploding in him. On an educational level, Brent has learned amazing skills in social media marketing, community outreach, advising, tutoring, and web and software development. As a result of his experience here, Brent will have career opportunities that he never thought possible."

When Brent started that first year at DDC, Andrea said she was simply hoping for somebody who could answer phones and post on social media. "What we got was somebody who is innovative and inspiring."

His outstanding work for AmeriCorps and DDC was recognized in September, when he traveled to Washington, D.C., to accept the national 2018 Excellence in AmeriCorps Award for his work to build capacity for STEAM Education in New Mexico. The "A" in STEAM stands for "art" and how it can be incorporated into STEM. Yes, Brent is also an advocate for the intersection of art in STEM. "Making websites come to life with the use of color, motion and font is beautiful," he says. "There is an aspect of art taking place. On a web page, you can tell great code. It's beautiful."

As for winning the national award, "it made me realize that all the hard work is paying off. Everybody in my family was very proud. Especially knowing where we come from, technology is not always prevalent."

In the near-future, Brent says he wants to keep contributing to a developer community here in the Albuquerque-area and continue to evolve in his software development skills.

"Over the long-term, I want to give back to my Pueblo community, the Native American community," he says. "I want to find ways to bring technology back to the reservation in positive ways and use it to build up infrastructure. And I want to inspire young people of color. If I can inspire people, that's more than I could hope for."

Camryn Cullander

Deep Dive Digital Media

Camryn Cullander, 21, is still trying to figure out what she wants her life to look like. Only one thing seems clear: It will probably involve caring for others.

As of the writing of this story, she was preparing to take finals from San Juan College in Farmington, N.M., where she lives with her parents, who are in their 60s. While working toward an associate's degree in digital media, she is helping her mother care for her father, who is in the midst of multiple surgeries. She does the yard work, gets groceries and tends to her mother's five dogs, including taking them on regular walks. And she had been doing it all while working as a sale associate at Dollar General until COVID-19 fears forced her to leave her public-facing job. The current economic crisis has also potentially delayed Camryn's work to purchase some property adjacent to her parents' home. She envisions building a business there.

"I would like to start a nonprofit animal rescue," she said, "because there's a lot of animals, being so close to the reservation, that they get dropped off or left on the side of the road a lot. The shelters here need help."

Camryn has also entertained the idea of doing special effects for the film industry. "They are trying to build a film studio up here," she said.

CNM Ingenuity's digital media bootcamp helped prepare her for any – or all - of it, she said. Camryn had moved from Farmington to Albuquerque in the summer of 2019 just to participate in the cohort.

"I really enjoyed it. I miss it a lot," she said, adding that, at age 20, she had been the youngest participant. "I was able to make new friends and learn some things I didn't know. Getting to work at a green screen studio where we all let loose and did a lot of crazy stuff" was probably the most memorable aspect, she said. Plus, "it definitely helped me with time management skills and to be more confident (in my work)."

For a few months after the program, Camryn stayed in Albuquerque to get some experience around the film industry. As a result of taking the bootcamp, she got a paid internship at CNM Ingenuity's Prop House, where she helped photograph and catalog props for production companies.

Testimonial

McEl Elbrecht

" Before Deep Dive I didn't know what I wanted to do for a career. I worked in different customer service positions and hated all of them. Since I attended the very first Digital Media Bootcamp the curriculum was still being refined but having Rod as an instructor with his experience and contacts definitely helped when it came to working on projects.The staff at Deep Dive want nothing more than to help the students thrive and succeed in the tech world whether you plan to start your own business or go work for someone else. The support and resources they offer are immeasurable. While attending the Digital Media Bootcamp I learned about software and technology that I didn't know even existed and absolutely loved every second of it. Since going through the bootcamp I've been able to get a job working remotely in the tech industry while also helping support my family financially but get to stay home and take care of my daughter. Now that I've worked in the industry and see how things work I am starting my own marketing company doing what I wanted to do when I first started the bootcamp, just on a different level, and that is helping small businesses grow. Thank you Deep Dive for everything! "

Chantelle Rey-Smith

Deep Dive Java + Android + Salesforce

Until 2018, Chantelle Rey-Smith described herself mostly in terms of negatives: She had no aptitude for tech. She was not academically gifted. She faced classwork and professional work with complacency. She attended college for five years out of a sense of obligation, until she ran out of money. She had no drive.

"I just wanted kids," she said. "I had no career in mind."

Today, at age 30, Chantelle has two girls, ages 5 and 2. She also has a career in technology that allows her to support her family. CNM Ingenuity's Deep Dive Java + Android + Salesforce program made that second part possible.

"It's a complete 180," Chantelle said. "My boyfriend (a wildlife firefighter) was the only main source of income for a long time."

His income ceased when in 2017, a pregnant Chantelle sustained an injury in a car accident that kept her from walking for a few months. Her boyfriend had to quit his job to care for her and their little girl. It's not that Chantelle had never worked. She had been a virtual assistant from home for a few years and then later was employed at her daughter's day care for a few months. But she had never done anything particularly inspiring and certainly nothing that paid well. After the accident, things changed.

A family friend who worked in the Ingenuity space told Chantelle about the coding cohort, which could give her marketable tech skills in a short amount of time. She was interested, not sold. But when she learned a Kellogg Foundation grant would not only pay her way but also pay for day care for both children and a new computer, it was an opportunity even a non-academic couldn't refuse.

"I never thought I was capable of getting into this field. I just wanted to do something for myself," she said. "I loved having that challenge and knowing I was capable of doing something that was difficult. It was extremely rewarding.

"I got a job a week after graduation in the tech field. Not only do I have something of my own that I can find pride in, but I'm able to completely support my family by myself."

Her income exploded. From the part-time $12.50 an hour she had made previously, Chantelle now makes $60,000 a year as a back-end Salesforce administrator for a local nonprofit. The job also has flexible hours and allows her to work remotely, from home.

"It seemed like a pipedream before," she said. "I've never been money driven - as long as we have what we need. But to say we aren't struggling financially and to be able to go on vacation is nice."

The family's income will likely soon be in the six figures. Chantelle's boyfriend saw how rewarding her new job is for her and how many opportunities have opened up. So, he is now participating in the same Ingenuity program with the goal of

Charles Cantu
Digital Media

Charles Cantu had lost his creative mojo, and by his mid-30s was beginning to think he'd never find it again.
While Charles had a degree in education from the small, private Bradley University in Peoria, Ill., his passion was animation and motion graphics. In 2008, he left Illinois to move with his family to Albuquerque. So, at that point, he not only had little in the way of a digital arts portfolio, but he also didn't have a network to help him build one.

Charles took a call center job and found part-time work with a local startup animation studio that involved several other gifted animators. But the group just couldn't attract the clients or make a profit and eventually closed.
"It reinforced the idea that there was no value in my skills as an animator when we had such a talented group and couldn't make it work," he said.

Charles enrolled in the local Southwest University of Visual Arts, but, he said, "I didn't have the networking capabilities or know-how and some of tech skills to put myself out there. I just kind of stagnated."

That was until one of his instructors told him of CNM Ingenuity's digital media program that develops students' skills and helps them build a network. Charles decided to give it a try.

"It was very supportive and motivating for a creative," he said. "When you're working out there in other kinds of careers, self-led creativity is kind of limited, but it was a community where you felt comfortable and encouraged to share your ideas and get involved with a group to make something happen, something that would be useful for somebody, beyond just something for your portfolio - here' a film we can make for a business to use right away.

"It helped me feel like what I was good at had value again."

The cohort also opened up multiple paid creative opportunities quickly and provided a range of experiences: He has been contracted with the bootcamp as a technology assistant in the digital media classroom, where he initially was helping students learn how to use the software; post-COVID, he is creating online tutorials for the software in anticipation of offering the class online during the pandemic. He has landed several freelance jobs making online ads and character animations. He was even commissioned by a film industry professional to make a movie poster.

Amid it all, he said, "I feel stronger as a creative. I feel like I know more how to network and how to get my work out there.

"The best part is, I got to work on something inspiring, and I got paid for it."

Testimonial

Anna Khamsamran

" Deep Dive Coding Bootcamp allowed me to escape a dead-end job and gave me the skills and confidence I needed to completely change my life. I had been thinking of enrolling in a full-stack bootcamp for over a year, but the cost and distance I'd have to travel to attend one in another state discouraged me and made me put off doing it. I was excited when I realized there was a program in Albuquerque. By the end of the bootcamp, I had given my notice to quit my old job. It took about a month or two of actively applying for jobs to start getting offers. One of the great strengths of DDCB is its intention to add technological ability to each student's talents. To allow the technological ability to enhance and amplify other knowledge and experience. I am currently working as the Digital Director of a political campaign. Deep Dive Coding Bootcamp has given me the tools to leverage my talents through " technological skills.

Denae Thomas

2 + 1 + 2

Denae Thomas is good at juggling. She needs to be in order to balance the demands of working full-time, being a wife and mother, and participating in CNM/UNM's 2+1+2 program. Denae works as an educational assistant for Belen Consolidated Schools and is the mother of three children ages seven, eight and eleven. This spring she is completing her final semester at CNM. In May, she will graduate with an associates degree in Integrative Studies. She plans to start taking classes at UNM this fall where she will be working toward her bachelor's degree.

The 2+1+2 program is a great fit for Denae. It is a collaboration between CNM and UNM that allows students to obtain a master's degree in 5 years. In the first phase, students complete an associates at CNM. Then they transfer to UNM to complete their bachelor's and master's degrees. "It's an opportunity for me to finish my bachelor's much faster," she says. Denae likes how the program is separated into manageable chunks. The thought of getting a master's degree seemed daunting to her. "Being a good student is not natural for me. I like having little goals to achieve."

Denae lives south of Belen, NM and is a distance learning student at CNM. She has taken a mixture of face-to-face and online classes. She likes how the 2+1+2 program enables students to earn an associates degree in whatever program they choose. "I have always been drawn to English and literature courses," she says. At CNM, her favorite classes have been sign language and history. Denae says the 2+1+2 program is ideal for someone who is also working full-time. She appreciates the flexibility it offers and she likes being able to take some of her classes online. "I didn't have to go to campus every day," she says.

Once she transfers to UNM, Denae plans to major in Liberal Arts with concentrations in Organizational Communication and Business. "I think the two combined will be an awesome mix," she says. She says Organizational Communication focuses on useful skills like conflict resolution in the workplace. After completing her bachelor's degree, Denae will finish up with a Master's in Business Administration as part of the 2+1+2 curriculum.

This summer, Denae is scheduled to begin interning at Sandia National Labs. Her goal is to obtain a full-time position there once she finishes school. Eventually she hopes to get into management. "My personality type is I'm a go getter," she says. "I am most at home when I'm in charge. I have a supervisor's personality."

Denae keeps busy even when she isn't working or in class. She likes fishing, hunting and doing other outdoor activities with her family. "I am an avid reader and I love to craft," she says. "At the moment, I am making personalized tumblers with epoxy." She also enjoys spending time with her children. "My eight-year-old is teaching me how to sew."

Testimonial

Anthony Williams

" I'm really grateful for my time at the Deep Dive Coding Bootcamps. Not only do you teach Fullstack Web Development, but you also provide us with the most critical skill of all, finding a job after graduation. Everyone involved with this school is passionate about teaching and technology and is completely invested in helping all students succeed. I was able to build a network of people not only from the teachers, but from other students as well. I came to Albuquerque from California with a dream of changing careers from healthcare to technology, and today I can say that dream has come true. That would not have happened without Deep Dive. "

Testimonial

Travis Talcott

" The day after I graduated from the Deep Dive Coding Bootcamp, I got my LLC to start my company, Lyra Development. I was very determined to start my own company with a goal of making applications, not just websites. Deep Dive gave me the knowledge to and confidence to build more complex applications. I also gained the knowledge necessary to better understand the development process and how to manage clients. I later attended Deep Dive .NET to further expand my skillset. By making some smart business decisions and partnerships, my business has quickly grown, I have hired another Deep Dive Coding graduate to work for me, and I will soon be hiring another, allowing me to focus more on business development to expand my client base "

Diane Peshlakai
Deep Dive Fullstack

Diane Peshlakai, 30, has transformed her life in every way she'd planned since graduating from CNM Ingenuity's Deep Dive Coding Bootcamp in 2016. It just took a little while to get there.

Previously a pharmacy technician, Diane sought to make an income doing something more creative and that would allow her more time with her husband and their 8- and 5-year-olds.
"I have two young kids, so I wanted to do a career where I can be flexible around them and express my creative skills," she said.

Diane discovered the bootcamp through some friends and found the student camaraderie and instructor support to be exceptional. She so enjoyed the experience and what she learned that upon graduation, she went on to earn an associates degree in web programming from CNM.

Today, she has started her own business, Peshlakai Consulting, which builds e-commerce sites and WordPress sites for clients.

Due to a year of illness that set her back, Diane is just now her start-up phase, but is optimistic about her prospects. She expects the business to provide a good second income for the family, and she is excited about doing something every day that allows her to express herself creatively.

Esteban Martinez
Deep Dive Fullstack

After finishing college, Esteban Martinez worked as a silversmith, a cook, a soccer coach and a mechanical engineering technician. He never used his bachelor's degree in Spanish professionally. "I wasn't going anywhere," he says.

Esteban wanted to make a career change, and he did not want to spend four years getting another bachelor's degree. "I was searching for the highest paying job you could get with an associate's degree," he says. "I had not even thought about coding." Then he discovered CNM Ingenuity's Deep Dive Full Stack Coding program.

"Deep Dive is an intensive, immersive 10 weeks," Esteban says. He encourages future students to make plans before starting the program. "Don't just jump in. Save money and make sure you are ready to not work for four months. Be prepared to drop everything else in your life."

Esteban acknowledges the program is challenging. After being accepted, he did everything he could to increase his fundamental knowledge of HTML and coding. Esteban counted on his work ethic to succeed. There were times he saw other students struggling and he reached out to them as much as possible. "Teach others what you are learning," he says. "It solidifies your knowledge."

Esteban is a people person and he gained more than coding skills during Deep Dive. "I made great friends," he says. "For our capstone project, we connected local foodbanks with elderly people." Using his newfound knowledge to help others was one of the most rewarding aspects of the program for him.

Completing Deep Dive opened a lot of doors for Esteban. "Getting my first paycheck (as a developer) was cool. Now I have a career with benefits, retirement and a pension," he says. In addition to the financial rewards, he values the ongoing professional relationships he has with fellow coders.

"Classmates I graduated with are doing big things in software development in Albuquerque, Santa Fe and other states," he says. "They are like-minded, hardworking, and continue to push each other." Esteban says creating a professional network is one of the benefits of Deep Dive.

Currently, Esteban is the Employer Relations Manager for CNM Ingenuity. In this role, he helps others pursue lifechanging opportunities by encouraging them to complete Deep Dive. Esteban has found his niche in the business management side of technology.

Originally from Las Cruces, NM, he moved to Albuquerque to attend the University of New Mexico. When he isn't working, he enjoys spending time with his girlfriend and networking. "I love sports," he says. "I grew up playing competitive sports, and now I enjoy watching sports at local breweries with friends." Many of those friends are people he met during the Deep Dive Coding Bootcamp.

"I am forever grateful to the Kellogg Foundation," he says. "They directly changed my life." Esteban received a Kellogg scholarship that paid his tuition. "I wouldn't have been able to do it otherwise," he says. After finishing the bootcamp, the foundation continued helping him by subsidizing an internship at a local company. His internship paid off because he was

CNM Students Win
Prestigious Mobile
App Contest

The students, who just graduated from a Deep Dive Coding Bootcamp, beat several other CNM and UNM teams to earn the $5,000 grand prize

John Johnson-Rodgers and Tim Beck have had a good month. After graduating from Deep Dive Coding's Fullstack Web Development Bootcamp last December, they both went on to land developer jobs this January with the State of New Mexico. Then, last Friday, they won the UNM & CNM's Mobile App Contest and walked away with $5,000 in prize money.

"These last 30 days have been tremendous," Tim says.

It gets better. Not only have the duo found success, but the app they created has the potential to create a real difference in the local community. You can find the app at abqveterans.com and it's built to be a resource hub for military veterans in and around Albuquerque. John and Tim—who both have family members who've served—met with the local Department of Veteran Affairs and then compiled resources they tracked down on their own to create one spot where veterans can get information on everything from health care to education to employment.

In addition to being a resource landing page, their app is also interactive. Veterans can like any listing on the app they found useful and those likes will prompt the app to move those resources to the top so that other veterans can find them more easily. Veterans who have used services they liked that are not listed on the app can also upload those services as a way to grow the resource.

"We wanted to put everything that veterans might need into one, easily-accessible place," John says.
It took lots of coding to create a site that was clean and user-friendly, and that could optimize its presentation based on likes. So that other communities in New Mexico and around the country don't have to reinvent the same wheel, John and Tim decided to share their code with anyone interested and created plenty of documentation to show how they put it together. They also hope that once the app becomes more robust, it will become a regular tool for case workers helping veterans. "The more people who use the app, the more powerful it becomes," John says.

Beyond developing the app, both are excited about their current jobs as well. They've been hired by the New Mexico Administrative Office of the District Attorneys to create an app that alerts law enforcement officers, victims, and the general public if the court status and/or criminal status changes in any case they want to follow. Those alerts will go out via text, email, or phone call.

Both John and Tim credit the Deep Dive Coding Bootcamp, which is operated by CNM Ingenuity, for helping them land their jobs and then win the app content.

"If it wasn't for CNM and Deep Dive, I know I wouldn't be here," says John.

"I keep telling everyone that Deep Dive is the single most productive thing I've invested my time into," Tim says.

Testimonial

Deminica Stout

" To be completely honest, I was terrified at the thought of beginning my bootcamp. Coming into the tech field as a complete newbie, I had a steep learning curve to work with. However, during the 12 weeks of my bootcamp, I accomplished way more than I ever thought possible, and acquired skills I never dreamed I would have had the capability of using. By the time graduation rolled around, I had created an entire animated series, a YouTube channel, and a CGI project. Not only did I utilize my newly acquired digital tools to express my creative passions, but when I left Deep Dive I had already begun contracting with a local LLC on animation work, and had lined up an internship with another local start up that was literally about to ignite the ABQ tech scene. Though my life ircumstances have changed since my time at Deep Dive, the technological skills and awareness I gained through the Digital Media bootcamp have empowered me to continue working on the things I love, while utilizing the flexibility of being able to work remotely from home when needed. Not many fields are so accommodating. Now, I am able to continue contributing financially to my family, as well as be able to stay home with my toddler. "

Eve Robles

Deep Dive Java + Android + Salesforce

Eve Robles just celebrated her 47th birthday amid a beautiful life that has veered wildly off the path she set as an art history major living in Long Beach, Calif., in her 20s.

Needing money to pay rent while in college, she took a job as a sales rep in the horticulture industry, "putting plants in big box stores," Eve said. "I found that I loved the job, and I was good at it."

She chose it over education and did well for a long stretch, moving with her wife to New Mexico 10 years later when the company offered her a leadership position and a six-figure salary. Fast forward to 2018, when the company declares bankruptcy, leaving Eve jobless, with no college degree to fall back on.

Having heard of CNM Ingenuity and knowing she needed to build a marketable skill set, Eve enrolled immediately in the Deep Dive Java + Android + Salesforce program. "I wanted to see if I liked it first of all, if I had an aptitude for it, and if I could land a job right out the gate."

The answer was not only affirmative for all, but the programs also proved unexpectedly transformative for her personally and professionally. "It was a difficult time in my life. I had lost my best friend two months before, so I was just a mess - losing my job, losing my best friend. This was a bright spot in looking toward my future."

It is a vision with new priorities than those of 20 years ago. Eve and her wife have two foster children, ages 2 and 3, with plans to adopt. Eve's family and a good number of friends still live in California, so she has thoughts of returning. And a college degree is now more important than ever.

"I had always told myself that that was going to happen, and I never did," Eve said. "That piece of paper is worth something to me now. I'm getting four associate's degrees by the end of this year, and I'm moving on to State (New Mexico State University) or Highlands State University for a software development degree."

With time devoted to course work and family, Eve is not working but living off savings and her wife's salary. As of deadline for this story, she did have a brief paid internship approaching with Facebook.

"My ultimate goal is to get a decent paying job in a company that I can really jibe with, that I like the culture of, and that will allow me time to raise my children," Eve said.

Her confidence strengthened as a result of the coding cohort, Eve firmly believes she'll be able to find a job anywhere, even in California if she decides to go back.

Donny Stout

" *I was always somewhat technologically savvy but in dealing more with the hardware aspect of computers and electronics. Due to an injury I was not able to return to doing the work I was doing previously and so I began going through a vocational rehab. With my tech knowledge and the fact that I had recently wanted to learn Android development to begin making android apps, Deep Dive was suggested to me. After some deliberation I chose to go ahead and participate in the Java+Android Bootcamp. The program was intense and at times felt overwhelming as even though I had previous tech experience, creating software is so very different and disconnected to dealing with physical hardware. The instructors for the Java+Android Bootcamp were the two best teachers I've ever had, they put so much effort in helping me and my classmates both in and out of the classroom. Even though at times the class felt overwhelming, it was a great experience and I wouldn't trade it for anything. Two months out of the bootcamp I got offered an Associate Developer position that I am still employed with, a place where I actually love going to work, I enjoy what I do, and it's the best paying job I've ever had. Deep Dive and their wonderful staff not only gave me the education to go into the field and get employed but also the fundamentals to learn so much more and fostered in me a love for development and a love for the tech community.* "

Fernando Ramirez

CNM Truck Driving Program

"He was determined," said Vardis Gaus, chair of CNM's Truck Driving Program. With accommodations that CNM provided for him, "Fernando learned how to drive a semi-truck and meet all licensure requirements."

The accommodations included the use of an iPad during his truck driving training. The iPad was placed in the front of the cab, secured to the dash, where Ramirez-Savon could see it without turning his eyes away from the road. The camera function was turned on and pointed to the back of the truck where the interpreter sat. An interpreter used American Sign Language (ASL) while the iPad caught the communication, and the student could receive the information given to him by the truck driving instructor who sat in the passenger seat of the truck.

The idea for the configuration of the iPad was Erin Wilson's of the CNM Disability Resource Center (DRC). Erin worked with the CDL instructors for two months prior to the course starting, and was hands-on with the trucks to address all safety issues that the situation presented. Meredith Daggett, also of the DRC, located the adaptive technology and set up the attachments and lighting adaptations needed within the truck.

The DRC provided him with two interpreters for the road trips and a note taker and interpreters for all classroom lectures. CNM also provided the interpreters for the CDL state test.

The state exam is standardized, and meetings took place to make sure the student was reasonably accommodated during the test. Attending the meetings were the associate dean of the School of Applied Technologies, CDL instructors, DRC representatives and state testing officials. Ramirez-Savon passed the test on Sept. 15.

Gaus noted that while Ramirez-Savon is deaf, hearing only very loud sounds, he compensates with his acute vision. During the 15-week CNM Truck Driving Program, Ramirez-Savon learned how to operate a tractor-trailer through classroom studies and on-the-road driving.

"We are very proud of him and think he has a good career ahead of him," Gaus said.

Ramirez-Savon said he was fascinated by big rigs ever since he was a little boy growing up in Cuba. His father, a truck driver, would take him on rides in his semi. When he felt bold enough, Ramirez-Savon would start his father's truck engine -- always getting in trouble for it.

Having lost his hearing at seven months (through unknown reasons), he attended a boarding school for the deaf in Cuba where he learned sign language. At 19, he worked for a Cuban police department, detailing vehicles.
In 1994, when he was 24, he decided he was tired of making $50 a month and was ready to try his chances in the United States. He and a buddy built a boat out of a metal tank that they filled with air so it would float and covered it with a wood panel for passengers. He and five others, including a deaf woman, set off to the U.S by sea. After three days of traveling, they caught the attention of a military helicopter by using a mirror to reflect the sun.

Four military boats came to greet them and eventually escorted them to Guayabo, a small island off the coast of Puerto Rico, joining 5,000 other refuges. After six months, he was flown to Miami where he had relatives. In Florida he connected with Catholic Charities and learned the cost of living in New Mexico was less expensive. So he relocated to Albuquerque. He took GED classes at CNM and obtained his GED. He then started his journey to be a truck driver -- only to discover that despite his good health he couldn't get a commercial driver's license because of his deafness. He worked briefly for a trucking company. Not being able to drive trucks, he took jobs as a loader at UPS and FedEx. During those years he also became a U.S. citizen.

In 2016, he learned the law had changed that allowed truck drivers to be deaf, as long as they passed a physical exam. That led him to the CNM Truck Driving Program.

"When I showed up at CNM, the DRC was ready to help me maneuver through the program," Ramirez-Savon said. "They had interpreters and note takers ready for me. I could never have made it without their help."

Freddy Crawford
Deep Dive Fullstack

Freddy Crawford felt stuck in an IT service job with no advancement opportunities. The only thing he had to look forward to each year was a 1-2% pay increase and that was fully dependent on company profit, not on his performance. Wanting a career instead of a job and determined to find a solution, he opened his mind to new opportunities. He then overheard people talking about the tech buzzword "coding." With coding fresh on his mind and a little bit of fate, he stumbled across a bus shelter advertisement for Deep Dive Coding which ended up being the first step to changing his life.

With determination and willpower, Freddy was able to dive head first into the Fullstack Web Development coding bootcamp. However, he encountered many obstacles on the path to success: paying for the bootcamp, relearning how to learn, and being able to fully commit. By utilizing resources available to Deep Divers, Freddy was able to persevere. He received Kellogg access funds to help cover the costs associated with the bootcamp. He stayed many extra hours working with instructors to learn the material and build his software development foundation. He also took advantage of the support offered by Deep Dive Coding like the career and student success coaches.

Halfway through the bootcamp, Freddy felt overwhelmed and behind in his studies. He was approached by the Student Success Coach who provided him with a reality check and words of support. This interaction changed his attitude towards the program and his future which in turn caused him to become more serious, focused, and determined. This gave him the confidence to continue and the will to succeed.

After 10 strenuous weeks, Freddy made it to graduation and within one month of graduation he was offered a paid internship. He leveraged his education and professional experiences to land a full time software development position. Freddy is currently an Associate at Rural Sourcing Inc.

Humberto Perez
Deep Dive Fullstack

Humberto Perez, a 54-year-old Mexican immigrant, has owned a Mexican products store in Albuquerque for 25 years. He holds a master's degree in applied mathematics as a result of two years at the University of Delaware and two more at the University of New Mexico. But a few years ago, he decided that it would be a good idea to get some technology training for the sake of his store, Arriba Mexico, which he operates with his wife and daughter.

"I want to improve on my horizons, my expectations."

So, with the generous help of a grant and a new donated computer, Humberto enrolled in CNM Ingenuity's Deep Dive Coding program.

"The program was good. We learned of course to code and how to use technology and how to improve business," he said.

Immediately after participating in the cohort, Humberto created a home page for Arriba Mexico and also did some nonprofit work, designing web pages for a handful of children's organizations.

Humberto also said it was nice to have the support of an instructor who spoke Spanish.

Testimonial

James Ticer

" Before Deep Dive I was working as a night manager at a local hotel. Working in such a unique position allowed me to grow in many ways but I began to realize that I needed a more engaging and stimulating career. After my father passed away I decided that it was the right time to take charge of my future and I reached out to Deep Dive. The Bootcamp was definitely no easy task, but in 10 weeks you learn everything you need to develop full stack web applications. For over 2 months I was coding day and night, sometimes even dreaming about code, and when I got to the end I was truly impressed with how much I was able to learn. This whole experience has been so life changing and has given me so much confidence. The skills I've learned at Deep Dive have laid a solid foundation for my career and has completely changed the course of my life "

Ivan Espinoza

Java + Android + Salesforce

Ivan had been working as a Teller Supervisor at a credit union for four years prior to going through the Deep Dive Coding program at CNM Ingenuity. After completing the program, he obtained a Computer Technician position in the IT department at the same credit union. The program drastically changed his life. In addition to his full-time job, he now can build websites on the side because he "learned how to learn" computer coding languages. He relies on the knowledge he obtained through the program to do his current job and he troubleshoots and solves problems much faster because he understands how software functions.

He said that what stands out for him about the program was the sense of support. The people running the program and the other students truly rooted for each other to get through and succeed. The program was intense and that support really made a big difference.

As far as Ivan's future is concerned, he stated that the program opened a much wider range of career possibilities. If he hadn't completed the Deep Dive Coding program, he said he would still be in his previous job wondering what to do next because he had reached a peak in his role and other options were not clear. Recently, his current IT manager approached him to say that they were hoping to get budget approval for a Software Developer position and that if they do, he wanted Ivan to apply for it. Ivan's abilities to contribute are definitely being recognized at his organization!

Jacques Chevier

Java+Android+Salesforce

Jacques Chevrier had had a series of odd jobs throughout his adult life, including welding and day trading in the foreign exchange market. While at Los Alamos National Laboratory as an ironworker with a four-hour round trip commute, Jacques observed that the folks on the lab side seemed to have a lot more perks than those working on the crafts. He knew he wanted to make the transition to the labs side but wasn't sure how to get there. With a one-year-old at home, going back to school for four years wasn't an option. Jacques tried to teach himself programming for about two hours and quickly realized he didn't have the self-discipline to be successful. He began researching accelerated programming courses and was surprised to learn about Deep Dive Coding right here in Albuquerque. When he went in to get more information I was greeted by Andrea, Karen, and Dan, who helped further solidify his decision to register for the Java+Android+Salesforce bootcamp.

That support continued throughout the program. During his time in the program, Jacques's daughter got very sick and he had to miss a week of bootcamp. He was already feeling overwhelmed and unsure about his ability to succeed and he thought his daughter's sickness would be the end of his time at bootcamp. But the staff was incredibly supportive, offering support through counseling and encouraging him to work with a tutor and continue working on problems during his time at home to stay on track. This was his first impression of the tech industry, that they were incredibly accepting and understanding that they truly wanted him to succeed.

Today, Jacques works as a salesforce developer for Deloitte Consulting and gets to spend much more time with his family. He describes Deep Dive as the literal catalyst for changing his life for the better and is deeply appreciative of grants like Kellogg for allowing him to pursue this career path.

James Fullreader

NMITAP

"Thanks to the apprenticeship program, I was able to become a fulltime employee and was able to gain real life experience. I have become part of the CNM ITS network, and through this apprenticeship I have not only gained technical skills, but also professional ones as well... I am very grateful to CNM for this opportunity and to my mentors and coworkers for everything that they have helped me achieve. I would never have imagined myself last year in the position I am now, I have impressed both my family and friends that have seen me grow." — James Fulreader, CNM Office of Digital Strategy and IT Services, Applications Developer

James Fullreader was working as a work-study in CNM's Information Technology Services Department when he heard about the NMITAP program. Thanks to the apprenticeship program, he was able to become a full time employee, and was able to gain real working experience. He became a part of the CNM ITS network, and through this apprenticeship, he has not only gained technical skills, but also professional ones as well. His plans for the future include continuing his education and staying in the IT field. He was very grateful to CNM for the opportunity and to the mentors and coworkers for everything they helped him achieve. As he said, "I would never have imagined myself last year in the position I am now, I have impressed both my family and friends that have seen me grow".

Testimonial

Jennifer
Quay Minnich

" I needed to level up my dev skills so I could be more competitive in the tech industry. I did not anticipate the deep impact CNM Ingenuity + Deep Dive Coding Bootcamp would have on my career trajectory when entering the program. After completion, Andrea, the Program Director placed me in a paid internship with a local web design agency. I accepted the agency's job offer soon thereafter and well, the rest is history! Not even two years later, I manage and direct various operations in integrated technology solutions. I was just awarded the Game Changer Award for my contribution and impact within the agency for the 2018 year. I highly recommend the web development full stack program for professionals looking to expand their network and net worth. "

Testimonial

Ejerson
Balabas

" I worked on and graduated with my master's degree in music before attending Deep Dive Coding Bootcamp. Then a year ago, I started becoming really interested in software development. I decided to attend DDCB because of a friend's recommendation and chose to learn java. Attending DDCB was probably one of the most challenging experiences in my life, but I learned a lot. You get what you put in is the main idea that kept me motivated throughout the boot camp. DDCB staff does a great job of keeping students aware that our individual success is our responsibility and they are there to support and help in any way they can. Nick is an excellent teacher. He is passionate about software development and has the knack for keeping you exposed to new, and more challenging ideas.
I finished the boot camp mid-December 2017 and spent most of January 2018 preparing for the Oracle Certified Associate Test. My efforts paid off and I passed on my first try. I applied to four places and got interviewed by all of them and ultimately decided to accept an offer to work as a Software Design Engineer (contractor) at Sandia National Laboratories. Attending and graduating from DDCB gave me a boost of confidence in my ability as a software developer. (My views shared herein does not reflect the views of Sandia National Laboratories). "

Coding Resources
Join to Help Youths
Skill Up

Apr 29, 2019, Albuquerque Community Foundation to Support Partnership with Scholarship Opportunities.

The new partnership between Cultivating Coders and Deep Dive Coding will provide a seamless pathway for young people who would like to continue advancing their coding skills.

CNM Ingenuity's Deep Dive Coding and Cultivating Coders have teamed up to help connect more young people, especially underserved populations, to high-quality coding jobs in an increasingly digital economy.

Together, the two organizations expect to complement each other's strengths, increase their collective reach and make greater impacts on the state's digital workforce and economy.

"This partnership is a natural fit for both of our organizations, but most importantly it will provide greater opportunities for young people in our state to learn the valuable skill of coding and get connected to the high-demand tech-jobs in our state's economy," said Kyle Lee, Chief Executive Officer of CNM Ingenuity, which operates Deep Dive Coding. "We're proud to be partnering with Cultivating Coders and we're looking forward to helping more young people brighten their futures through coding."

Cultivating Coders, founded by Charles Ashley III in 2015, is a social-impact business that brings coding opportunities to communities that are least likely to have easy access to it, such as inner-city neighborhoods, Native American reservations and isolated rural communities. Those who participate in Cultivating Coders include middle school students, high school students and teachers in school systems across New Mexico. More than 90 percent of those who participate complete the Cultivating Coders bootcamps.

"From the beginning, we have intentionally placed our investment with our youth, our young people of color, because if we aren't starting early, we aren't building the path for our kids into the future," said Ashley III. "By partnering with Deep Dive Coding, we are able to ensure all of our children, from 6th grade to college, are accessing the tools of today for the jobs of tomorrow here in New Mexico. Cultivating Coders believes in letting the community lead and building efforts that lift all people where they are."

Deep Dive Coding, a 10-week, 40 hours-per-week bootcamp, was founded in 2013 by a private entity and acquired by CNM Ingenuity in 2014. It was created to help fill the significant coding skills gap in central New Mexico's economy while providing an accelerated coding education for those seeking quick entry into high-demand coding jobs, or to support their small business endeavors.

Since its launch, nearly 400 students have graduated from Deep Dive Coding. After the 10-week bootcamp, graduates are earning an average starting salary in the Albuquerque area of $48,000 per year. Deep Dive grads have also gone on to start 24 new businesses.

The new partnership between Cultivating Coders and Deep Dive Coding will provide a seamless pathway for young people who would like to continue advancing their coding skills and pursue technology careers or businesses.
In support of this vision, the Albuquerque Community Foundation is helping to lead the way, offering scholarship support for students who want to attend Deep Dive Coding after graduating from Cultivating Coders.

"The Foundation has supported both programs and seen very impressive results. It makes sense to stack the two programs leading to more highly trained, job-ready graduates, which is one of the priorities of our Tapestry grant program," said Joanna Colangelo, Community Impact Director at the Albuquerque Community Foundation.

James Manochio

Deep Dive Digital Media

A few years ago, James Manochio went to the gym with a friend, just as he had so many times before. He put his gear in a locker, like he had so many times before. So, he had no idea how much those simple, routine decisions were about to change his life.

"Someone stole my ID from my gym locker," Manochio said. "It was one of the worst things to happen to me."

The thief used what he or she had taken to steal Manochio's identity. Getting it back took months of paperwork filing and going round and round with his bank. "I was broke, too," he said.

Today, Manochio is on a professional track to help other victims. He says CNM Ingenuity's programs are giving him the drive, skills and opportunity to attain a job in cyber security in the not-too-distant future.

As of this writing, Manochio had just enrolled in Ingenuity's IT program. It will be his second time as an Ingenuity student. Manochio first participated in the school's digital media program in 2018. He had been working as a stocker at Walmart and had begun attending the University of New Mexico to earn a four-year degree in computer programming. But the cost of tuition and the time and energy required to balance work and school was less than ideal.

When Manochio learned of CNM Ingenuity's programs from a friend who had graduated from a cohort there and who had obtained a solid and enjoyable job soon after, Manochio left UNM and stopped working to devote all his time to the cohort.

He said the most memorable aspect of the program was Demo Day, an end-of-cohort event in which students demonstrated videos they'd made to an audience of family, friends and local businesses. "Everybody gave us such great feedback, and we got job interviews and ideas of how to improve our stuff.

"I feel like I learned so much. I was blown away. They really broadened my horizons," he said.

While Manochio had thought he wanted to do computer programming with the intent of creating video games, the cohort made him realize other possibilities. It also enabled him to get a three-month paid internship with AdWallet, where he got to make commercials for businesses and gain even more types of experience.

As a result of the internship and the cohort, he said, "I thought there was something different I could try."
Hence, Manochio enrolled in the IT program, which provides multiple certifications and which will prepare him for a diversity of job options. While the program won't end until December, he says the long haul will be worth it, and he is excited about the prospect of a cyber security position afterward.

"I think that would be really interesting and a fun thing for me to do. Plus, I can help others (who have problems with ID theft)."

Testimonial

Erin Scott

" Deep Dive Coding help me drastically change my professional trajectory. I was at the point in my career at the time that I felt I "capped out" in terms of growth opportunities, and did not feel I had a desirable work/life balance. I considered going to graduate school, but couldn't nail down a program that felt worth the time and financial investment. The Bootcamp seemed like an ideal option to increase my technical skillset and have tangible career prospects in a short period of time. With the funding I received through TechHire, I was able to make the Bootcamp a reality.
My Bootcamp experience was a whirlwind. My classmates were amazing, and I really appreciated the support system that is in place at CNM — from the student to teacher/TA ratio and success specialists on staff, to the professional development that was included in the program. The amount of content we covered was insane, and it was hugely satisfying to leave the program with tangible projects in my portfolio of work.
Thanks to what I learned at the Bootcamp and my prior professional experience, I had multiple opportunities upon graduation that I was able to negotiate and choose between (for the first time in my life). One month to my Bootcamp graduation date, I signed on to work as a full-time developer at a local tech company. "

Jordan Vinson

Deep Dive Fullstack

Back in 2016, Jordan Vinson had to make a choice: fishing or coding. He'd attended UNM but hated his classes. Next, he was going to attend a Deep Dive Coding Bootcamp—even though he knew nothing about coding—or head to Alaska and work on a fishing boat. Both would last three months and decide his path forward.

Nowadays, Jordan is glad he chose the Deep Dive Coding Bootcamp. He knew little about coding but jumped in and excelled. He'd spent years tinkering on cars and his mechanical background helped. He was also at his best when things went wrong.

"It was the challenge of coding that kept me going," he says. "Being able to problem solve is a lot of fun."

After graduating, Jordan worked at a variety of coding jobs and eventually landed at Ingenuity Software Labs (ISL), a software and website development company that's co-owned and run by CEO John Mierzwa. At ISL, Jordan is a front-end developer and his job is to design or redesign sites for a wide variety of clients, including healthcare, construction, and e-commerce businesses.

ISL has been a good place for Jordan to land because John gives his employees lots of independence. Jordan says he has autonomy to make design and development decisions, which keeps him motivated and helps him grow.

"I really like the freedom, and it's great that John trusts me," Jordan says.

The feeling is mutual.

"It's obvious that Jordan likes getting stuff done and helping our clients with designs that they and their customers love," John says.

Going forward, Jordan plans to continue his coding education. He's currently working on his bachelor's in software development and is looking forward to chewing off more projects for ISL. He's also back to tinkering on cars. Right now he's working on a 1974 Dodge Charger and a 1991 Toyota Supra. He's drawn to older cars, because like coding, they often present a challenge.

"I don't like being bored," he says. "And between coding and cars, I always have something exciting to figure out."

Testimonial

Jennifer Nev-Diaz

" The last year and a half I was an AmeriCorps Vista with the marketing team for CNM Ingenuity where I was able to develop my skills and professionalism. There I learned about Deep Dive Coding and TechHire NM. I had been working two to three jobs at a time since graduating college in December 2017 and decided that I needed to change. In my undergrad I did art and was experimenting with technology to create interactive work through various programming languages. I did the Java+ Android bootcamp because I was familiar with coding and wanted to level up my skills. I went through 12 weeks of an intense bootcamp and was able to acquire knowledge that was cross platform. The programming foundations given to us really allowed me to push further in the type of art I make. Additionally, I secured a full-time job as an IT Administrator for the Bernalillo Country District Attorney after meeting the CIO at our employer roundtables. During the bootcamp I focused on the UI/UX of the app and now I get to work with our programmers creating designs for them. It makes my job easier having that programmer knowledge and background I developed through the bootcamp when I communicate with our programmers. Deep Dive Coding and TechHire NM helped me push forward and get to a place I really was itching to be in life. The support you get while undergoing such intense circumstances really keeps you going when it gets tough. I've had such a pleasure interacting with all the staff on both teams. Now I feel my self-doubt quite rarely and that is the most powerful thing this experience has done for me. "

Joseph Shaw

FUSE Makerspace

Joseph Shaw is a former addict. Heroin. Meth. Alcohol. You name it. He is also a former prisoner, incarcerated as a felon until 2012.

This past January, Shaw learned he received a two-year $150,000 grant from the Kellogg Foundation in support of Fathers Building Futures. The Albuquerque nonprofit helps dads reintegrate into society after prison. Shaw was a client of the organization in 2012. Today he is its CEO. The grant is the nonprofit's first from Kellogg.

Fathers Building Futures provides 12-week parenting classes, financial education, and mentorship from community professionals such as lawyers and CEOs who volunteer their time and expertise. The nonprofit's biggest focus, however, is helping its clients write and build resumes through an on-the-job training model. The organization has a woodshop where the fathers who complete the 12-week parenting class become eligible to learn how to make home décor, cutting boards, furniture and the nonprofit's trademark item — 100 percent biodegradable caskets, which are sold to major local companies in the funeral business.

In addition to teaching the men transferrable work skills, "the woodshop is used as a vetting tool to see if they communicate well with others, work well with others, can stick to a work schedule and are reliable," Shaw said.

"Anything we can do to get them experience to put on a resume for them, that's what we try to do."

That's precisely why Shaw enrolled about eight of his dads in CNM Ingenuity's FUSE Makerspace six-month workshop when the school offered his nonprofit some free time.

"We wanted to have more learning opportunities, and the opportunities (Ingenuity) offers over there are amazing," Shaw said. "Any dad who was interested and eligible, it would be good for them to learn what Ingenuity offers, whether they want to do sandblasting, welding, screen printing or laser etching. It provides opportunities down the line for better employment.""

Shaw said Fathers Building Futures is limited in the equipment it has and that it can afford, but that the makerspace has top-of-the-line precision machinery that helps them produce quality-controlled caskets. The additional experience at FUSE also adds to the "two years of experience they need to go to a different company to make a sustainable living as opposed to selling drugs," Shaw said.

"We've had a few dads start their own business. One is an electrician. Another started a moving company. Another guy started a power washing company."

As for Shaw, he's been married for seven years, has three children ages 2, 6 and 15, and owns his own home. He has been operating Fathers Building Futures for a few years now alongside a longtime friend who also served time.

"We used to do drugs on the streets together, and here we are 10 years later running the company together," Shaw

Testimonial

Erica DuBois

" As I neared the end of my 5th year as a High School Teacher, I decided to pursue a new career. This was a daunting task, as I had never really thought about doing anything else and it wasn't the right time for me to pursue another 2-4 year degree. While sharing this with friends, one of them steered me towards Deep Dive Coding. He explained the intense 12 week Java + Android bootcamp structure and the wealth of knowledge and experience he obtained by the end of it. After talking with him, I decided to dive in head first. The bootcamp was one of the most challenging and humbling experiences I have ever had in education. However, I feel I gained more knowledge in those 12 weeks than I would have in an entire year of traditional education. The bootcamp equipped me with valuable and employable skills as a software developer. I started working in the industry as a Software Developer just two months after the bootcamp ended. Deep Dive Coding has definitely changed my life! "

Keiosha Miller

IGNITE Community Accelerator

Keiosha Miller may have been employed as a medical assistant, but the 33-year-old had always thought of herself as an entrepreneur. She had sold cookware and makeup and skin care as an independent consultant under the well-established brands of various multi-tiered companies. That Keiosha knew how to sell product and throw a happening party was not in doubt.

Taking a business idea from her brain to the bank — that was going to be a new venture altogether.

"I kind of have a little entrepreneurial skill, but as far as owning my own business and knowing how to market and advertise, that was something where I needed skills," she said.

Keiosha realized her blind spot after spending $12,000 on a digital, interactive photo booth that she had purchased somewhat on a whim for use at special events. Resembling a full-length standalone mirror with a touch-screen, as opposed to a traditional curtain-encased booth, the product can be used to create custom animations, photo signing, emoji stamping, video and GIF recording, customized backdrops and more.

"I didn't know where to go from buying the product," she said. "I thought everyone would love it and people would flock to it, but now I know I have to put in a lot of time and effort and all the aspects of owning your own business."

Keiosha put all the pieces together after attending CNM Ingenuity's 10-week IGNITE Community Accelerator in 2018. "The program helped me to get a little bit more knowledge on how to network and communicate with people and get my brand out there," she said.

Keiosha officially launched her company, Magic Mirror Photo Booth and Events, that same year. The booth serves as the focal point of custom experiences she creates for weddings, birthdays, quinceañeras, and corporations seeking a novel way to build brand awareness.

"The biggest thing the class works on is your pitch and explaining how much better you are with your product than others are with theirs," she said.

No doubt Keiosha put into practice what she learned from the accelerator. Magic Mirror Photo Booth and Events broke even in its first year and doubled in sales in 2019. It scaled so quickly that Keiosha added a fourth photo booth this year to her inventory. She also bought several inflatable bounce houses.

Testimonial

Faycel Beji

" My experience with the Deep Dive Java+Android bootcamp is unlike any other educational experience I have ever had. I was skeptical in the beginning, but after talking with the instructors and the staff, I knew I wanted to be part of the bootcamp. Everyone working at the bootcamp is there to help the students in any way they can. They are motivated and will do whatever it takes to keep you focused. They truly care and simply want everyone to succeed and perhaps start their career as a software developer. My background is in engineering, joining the program made me more marketable, opened many doors for me, and gave me an edge over other engineering graduates. The program is intense but it was exactly the challenge I needed to become a confident programmer who is capable of coding in many languages. I had a chance to work on two different projects that made my resume stand out to employers. In fact, in all interviews I had since I finished the program, the projects were the main focus of the interviewer questions whether in small or large companies. I recommend the program to anyone interested in programming or thinking to switch careers. "

Kelly Campbell
Deep Dive Fullstack

Kelly Campbell was in cosmetology school in 2016, when she saw a flier in the school's building that would change her life and that of her family. The piece of paper had information about CNM Ingenuity's Deep Dive Coding program. She didn't have to think twice.

"I quickly realized I did not like the salon environment, and it was not something I wanted to be in full time," Kelly said. The 36-year-old, who already had a degree in fashion design and who "always had a knack for technology generally," sought greater career satisfaction and a profession that promised higher pay.

"I have a lot of people that rely on me. I'm taking care of an elderly person, and I needed to find a way to translate my technical creative skills into currency," she said over the phone, driving her mother to a medical appointment. Her mom had experienced a stroke just days before.

Kelly signed up for the coding program and graduated in December 2016, with a new set of high-demand tech skills and increased self-confidence. "I wouldn't have even thought I could do it," she said. "But I took a risk and went for it."

She said the commitment required was intense and the collaboration among students and teachers impactful. The training provided the foundation for the future of her dreams, she said.

"My whole reason for doing UI/UX (user interface/user experience design) is fashion design and tech. I'm really good, not just at the aesthetic but at the science behind it and the psychological side. It fits all of my natural inclinations," she said.

For now, Kelly is doing less creative work in Albuquerque as a quality assurance analyst for Unity-Health VPL. The job brings in steady pay while she takes courses remotely from Western Governors University in Utah for a bachelor's degree in software development. She anticipates graduating at the end of this year or in early 2021.

Deep Dive Coding not only provided the skills for Kelly's higher education; it also allowed her to believe that getting a job doing front end UI/UX is within her power. "It introduced me to a world that I don't know that I would have had access to otherwise and gave me the confidence as woman of color to try my hand," she said. "We don't have that many opportunities in tech."

Testimonial

Jacques Chevrier

" My whole endeavor in the IT industry started when I was a welder's helper in Texas. My turning point was when I missed my daughter's first steps. I was watching her grow from 500 miles away over FaceTime. I came back home and was fortunate enough to get a job as a probationary iron worker at Los Alamos National Labs. Every day I would drive 2 hours both ways to get to work, thinking that this is what life was supposed to be like. While there I learned a key aspect that really helped with my decision of switching industries. I saw that there was a clear distinction between the crafts side, which is what I was a part of, and the labs side; this included engineers, physicists, programmers, etc. The labs side received many more benefits and overall seemed to have a better work life. I knew that I wanted to be on the labs side, but could not afford the time to go to school for 4 years to get a degree. I began investigating alternatives to learning and came across programming. I tried teaching myself for a total of about 2 hours before realizing that I didn't have the self discipline needed to be successful. Luckily, I came across Deep Dive. When I went in to get more information I was greeted by Andrea, Karen, and Dan. They helped further solidify my choice and I decided to register for the Java+Android+Salesforce bootcamp. Having gone through the immersive 12 week bootcamp, I was able to learn software development along with soft skills that made me employable. I firmly believe that if it weren't for Deep Dive, I would still be working somewhere that I didn't enjoy, away from my family. Thank you to everyone that has helped me along the way. I am forever "
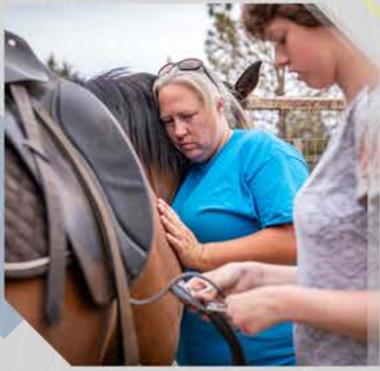
Kendra Loring

IGNITE Community Accelerator

If you stand back and watch Kendra Loring, who runs a business in the South Valley that uses horses for therapy, it's clear she has a certain way with both animals and humans. She's good-natured but direct, patient but motivated, and everyone and everything around her seems to respond in kind.

This approach has helped Kendra develop a strong list of clients—everyone from veterans with Post-Traumatic Stress Disorder (PTSD) to kids with disabilities—who often visit her weekly to ride and work with horses as a way to calm anxiety.

"I love partnering horses and people," says Kendra, 46. "It's incredible to see how the horses can help."

Kendra built her business—which is called Enchanted Equine Adventures—over time. She's the sole owner, so learning the ropes of everything from funding to taxes has been hard. Luckily she's had lots of local help.

She's gone to Accion for a micro-loan, used business resources at WESST and SCORE Albuquerque, and also went through the 10-week CNM Ingenuity IGNITE Community Accelerator back in 2017. During the Accelerator—which helps entrepreneurs with everything from customer identification to marketing—she worked with a coach to focus the business, eventually landing on stress-relief as the main service she should offer.

"Narrowing things down was definitely eye opening," she says. "It was great to have that coaching, and I've continued to stay in touch with my mentors a year later."

Kendra's narrowed focus has helped her grow, and it's helped her reach more people who benefit from working with and riding horses. She says horses are particularly well attuned to human feelings and can read our breathing to tell whether we're anxious, mad, or just having a bad day. Not every horse is meant for therapy, but Kendra has thoughtfully selected a group that can work with the rider until they start to feel better.

"These guys know their job," she says.

Cinnabar is a particularly good example. She's a thoroughbred that Kendra adopted from the New Mexico Horse Rescue at Walkin N Circles Ranch, and this past Wednesday she was the horse Kendra used for a weekly session with Hannah Ninneman, 17, who's autistic and moderately intellectually disabled. Hannah, who's been working with Kendra and her horses for about a year, rode around the grounds, loving every minute of it.

"When Hannah is having a bad day, it's obvious the horses can tell," says Erika Ninneman, Hannah's mom. "They're incredibly patient, and everything from brushing to riding is really calming for her."

Erika also appreciates Kendra's approach during the visits.

"It takes a really special person to work with special needs kids," Erika says. "The patience and understanding you need can't really be taught. You either have it or you don't, and Kendra definitely has it."

Going forward, Kendra hopes to grow because running a horse business is expensive. She'll need to find new clients, but is also excited about broadening the reach of her services. She already has plans to expand the summer kids' program and will also be running a special class for first responders who can use the class to calm their work-related anxiety.

"Running a small business is certainly a struggle," she says. "But I couldn't be happier."

Leonela Gutierrez

Deep Dive Fullstack

She dropped out of high school at age 16. At 17, she got a job with a call center and stuck with that for 20 years. While working, she returned to get her high school diploma. At 26, recognizing she wasn't fulfilled and wanted to do something different, she obtained an associate's degree from Central New Mexico Community College. Then, she attended four years at the University of New Mexico, bouncing from majors in business, then marketing, then fine arts. All the indecision earned her was a lot of hours in the classroom.

"I had no idea. I knew I had potential for more," Leonela said. "I identified as somebody who was smart and ambitious. I was a first-generation American – Mexican-American. My parents were from Mexico. So, the education and knowledge of (resources and what path to take), I didn't have that.

"It was a lot of trial and error. I had no direction. I knew I wanted to do it. I didn't know how to do it."

In fact, Leonela's primary professional interest had always been computers and programming, but the options she had been exposed to did not make that seem like a plausible path. By her 30s, it started to seem like nothing was possible, that she was just stuck.

"I was in a really dark place in my life, and when this opportunity presented itself, it just completely changed everything."

About a year ago, Leonela learned of CNM Ingenuity's Deep Dive Coding Bootcamp from a friend who had graduated from one of its computer programming cohorts and gotten a job immediately.

Leonela not only applied for a 2019 cohort but also for the highly-coveted Facebook scholarship. She got both and found freedom.

"Out of bootcamp, I was lucky enough to get an internship with a startup through Activate New Mexico, and I helped them for a few months until COVID," when the company could no longer afford to keep her, she said.

Today, the company is trying to bring her back. Meantime, Leonela is more optimistic than ever: "In this industry, especially with the pandemic, people are working from home. It's a completely different skill set, where I don't feel stuck. It all depends on me at this point. There's definitely possibilities available."

Leonela also said that the skills she learned from the bootcamp have revealed a new salary tier for her. Where her call center paychecks brought her about $35,000 a year – an amount she says she had accepted as good enough - she now sees the capacity for double that in a starting position doing software development.

"It just changed my perspective on a lot of things in life," she said. "I'm a lot closer to doing something I enjoy for life versus what I was doing a year ago."

Leslie Hinds
Deep Dive Fullstack

Leslie's primary responsibility was taking care of her father in his ailing condition from 2013 through 2018. She had just lost her job when he moved in with her and needed her care, so she made caring for him her full-time job. By 2018, he was able to move out of her house. As his condition improved, Leslie began searching for a new career opportunity. She decided to do whatever she could to find funding for the Deep Dive Java + Android + Salesforce Bootcamp. She did not qualify for the Tech Hire program, so she sought funding from two other sources: Kellogg and Workforce Solutions. With this funding, Leslie completed the bootcamp.

During the final months of caring for her father at her home, the bootcamp was the part of her day she looked forward to the most. She was able to escape the difficult situation that awaited her at home and feel momentum toward a better position in a technological field. She is extremely grateful for that time and for all that she learned. Now, Leslie is a candidate for the NMI Technology apprenticeship program. The main reason she is drawn to NMI Technology is because she wants to have a job and go to school simultaneously. She feels she has more to learn and wants to earn a degree.

The Deep Dive Java + Android + Salesforce Bootcamp motivated her in a multitude of ways. Demo days were the most memorable aspect of the program for Leslie. She found the employers that came by both intimidating and inspiring. These days made Leslie want to gain more confidence and reach new heights. Although, Leslie also believes that, because of the bootcamp, she has more knowledge about app and web development than most of the people she knows. In fact, when she and a co-worker wondered why the app they use for clocking in was showing incorrect data, Leslie had a better of what was going wrong than her co-worker. Leslie attributes this knowledge to her knowledge of app design and development.

Leslie is also proud of what she knows about Salesforce and how powerful of tool it is. She has had to use other programs like Salesforce for her job as a Medicare health insurance representative. She finds herself identifying what that programs lacks in comparison to Salesforce. Leslie is interested in pursuing a job with Salesforce once she has earned a degree. She is interested in becoming a Salesforce Technical Architect because it would combine her skills as a sales representative with her skills in technological development. She says this kind of position is for someone who is well versed in sales and able to communicate with developers. Leslie would love to make any system used by a surfeit of employees more user friendly. Though Leslie does not feel her career goals have come to fruition, she continues to rely upon the knowledge she gained in the Deep Dive Java + Android + Salesforce Bootcamp, and she remains interested in a better future for herself based upon the knowledge she continues to seek every day.

Lindsey Atencio

Deep Dive Fullstack

By traditional American standards, Lindsey Atencio had taken all the right steps toward a secure profession, meaningful work and a stable life. She went to college. She got a bachelor's degree in political science and government. She devoted herself to medical social work and case management, earning enough money for herself, while helping others, too.
She had achieved success in her 20s – and was terribly unhappy.

"It was not worth the emotional labor," she said of her five years as a social worker. "It was exhausting. I was completely stressed after dealing with sick, dying and mentally ill people every day."
So, when Lindsey lost her job due to company closure, she got an unexpected chance to start over. This time, she would take the less conventional route. After a few months of travel and reflection, Lindsey returned to Albuquerque and enrolled in CNM Ingenuity's full stack web development program.

"My hope was to challenge myself to do something totally outside of my comfort zone and outside my realm of social sciences," she said.

Lindsey participated in Ingenuity's Deep Dive Coding cohort at the end of 2019 and immediately obtained an internship that led to full-time employment as a junior web developer with MediaDesk.

"While my income is a little bit lower now, I have a much, much, much higher quality of life," she said. Plus, "MediaDesk works with nonprofits, and I feel I still get to make an impact in the world without having to exchange my own personal mental health and well-being."

Lindsey also said she is confident her salary potential will ultimately be much greater than it would have been in her previous profession and that she has much broader opportunities in the tech field.

"The biggest thing I took away from the bootcamp was a new way to learn. My former academic background was nothing like the bootcamp. It was night and day. I had to restructure my way of thinking, studying, problem-solving. I think the experience really challenged me in a way I'd never been challenged before and really expanded what my brain was even capable of doing."

With her vision for the possible greatly expanded, Lindsey, 28, plans to eventually support herself through the skills she learned at Ingenuity and combine that with pursuit of other passions that include international travel, study abroad, and independent journalism.

Testimonial

John Johnson-Rodgers

"I first heard of Deep Dive's Fullstack Web Development program from my wife, who was looking to change careers after hearing her employer was closing the doors of it's local call center. I saw her hard work and the progress she made while going through the bootcamp. She kept encouraging me to join the bootcamp, I was hesitant since I did not know how active the local development scene is. She got a job four days after the bootcamp ended up doing exactly what she wanted to do when she started the bootcamp. I had been programming in VBA for a few years and enjoyed the challenge of learning how to build digital tools. I finally joined Deep Dive a year after she graduated. I left my job, got a scholarship, and entered Deep Dive's twenty-sixth web development cohort. I am so happy that I did. The community built around Deep Dive is amazing, the coursework is hands on, and the instructors are amazing. I was put on a team with another student to work on a web app that benefits our community. We entered and took first place at UNM/CNM Mobile App Contest and we are both now leading web application development for the AODA of New Mexico. I am helping my community, making a respectable amount of money, and having the time of my life. Deep Dive has changed my life and I will always be thankful."

Mariah Romero

IGNITE Community Accelerator

Mariah Romero was 26 when she left the University of New Mexico her junior year to pursue a profession in aesthetics. She attended the Aveda Institute, graduated, and launched her own skin care company in 2016 without a second thought. She felt confident in her knowledge of the industry and in the higher-end product line she'd sell.
Mariah had no idea how to operate a business.

"I needed that support of the (IGNITE Community) Accelerator because I didn't know what I was doing. It made me question some of the decisions I had made and put a reality check on me … (about) what it meant to be a business owner," she said.

Despite having been introduced to other local programs that may have been similar, she said, "I felt like we had more accountability at IGNITE. We had a coach, and we had one-on-one mentorship, a relationship with someone I could go to that wasn't in my field and could see it from a different perspective."

Mariah said the program also taught her how to network and to explain her business to people.

Four years into it, however, she said her books are not where they should be. "I feel fulfilled, but as far as my bottom line goes, I'm not very successful yet. I try not to get discouraged because I hear it's not for a while that you start making money."

Even though Mariah has returned to part-time work in the food and beverage industry to help pay bills, she has not given up on entrepreneurship, largely because of what she learned at IGNITE.

"We had this one experiment one day where if you had to make a business of your own that's different from what you had always thought about, what would you do? It allowed you to be creative. It expanded our thought process on, if this does not work out, what is Plan B? What would you do?"

She said the program also helped her gain clarity about what would make her happy professionally. Key takeaways included: No employees. No overhead. Lots of independence.

"It was like a mirror," she said of the training. "Having a spa sounds cool, but the reality of it is, you're constantly putting out fires and making decisions that affect other people's livelihood. It wasn't for me," she said.

Now that Mariah has re-entered the workforce for a period, she said, "It just makes me that much hungrier for wanting to get out and do something else."

Jake Batchelor

" I decided I could do better than work a barely above minimum wage job, but didn't have the time or money to go for a full computer science degree. I found Deep Dive and decided to give it a chance and it's a choice I'll never regret. In just the short span of 4 months I went from managing fast food with poor hourly pay to being a Java developer with salary and full benefits. I attended the Java+Android Bootcamp from January 2018-April 2018 and the staff at the Bootcamp are amazing.
The Java course instructors, Nick and Chris, really put an effort into making sure everyone understands the material and explain it in a way that even someone like me who came in with no technical experience can understand. Not to mention the two coaches, Karen and Dan, who work with you to help develop the less technical (but equally as important) side of being a professional developer. By the time I had graduated I had gotten my Oracle Java Associate Certification and within a month had 3 amazing job opportunities to choose from, each with great aspects of future career growth. I can't recommend Deep Dive enough to anyone with an interest in software development and is looking for a career change. "

Deep Dive Coding to Offer 10-Week Data Science Bootcamp

Data Science jobs are in high-demand across the private and public sectors with high starting salaries

Data Science is a field where large amounts of complicated data is collected and then smartly analyzed to create actionable info. Most often, that actionable info is then used to improve the organization or tool that originally generated the data itself.

It's an emerging field, but according to Cliff Lewis, the instructor for Deep Dive's upcoming 10-week Data Science Bootcamp (applications are due on Feb. 1), every private business and public agency should be using data science to make better and more informed decisions within the next couple of years. According to a recent study, the need for data scientists is set to spike 28 percent in 2020 alone.

"I would have to think hard to come up with an organization that would not benefit from data science," he says. In the public sector, Cliff says, data science can be used to improve everything from traffic to crime rates. When it comes to crime, for example, cities would collect data on high-crime areas and then analyze that data to make staffing and patrol decisions for the local police so that the right personnel were in the right spots at the right times.

Before coming to CNM Ingenuity, an arm of CNM that pursues new and accelerated approaches to education and economic development, Cliff worked in the private sector and says he helped a biomedical company use data science to better serve medical patients and the insurance companies that oversaw their coverage. More specifically, by monitoring data coming off smart devices worn by the patients, his company was able to predict whether the patients were going to need elevated care and eventually be transferred to a hospital.

Data science is becoming increasingly important in the sports world because teams are using the field to help with everything from recruiting to offensive strategy. Netflix uses data science to help recommend your next show, and we wouldn't have self-driving cars or artificial intelligence without data science.

Because data science is changing how companies do business and cities manage their most important problems, employers are willing to pay generous salaries, even for entry-level positions. Starting data scientist salaries range from $75,000-$125,000 in the Albuquerque area and jump to an average of $140K nationally.

Going into the Data Science Bootcamp—which starts Feb. 24 and runs 10 weeks—Cliff says students will need a basic understanding of coding (in at least one language), some experience with math fields including probability and statistics, and an understanding of whatever field they plan to enter after graduating from the bootcamp (business, healthcare, energy, education, etc.).

In class, students will learn the basics of data science, but they'll also learn other crucial skills like how to communicate about the data they're analyzing.

"A lot of data scientists are good at what they're doing when they're by themselves but when they have to brief an executive that knows nothing, it's hard for the data scientists to explain their work," Cliff says. "In class we'll work on things like data visualization which will help students learn how to actively communicate their work to the people that make the decisions."

Because data science is a rapidly developing field, Cliff says adaptation will be another skill taught in the bootcamp. "One of the most important things we'll learn is how to come up to speed when needed," Cliff says. "Students will learn how to shorten the learning curve whenever they come across something they've never done before. I've been doing this for 20

Marlene Trujillo

IGNITE Community Accelerator

Since her teen years, Marlene Trujillo has been a true entrepreneurial hustler - convincing people they want what she has and that they should pay her for it, too.

She would pick up abandoned furniture and sell it. She cobbled together a band and booked gigs. A natural mechanic, she found independent work fixing and building whatever someone needed fixed or built. She made money from all of it. "Being able to evaluate those markets and how I could find ways to profit in not-profitable situations, that's been most of my endeavors that I've taken on. It all convinced me that I was more interested in having faster ways to make money," Marlene said. "And so, when I did the (IGNITE Community) Accelerator, it was because I wanted to do something bigger and more formal than those kinds of things."

Where the program led her, however, was not at all what she had anticipated. As Marlene brought home assignments and information that she was excited about learning, her wife, an educator, began to get the entrepreneurial bug, too. Marlene's spouse decided in about two seconds to buy a Challenge Island franchise, a national STEAM (Science, Technology, Engineering, Arts and Math) program that takes education to children ages 8 to 15 who, due to poverty, medical crises or other circumstances, have less access.

Taking on the business was the easy part. The couple had a dream to turn it into a local nonprofit, something not previously allowed by the parent company. Marlene says they ultimately succeeded but could not have done it without all that she learned from IGNITE about law, customer analysis, and building a convincing case to investors.

"I learned how to make a good pitch and gather the right information to convince the right people to give me what I need," Marlene said.

The couple's supplemental educational program is not only operational, but they also have been awarded one grant already, with more anticipated.

The best part is that the children love it and are motivated to achieve their dreams." "One girl in sixth grade who can barely read wants to become a computer scientist. We talk to them about how much fun engineering can be," Marlene said. Since Marlene's accelerator experience profoundly opened new avenues in economic opportunity and broadened her interests professionally, she is now enrolled in Ingenuity's IOT bootcamp.

"I'm a mechanic, and the program is all about integrating hardware and software, so I can use my building skills combined with engineering skills," Marlene said. "Busting my knuckles forever doesn't sound like fun, and this is something that will let me still build stuff like robots and things (instead of cars) … and let me make more money."

Marlon McPherson

Deep Dive Fullstack

CNM Ingenuity's Fullstack Web Development Bootcamp was nothing less than a professional lifeline for Marlon McPherson.

Marlon, who tends toward the creative and enjoys writing, was nearing 30 and headed down what he described as a dead-end path. "I was completely shiftless," working at a call center in Albuquerque, he said. His family, too, didn't see a prosperous or particularly gratifying professional future for Marlon, so they urged him to enroll in a Deep Dive Coding course.

"I knew that tech was gonna be the way to advance my career," he said. "I saw a lot of opportunity in web development, both creatively and to broaden my coding skills."

Ingenuity's full-stack course exposes students to a wide range of coding possibilities, immersing them in software development for eight hours a day, five days a week. Since Marlon was between jobs at the time, the intense schedule and focused environment could not have been more ideal.

"You live and breathe coding while you're there," he said. "It's like a full-time job while you're in it, and that appealed to me. You can get a good idea of what you're interested in, and for me that was front end (development)."

Course instructors also help network students with local businesses. Marketing firm Boomtime expressed interest in recruiting people from the program, and Marlon soon found himself interning. Today, he has a full-time job in Boomtime's Marketing Engineer Department. While it's not a web development position, per se, Marlon says there are web development aspects to it, and it's providing him with more quality experience to add to a growing resume.

"The skills I've gained at Boomtime, plus the bootcamp … it exposes you to the full range of possibility. It's a great job considering all I did was go to a boot camp, and now I have a position like this.

"I definitely have a path before me, whereas I didn't before. I now have plenty of opportunities."

For now, he's staying put, learning as much as he can, keeping his options open and enjoying the security of professional freedom.

Marlon Peseke

Deep Dive Fullstack

It only takes 15 minutes on the phone with Marlon Peseke to know he'll do anything for his wife and three young children. There was a time not long ago that he had devoted himself to a career that provided little fulfillment for his soul because it did provide financially for the family. His own needs and interests weren't nearly as important as moving up in the financial services industry for the sake of the family. This from a man who earned a college degree in history and archaeology.

Even when a friend introduced him to opportunity for change through CNM Ingenuity's Deep Dive Fullstack program, Marlon initially declined.

"I knew I couldn't afford the bootcamp," he said. "We're a single-income home with three kids, and I couldn't afford to quit a job for that long, or to take leave for that long.

"So, I was digging in my heels into finance, but with the bootcamp looming in my head all the time."

If not for a full-ride grant from the Kellogg Foundation and New Mexico Workforce Solutions Tech Hire program, Marlon would still be working in pensions and 401Ks.

Instead, he now has a job with Rural Sourcing doing Java development for one of the largest industrial service companies in the world, at a higher salary. Marlon sees his earning potential now as virtually unlimited.

"It allows me to be creative while still being relevant … and I can provide for my family. It makes me so much more available for them," he said.

"Without the Kellogg grant and without having been able to afford to do the bootcamp, I wouldn't have a job right now," he said. "I'm one of the few who get to work even as were going through this pandemic. I can work from home, no problem."

Marlon's son has even taken an interest in coding as a result of watching his dad.

Once people are able to work safely from offices again, Marlon thinks he may not want to return. "The remote lifestyle is kind of nice, and you have jobs around the world at your fingertips. I truly believe that about coding - you can apply it to any career field and make yourself that much more marketable."

That means Marlon could end up putting his archaeology degree to use after all, possibly in cultural resources management.

"Even then I can use code because I can use Python and whatnot to write GIS (geographical information systems) code that runs the projects so you can map an archaeology site.

"It just opens up so many opportunities."

Testimonial

Joseph Scott Peterson

"Programming has been of interest to me since a very early age, but I never realized my potential and didn't have the patience for higher education. The immersive, fast paced learning of a bootcamp is exactly what I needed to develop a passing interest into a marketable tradeskill. Deep Dive in particular has enthusiastic instructors who go above and beyond to help their students, and teach practical skills such as project management and version control that make it easy to enter the professional world. My team's project from the bootcamp won second place in the UNM/CNM App Contest and was the foundation of our LLC. I was hired by the Bernalillo County District Attorney and may have the opportunity to continue my education."

Testimonial

Jullyane Hawkins

"Not being happy with my past career, I decided to change fields. I always liked technology and thought that programming is fascinating, especially the flexibility of it. But I was too afraid of all the math that I thought I had to complete to get a degree and become a programmer. I started going to tech meet ups here in Albuquerque and I met awesome people who talked to me about web development and what it is like to work as a developer and I really liked what I heard. They also introduced me to the Deep Dive Coding bootcamp and I ended up signing up for it. The bootcamp is fantastic! The staff and instructors are amazing. They are always willing to help and make you grow in this new path. It's very challenging, but definitely worth it. I got a job right after graduation. I couldn't be happier!"

Matt Barbato
FUSE Makerspace

Matt Barbato had been working as an electrician's apprentice in New York when he decided in 2015 to go back to school for a computer science degree. Problem was, education in New York cost too much. After significant researching, he narrowed his affordable options to three: One locale was too cold; one was in the middle of Midwest nowhere; and one was Albuquerque. It was a full-blown city, with a school that had tuition priced right - Central New Mexico Community College.

Matt headed West.

"My idea when I moved here was, I'm going to work for somebody else — that I'd get a not-so-great job while going to school and eventually get a job in IT working for someone else," he said.

That vision wasn't something he was excited about, but it was a path that made sense, and he didn't see other options.

Matt's perspective on possibilities changed when he got introduced to CNM's FUSE Makerspace, a model nationally for its breadth of top-dollar, state-of-the-art equipment and its democratization of manufacturing and entrepreneurship for residents. The space is also a hotbed for collaboration, creativity and idea generation.

"When I came here and was able to start making and selling things, it became more apparent that it was possible I could work for myself and do something I wanted to do," Matt said.

The germ of entrepreneurship sprouted when he and another student decided to use FUSE equipment to make laser-cut templates for guitar bodies and sell them online. Within a day, money started coming in. Matt eventually became a volunteer at FUSE. He met other like-minded people, learned some new skills from engineers who were members of the space, conducted independent online research, and ultimately began making in-demand vintage-style tube guitar amplifiers really well.

Soon, he became operations tech for the makerspace and started his own amplifier production company, Loudhailer. For now, his position with FUSE pays the bills; Loudhailer remains mostly an aspiration with no employees and no storefront but a thunderous amount of passion.

To enable him to focus more on Loudhailer in the future, Matt, 34, is taking courses from both CNM and the University of New Mexico toward a bachelor's degree in operations management.

"My hope is that I would be at a point making the guitar amps where I will have employees. And hopefully, that (degree) would help me manage the facilities and products I have in a way that I could grow," he said. "Ultimately, I want to be running my own business."

Maurizo Romero
Deep Dive Digital Media

An observant mom and a flyer at Starbucks changed Maurizio Romero's life.

The 23-year-old had gotten used to bouncing from one chain restaurant to another, serving meals and bartending. He had no direction and no experience or education in the one thing that he had some passion for — digital media and film production.

"I always had an interest in it," he said. "I just never picked up a camera or anything like that."

The flyer his mother noticed last year during a coffee stop provided information about CNM Ingenuity's digital media program. She sent her son a picture of it, and today, Maurizio says, "It ended up becoming a really great thing in my life."

Two of the obstacles that had kept Maurizio from pursuing an education were the investment of time and money he thought it would take to get him to a point where he could find work. That the Ingenuity course lasted only a few months and that he received a full grant for the program from New Mexico Workforce Solutions made the opportunity too good to pass up.

What Maurizio discovered about Ingenuity and his own capability was greater than he had ever imagined: "It was stress free and judgment free. You could develop as an artist and develop as a young adult and just learn. Everyone was there for me and held my hand through the 12 weeks. They taught me things I use every day and will use the rest of my life. It changed me forever."

As a result of the networking, mentoring, skills and relationships, he said, "It was a whole 180. I was able to gather the confidence, and next thing you know, I'm here in like six months."

By "here," Maurizio is referring to his work with a freelance film production company. Since completing the digital media course, he has had an internship as a grip with a production company, written a script for an upcoming advertising shoot, obtained a position as a production assistant for a feature film, and done a variety of video projects.

"I'm really proud of it," he said.

Ultimately, he said, "I want to have my own production company, travel and produce commercials and videos for clients. I've always had the idea of wanting to work for myself, be my own boss."

Meliton Gonzales

IGNITE Community Accelerator

Meliton Gonzales has his hands full with a wife and three girls, ages 4, 10, and 15. The electronics technician had for 20 years provided for his family with a steady, well-paying, and very specialized position at Albuquerque's Sandia National Laboratories. But recently he decided that he could do more good for his community and maintain his salary if he took that specialty into the marketplace.

At 42, Meliton set his entrepreneurial spirit free. He hustled to get government contract work. He bought a business specializing in lift kits, suspensions, wheels and tires in one of Albuquerque's highest crime neighborhoods, with the notion he could improve the business and provide employment to residents. If that wasn't enough, he envisioned creating an apprenticeship program through the auto shop to help young people who were not inclined to attend to college to have an alternative professional path.

In the middle of it all, his wife heard about CNM Ingenuity's IGNITE Community Accelerator on the radio. Meliton signed up. While too much contract work prevented him from completing the last week of the program, he says the accelerator provided him valuable tools that he will be able to implement in both his auto shop and in building his apprenticeship program for 16- to 19-year-olds in the community.

"My vison for it is to give them skills in soldering, machining, and send them to artists where they can work for a week or so, or a wool factory or painter, or neon sign maker. What I want my company to provide is a skilled worker with an open mind, who can work anywhere and can adapt to their environment," Meliton said. "I teach them these skills; they go out on their own and they're sought after."

To date, Meliton has a pool of interested youth, but his challenge is bootstrapping the idea. He needs $1.5 million for machinery.

Thanks to IGNITE, he says, he knows more about grant writing, communication, and marketing, including starting a website.

As is the case with so many entrepreneurs who find success out of the gate, time is his enemy. He needs more of it to put his new skills to work for him.

"If I were to implement the tools I learned from IGNITE, I know I could further that business," he said. "The individuals I've met at the SBA and at CNM have helped me out so much."

Testimonial

Jolynn Pruitt

" I previously worked as a test engineer and software developer at IBM for 9 years. However, since 2010 I've been out of the traditional workforce while raising my three young children. As they became older, I wanted to return to working but knew that I also wanted to continue to be there for my family, so I needed something that would allow me to be flexible yet challenged. My husband and I decided to start a business which focuses on website development and tribal business consulting. Looking to expand my skillset beyond WordPress, I discovered the Deep Dive Coding fullstack bootcamp and decided to go for it. The 10-week program was essentially my return to full-time work outside of the home for the first time in 8 years, and it was both intense and rewarding. The program's instructors and support staff were great. I enjoyed the challenging workload, as well as the professional development and networking aspects of the program. Upon completion I walked away with more technical confidence and marketable skills to grow my business, Tekio Solutions, LLC. Thank you to everyone at Deep Dive Coding, my amazing cohort, and my family for the support and encouragement. I would recommend this program to anyone looking for a career change or seeking to expand their technical and professional skills. You'll gain that and so much more! "

Monica Alvarez
Deep Dive Fullstack

Monica Alvarez had done everything right. She took the traditional linear route from high school, to college, earning degrees in political science and international relations, and then put those skills to work as a field director for a Santa Fe nonprofit. There, she led an internship program that taught high school and college students to run community organizing efforts, get agendas passed through City Council, and be involved in local politics.

The work was admirable. She was successful by all social standards. But the 29-year-old nomadic free-spirit felt " pigeonholed and stuck," she said. "I was thinking about what kind of career and life I wanted."

Monica decided three things were most important to her: flexible work time, the ability to work from home and the ability to give back to the community, "which was why I started in nonprofits in the first place."

The little she knew about coding seemed to fit that bill. So, in 2016, she enrolled in CNM Ingenuity's Deep Dive Fullstack program. It was everything she hoped and so much more — ultimately giving her a new and broad professional path, an outlet for community service and a network of friends.

"I got interested in coding because it was flexible and it paid well, but I also knew there are not a lot of women in tech and not a lot of (young) girls going into that space," Monica said. "What I learned (from the program), I knew I could teach to other people. I could mesh my two interests - helping me move forward in a career and also be something I could bring back to the community."

Today, she works as a developer on data visualization projects for local big data company RS21. While those projects can result in social good, Monica has taken her tech skills outside the office, conducting her own form of philanthropy. Mostly, she volunteers with organizations that expose girls and other women to programming to help close gender gaps in an industry that struggles with diversity. She is involved with the local Girls Who Code group; she is on the board for codeclubs.org, a free computer programming clubs for children in New Mexico; and she has done work with Rubber Ducks, a grassroots software development training program primarily for women.

"The boot camp showed me all the things I could do. Before that, I had a very small idea of what it meant to know how to code and what you can do with that," Monica said. "I just feel like I'm on the path I want to be on now.

"Before (CNM Ingenuity), I didn't feel like I had concrete skills. Now I have a skill, I know what it's worth, and I make more money now. The flex time is awesome. I get to spend more time with family. ... And it was fun to be able to get that experience with a bunch of people backing you up. ... You need a good and supportive group when you're learning something new and scary."

Testimonial

" For the past 20 years I have been working as hard as possible to provide for my family. Without a college education in today's world, it has become increasingly difficult to provide a decent quality of life. I had someone suggest I look into coding. I had no idea what coding was when I started doing research the first thing I found was Deep Dive Coding Bootcamp. The nature of the bootcamp is to immerse yourself for 10 weeks and that's exactly what I did. Thanks to the great support staff at Deep Dive along with the support of my family I was able to complete the intense program. Within the first month I was offered a paid internship with an awesome company and not even two weeks after later I was offered a full time salaried position. I can honestly say that attending Deep Dive was one of the best decisions of my life. When people ask me what I do now I hold my head high and say I'm a software developer. I have been a real life example to my children that its never too late to follow your dreams. Thank You Deep Dive Staff for helping me realize my worth. "

Freddy Crawford

Ralph Trimnell

IGNITE Community Accelerator

Ralph Trimnell utilized CNM's Computer Information Systems classes and CNM Ingenuity's Ignite Community Accelerator to develop a motion sensor device to assist dementia patients.

When 85-year-old Ralph Trimnell learned that his late wife had been diagnosed with dementia, he did everything in his power to care for her. But there were instances when he couldn't always be there.
Toward the end of her time, the late Mrs. Trimnell was put on bedrest and was not permitted to get up without assistance due to risk of falling. But, as her dementia progressed, she would forget that she needed help and would attempt to get up on her own.

Ralph thought since he couldn't be around at every second of every day, that maybe there was technology available to help Mrs. Trimnell remember to stay in bed until someone was available to help her. He couldn't find any such tech so he took action.

"That prompted the idea for my device," Ralph says. "What this does when pinned on the patient is sense when they are getting up and it talks to them."

He held up what looks like a large spelling bee prize pin with the words "My Hero" on the front. Ralph explained how he learned to use simple computer technology through the CNM Computer Information Systems (CIS) classes to build a motion sensor device that plays a recorded message to the patient.

"So when they get up without assistance, the device senses their movement and plays the message," he says.

Ralph's prototype played a message to his wife that said, in his voice, "Hey honey, you know you're not supposed to get up without help, sit tight, I'll be there soon."

"I took some programming and math classes that really helped me understand how these processes work," Ralph says. "I really appreciated the help I got from my teachers and from all the students too."

In addition to taking classes at CNM, Ralph completed CNM Ingenuity's IGNITE Community Accelerator, a 10-week early-stage business accelerator.

"I really want to get this device out there. That's my goal," he says. "I need cash of course, but I would also like the help of students at CNM that know more about this kind of technology."

Ralph also worked as a student employee in CNM's Office of Planning and Institutional Effectiveness. Even though he isn't a degree-seeking student, he was able to lift his spirits, help his wife and dream big at CNM.

"All my classwork at CNM has been in service of this project," he says. "There's a tendency for guys like me, who have lost their wives, to never leave the house. But I really enjoyed my classes at CNM and working here too."

Testimonial

Judah Medina-Armstrong

I'm Judah Medina-Armstrong, a local and the founder of my own multimedia production company called Kismetism LLC. I'm a Videographer for CNM Ingenuity Digital Media Labs working as a generalist in Digital Media Production, I provide Graphic Design, Photography, Videography, Animation, Art Direction, Fine Art and Media Editing services. I am dedicated to crafting various kinds of creative and digital media that focus on bringing quality art and passion into the forefront of human values. Since I graduated from the Deep Dive Digital Media bootcamp I have worked as a Studio Production Manager at WESST, an official photographer at Gradimages and I am currently a Graphic Designer for one of ABQ's Local Screenprinting shops.

Rashawn Jackson

Cyber Academy IT

Rashawn Jackson is an young African American man who had recently gained sole custody of his young daughter. He was awarded Access Funds from the WK Kellogg Foundation in 2017 to attend our Cyber Academy IT Professional series. Rashawn always had an interest in fixing computers, and he hoped to make a career out of it. What he didn't expect, was that his daughter would become interested in fixing computers as well after her father started attending classes. According to Rashawn, "I was raised by all men on a farm in the middle of nowhere. You would be hard pressed to find another guy that knows less about women, and now I have the opportunity of raising a little woman. It was a tough start, but we have really bonded over technology. She is as equally excited about technology as I am!" Upon completing his training, Rashawn worked with CNM's Small Business Development Center, and has started his own computer repair business.

Raul Villarreal

Deep Dive Fullstack

Most students who attend CNM Ingenuity's Deep Dive Coding program will say that the cohort opened their eyes to all they could do. Raul Villarreal said the training showed him what he couldn't – at least not immediately.

The 40-year-old former middle- and high-school teacher had always dreamed of having a sharing platform. The sharing model is a service compensation model in which the owner sells access to underutilized assets to subsequent customers. Raul was already a member of a time banking group, an alternative monetary system, when the idea occurred to him.

"I wanted a sharing platform to share skills or things, like lawnmowers or ladders, that not everyone has," he said. "When I started looking for people to develop it, it turned out to be very expensive. So, I ended up getting into the bootcamp (in 2015) to see if could develop it myself."

Raul learned that he could. However, he also discovered there would be more work to the project than just developing the software.

"It's about creating the audience and teaching them how to use it and marketing it and all that stuff," he said. "That's a very difficult and complicated project to start." The training, he said, was valuable because it introduced him to realities he had not previously considered but that were critically important to being successful.

The Albuquerque community has benefitted greatly from Raul's change of heart. Instead of focusing on the platform, he started a free program called Parents College that teaches families STEM-related content. The program's motto: Where education meets happiness.

"We gather families together. We don't segregate by age or gender. We have people 3 years old to 65 years old learning how to use computers for different purposes – language, math, developing, typing – anything we can teach with a free, available website," Raul said.

The program being a philanthropic endeavor, it does not pay the bills for Raul, his wife, and three children, ages 8,10, and 12. So, he also sells solar installations and teaches at the nonprofit Albuquerque Adult Learning Center.

Meantime, his platform idea simmers but with less urgency and greater clarity of what it will take to launch thanks to CNM Ingenuity's training. "Eventually, I want to go back to it," he said.

Rishita Hariyani
Deep Dive Fullstack

Rishita was thrilled to be contacted. She said she had been wondering how she could ever thank those involved in making it possible for her to participate in CNM Ingenuity's programs. Prior to her participation, Rishita was at home with her baby after a high-risk pregnancy. She has a Bachelor's in Computer Applications and a Bachelor's in Education, but the training she has received through CNM Ingenuity has drastically improved her confidence and energized her to believe she really can make a living working from home. Through the program, she completed a certificate with worldwide recognition: Microsoft Technology Associate (MTA) for Software Development Fundamentals. She also completed a FullStack Web Development program through CNM Ingenuity.

Participating in the program helped her develop personal and professional relationships that continue to help her rise to challenges and grow. She is still connected to the entire Bootcamp team and their belief in her has meant the world. They are also available to serve as references, which she appreciates very much. She recently got hired as a Bootcamp Assistant-Casual at CNM Ingenuity-DeepDive coding.

In addition to expressing her heartfelt thanks to the Kellogg Foundation, Rishita wished to thank her husband for supporting her and modifying his schedule to care for their son so she could attend classes.

Russol Abdelfatah
CompTIA A+, Network+, and Linux+ Certification

Russol Abdelfatah has a master's degree in computer science but she still couldn't get a technical job in Albuquerque when she moved here several years ago. The problem wasn't that jobs didn't exist for someone with an advanced degree and no experience. Rather, it was that her education came from a university in Baghdad, Iraq. What she learned there wasn't the equivalent of what she would have learned in the States for the same degree.

Russol found this out in 2014, when she, her husband and their then-infant daughter risked everything to make a new life for themselves as refugees fleeing Iraq.

They landed in Albuquerque that December, and she took a part-time job with non-profit human services agency Catholic Charities of Central New Mexico. A little more than a year later, Russol enrolled in CNM Ingenuity's CompTIA A+ Certification Training, Network+Certificate Training, Linux+certification Training program.

"I went to CNM program to get more education, to make my resume more strong," Russol, 32, said in still very broken English. "For me, it's change. I know more things. They tell us how to write resume and I get more things about networking and technology."

Her goal was — and still is — to get a well-paying local IT position. Toward that end, she is building upon her training from CNM Ingenuity, studying to take Cisco Systems' test to become a Cisco Certified Network Associate at the end of the year.

Russol now has double the motivation to pass it. In addition to her daughter, who is now 7, she has a baby boy who is 2. Though her husband works as a design drafter, the couple need more income.

CNM Ingenuity's program was the stepping stone that helped Russol launch her path toward her chosen profession as a U.S. citizen.

Testimonial

Kai Garrott

" Deep Dive offers an immersive, structured learning environment that serves to greatly accelerate the learning process, offering a distinct advantage over attempting to self-teach the entire field of programming. After committing ten weeks to hands-on projects and independent study, I graduated with much greater confidence in my ability to crack the job market, and I currently work with a variety of technologies at a local, Deep Dive alum-founded software firm. Becoming a developer is a process of constant, intensive learning, and in this pursuit, Deep Dive's wonderful staff are an invaluable resource with their wealth of professional experience. "

Sabastian Jackson

Deep Dive Fullstack

Before Sabastian Jackson received Kellogg Funding to complete the Deep Dive Fullstack certification program, he was a motor coach operator for the city of Albuquerque. His job duties included driving the motor coach on a fixed route, providing guests with guidance on routes and schedules, and taking extra care in assisting the differently-abled passengers. Next month Sabastian will begin a new career as a Diet Aid at Presbyterian Hospital, which he believes is better suited to him than computer information and technology. Sabastian learned a lot about himself during his 10-week Deep Dive Fullstack certification training. He decided to pursue a different academic course and changed his major, venturing into the world of liberal arts. He said that Deep Dive Fullstack affirmed many things he knew about himself, and taught him some things he never knew.

One of his most memorable moments in the program was receiving his certification, because he had proven to himself that he could achieve vastly more than he had realized. Knowing that he could do more than he had formerly expected of himself, his goals became bigger. He had learned to believe in himself, which was the most impactful aspect of the program for him.

Sabastion believes that completing the Deep Dive Fullstack certification program has given him a greater understanding of how to navigate the Internet. Further, he believes that it widened his terminology with regard to technology. He also feels that it expanded his network. Additionally, it encouraged him to pursue more education in computer information technology and web development.

Ultimately, Sabastian decided that computer information technology and web development would never be the perfect fit for him. These programs helped him define himself, gather a sense of what might be a better fit, and trust in himself that he could do anything. He came to feel this way because he observed that if he could achieve a certificate in something that was sincerely challenging, he could accomplish the same kind of achievement doing something that fit his personality better. He spent three years continuing to work with computers before making this decision, but he feels it was a positive decision in the end.

When I asked Sabastian if he would be comfortable providing a photograph of him at work, he said one image in particular came to mind. He provided a photograph of him working at the New Mexico Tea Company. Sabastian has held numerous jobs and continues to grow as he learns more about himself and what he can accomplish. It was deeply important to him to accomplish a highly intense 10-week certification program because, at the time, he was not sure he was capable. Sabastian is grateful for the opportunity to expand his horizons, and to gain a better sense of his own aptitudes. He wants to continue to explore his aptitudes.

Testimonial

I had an incredibly rewarding experience at the STEMulus center while I took Deep Dive Fullstack. I learned to program and I became a part of the developer community in Albuquerque. The bootcamp is a valuable, immersive experience. Just like spending time in another country will help you learn the language, spending time with other programmers and students will expedite your learning process. After I graduated, my team and I won the UNM Mobile App contest and with the help of the CNM career coach I quickly found a job working as a web developer. Having a strong foundation in practical programming skills and a supportive community allowed me to find a job and pursue my newly found passion for all things development.

Kimberly Keller

Sarah Finkel
Deep Dive Fullstack

Sarah graduated from the Deep Dive Coding program in 2018. She has a bachelor's degree in Fine Arts. Prior to the program, she had her own business providing graphic design services and was a part-time caregiver for her uncle. She also had worked in social work for about six years before moving to New Mexico. When she first moved here, she worked as an educator at the BioPark earning $10 an hour and then string of other jobs before she started her own business. The reasoning behind participation in the program was to strengthen her business. However, she liked coding so much that Sarah realized she wanted to make a living using coding.

She is now a web developer at University of New Mexico Hospital making applications for the hospital. Her life has changed drastically because she is now making a living doing something she loves. It is also very different because she finally has a career that allows her to provide for her family and save for retirement.

When asked about the most memorable aspect of the program, Sarah laughed and said, "The whole program!" She said it was such a great program and all of the instructors were extremely effective and supportive. The program staff and faculty really recognized that it was a sacrifice for the participants to not work and be dedicated entirely to learning an extensive amount of complex material in a very short time frame.

The atmosphere of the program cultivated mutual support and she is still in touch with a number of people from her cohort. She said it felt similar to a compressed second college experience that led to strong bonds.
Sarah is now very busy with family and her job, but she knows that she has a strong network should she need advice, to learn a new technical skill, or to ask for help related to her career in the future.

Shilin Lu
Deep Dive Fullstack

Twenty-eight year old Shilin Lu is a competitive runner and a Texas native. She moved to New Mexico several years ago and, like many runners, appreciates the state's arid climate. In addition to training for 5k half marathons, she enjoys snowboarding, hiking, traveling, cooking and reading non-fiction. Eventually, Shihlin would like to live in the Pacific Northwest.

In Texas, Shihlin was pursuing a degree in Environmental Science. She worked as an energy efficiency analyst after moving to Albuquerque, doing energy audits and giving building owners recommendations to save on energy costs. "I (used) an open-source building energy modeling software program," she says. "The program was not easy to use, and the user interface was clunky." She found herself thinking about how she could improve upon the software application. "Those moments convinced me to seriously consider switching my career into software engineering."

Shihlin decided to pursue a career in coding. "I could no longer envision happiness if I continued my career as an energy analyst or environmental scientist," she says. She had some coding skills. "I had taken a MATLAB course during college and learned Python on my own."

Shihlin received financial support from the Kellogg Foundation and was also one of the first recipients of the NM Tech Hire grant program. "The major obstacle (during Deep Dive) was figuring out my living expenses," she says. Students are encouraged to not have a job during the intensive, 10-week Deep Dive program. "I applied for a personal loan, which thankfully got approved before the program started."

She encourages people to talk with professionals in the field before enrolling in a coding bootcamp, "Evaluate if software and coding is something you think you'll love doing for a long-term career," she says. "Most people might be allured by the short-term, high-income potential of becoming a Software Engineer, but you won't be happy in the long run unless you are truly excited about the work every day. Programming is not something you learn one time. It is a continual learning process to stay on track with the latest technology advancements."

The most memorable part of Deep Dive for her was the capstone project. "My team was the first and last to work on a combined hardware and software project," she says. "We built a Raspberry Pi smart mirror, which was really fun to build and present during my cohort's Demo Day and Graduation events."

Shihlin's career has progressed rapidly. She received two internship offers upon graduation in June 2017. "After my three-month internship with BlueInk Technologies, I was promoted to a fulltime position," she says. "In early 2018, I received an offer to work as a Software Engineer at Xpansiv CBL Holding Group. In early 2020, I received three offers."

Now she is a software engineer at Silent Falcon UAS Technologies, a company that uses drone technology for many purposes. Her current project involves scanning airport pavement for damaged areas and making recommendations for repair. "Most of my day is spent working on technical coding tasks for projects," she says. "I am also the software team lead and manager, so there is more planning, research, and project management responsibilities."

Shihlin says the typical annual salary range for a software engineer in Albuquerque varies from $40,000 to $130,000. "I was not earning a great salary during my first software developer internship or when I got promoted to full time within the same company," she says. "At my second full-time job, my income greatly increased. For example, I was able to move into a larger apartment, travel more, and purchase higher quality food."

She has experienced many positive life changes since completing Deep Dive. "As a career-oriented individual, I'm a lot happier with my job and career goals"," she says. I get to build software as my job and work with exciting programming technologies. I also enjoy collaborating with smart coworkers that are also excited about the software."

Steve Lee
FUSE Makerspace

Steve Lee started Thin King Press, a local screen printing shop, in 1998. As a small business owner, he found that his drive to succeed could not overcome the downturn of the economy. After spending several years trying to beat the odds, and faced with the departure of his staff who moved to a different state, Steve found he was out of time. He had equipment and a product with no home. Ambition with no outlet and a family with no income. Then he found FUSE Makerspace. Through a partnership, he soon found a home for his equipment and his expertise. FUSE Makerspace gained a more advanced creative space and an expert to lead other entrepreneurs into the future. He runs his entire production out of FUSE while allowing other members to learn from his process. This Albuquerque small business credits continued success to CNM Ingenuity. "Being part of the FUSE Makerspace has allowed me to maintain my business while focusing more on my art and making that aspect stronger. While also adding the teaching to the mix which I've been interested in for the last 10 years,"
— Steve Lee

Thomas Bowen
Deep Dive Fullstack (2018)

Like so many young adults graduating from high school, Thomas Bowen wasn't sure what he wanted to do with the rest of his life. So, he enrolled at Central New Mexico Community College in Albuquerque while simultaneously seeking job opportunities in the computer science field.

With no experience, Bowen didn't have much luck in the workplace. Nor was he all that confident his CNM classes were the best use of his time and money since he really wasn't inclined toward a traditional degree.
When his mother told him about CNM Ingenuity's Deep Dive Coding program and its history of quick, positive success for its students, he enrolled, landing a spot in its first digital media cohort in 2018.

"It made sense to go through the course and get things done pretty quick instead of spending a lot of money and lot of years in school," Bowen said.

In addition to covering basic materials such as Adobe Cloud, video editing and PhotoShop, he said, the course exposed students to people in the business community. Bowen said if not for the networking opportunities provided by his instructor, he may not have received a three-month internship immediately after the course with well-known local startup AdWallet. The company created an app that pays people to watch ads.

Bowen, now 21, said the work provided him with transferrable real-world experience, but he remains unsure of what his next step will be in his path toward a career in digital editing.

"I really liked the skills I got, and I have a better understanding of the root of it all," he said. "I know where I can start to get where I want to go.'

Valente Meza

Deep Dive Fullstack

Valente Meza's coding journey started when he noticed a sign for CNM Ingenuity's Deep Dive Coding Bootcamp while sitting at a bus stop. Valente was a server at Applebee's and rode the bus to work. He was motivated to change careers, so he applied for Deep Dive and was accepted. His income has more than doubled since then, and now he is the Lead Web Developer for the New Mexico Tea Company and Uptown Tea.

Deep Dive was life changing for Valente, who had dropped out of high school. "Without it, I would not have been able to enjoy raising my kids as much," he says. "Now I get to take them to the bus stop (in the mornings)." When he was a server, he worked late nights and relied on his parents for childcare.

Valente is a single parent and enjoys the flexibility a career in web development offers. He mostly works from home. "I start working around 9:00 am or 10:00 am," he says. "I (usually) meet with my boss at noon. Then I tend to knock out projects."

Valente describes himself as a "hard core techie." He learned about infrastructure while installing cable TV and selling cell phones. That knowledge came in handy when he started learning to code. "It (Deep Dive) was pretty heavy," he says. "It was 8:00 am to 5:00 pm, five days a week." After class, he spent evenings working on his capstone project.

Valente says people need to be committed during and after Deep Dive. "Everything is thrown at you," he says. After the program ends, people have a lot more work ahead of them to succeed as a coding professional.

Valente's biggest challenge during Deep Dive was making sure he had a reliable babysitter for his girls. He feels fortunate he qualified for childcare assistance through the state of New Mexico. That, in addition to the tuition assistance provided by the Kellogg Foundation, made it possible for him to complete the program.

Deep Dive was about more than acquiring coding skills for Valente. "I liked the camaraderie," he says. "Everyone (in the program) is like family." The new connections he made led to new job opportunities. Now Valente wants to help others who are making the transition to a technical career.

"I want to give as much as I've taken," he says. One way Valente gives back is by working with CNM Ingenuity's Activate New Mexico project. The program is a business incubator that helps "up and coming businesses" get established. Valente helps budding entrepreneurs with their websites.

Becoming a web developer has allowed Valente to provide a better life for his children. "Before, I had to share a bedroom with my two daughters," he says. "We are living in a home and they have their own rooms now." Valente is a native New Mexican. When he isn't working, he enjoys riding his bicycle and spending time with his daughters, who are six and eight.

# Douglas Radecki

IGNITE Community Accelerator

Ignite Gives a Great Idea a Big Boost Douglas Radecki is the Founder, Product Designer and head of Business Development for MyTap, Inc., a smartphone app designed for craft beer lovers. Douglas participated in the IGNITE Community Accelerator as he worked to get his business off the ground. Sharing the passion for craft beer, Radecki and his partner Ron Kreutzer, CTO, created MyTap to build products that help educate and promote craft beer to the various stakeholders in the craft beer industry, from the breweries all the way down to the customers. The craft beer industry as a whole has recognized that education is the key challenge to continued growth. At the same time, the Millennial generation have developed an affinity for more unique experiences. As a key target demographic for the craft beer industry, the Millennials are also the first generation to heavily utilize their smartphones to help them make smart purchasing decisions. MyTap addresses both the educational challenge and giving the customer a convenient way to shop for that perfect mix & match 6-pack. Radecki recently quit his job as a senior user experience designer to work full-time on MyTap. Hewon 2nd Place and $20,000 in the UNM Business Plan Competition in May 2016. The need for experienced sales reps and an investment of $14,000 by an investor has allowed Radecki to create and hire four new positions within the company — 3 web developer contractors and a new sales representative, all working on various MyTap products. With great word-of-mouth advertising and promising sales leads from local and regional breweries, MyTap is on track for sustained growth and success.

Testimonial

" The world of technology is vast, and finding the right information can be difficult. I chose Deep Dive because I wanted a program that would give me training that I could use. When I started the program, I wasn't sure what I was supposed to learn, but the support system at Ingenuity is really great. I met people at the program who I still use as a resource. Now I am part of a community where I can continue to grow. It's worked for me, being part of that community. You still have to keep learning after you graduate the program, and Deep Dive teaches you how to teach yourself to be a developer. I began interning at a start up company one month after completing the Fullstack Bootcamp, and I am currently working as a web developer. "

Sarah Ruth Finkel
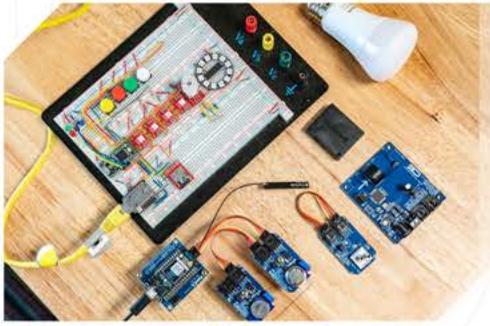
IoT Bootcamp Helps Fill Demand for Building, Coding Smart Devices

The demand for more connected devices and the skilled professionals to build them is expected to multiply rapidly.

Devices that will be used in the IoT bootcamp include a smart lighting controller, a smart light bulb, and various smart sensors that can be used in manufacturing to measure everything from power usage to air quality.

What is the internet of things (IoT)? It's an umbrella title that covers all the smart devices—from thermostats to fitness trackers to refrigerators—that collect data and then share that data over a network with the interest of making everything more efficient (be that energy consumption, your physical health, or how much you spend on groceries).

There's already a proliferation of smart devices that are part of the IoT, but the network is growing fast. It's estimated that there will be one trillion connected devices by 2035, which is more than 100 smart devices for every person on earth. With all the proliferation, there's also a growing demand for people who can develop or effectively use connected devices, which is why CNM's Deep Dive program will be offering a 10-week IoT Bootcamp starting Feb. 24. Applications are due Jan. 24.

"The Internet of Things is going to do everything from improve our quality of life to lower the cost of manufacturing, and we want to ensure we're training a workforce to be ready for these jobs," says Dr. Brian Rashap, Ph.D., the bootcamp instructor.

The City of Albuquerque already has an IoT initiative to make the city and its services smarter and more efficient. And Brian says the possibilities for how Albuquerque might use smart devices are endless. For example, if the city were to build a new stadium, he says they could use smart devices to dim some city lights and brighten others as a way to effectively direct pedestrian traffic entering or leaving the game. The city could also use smart devices to improve traffic, better monitor air quality, and enhance how tourists explore the city.

A mockup of a smart vibration sensor that would measure the maintenance of a manufacturing motor and then transmit the data over a wireless network.

Local manufacturing businesses, as well as Sandia National Labs, will need lots of trained IoT employees if they're going to keep up with what is being called Industry 4.0, he says. By connecting smart devices to manufacturing machines, Brian says businesses are able to monitor maintenance and production more efficiently and cost effectively, and also improve on safety.

"A smart use of the IoT is going to allow manufacturers here in New Mexico to really compete at a national and international level, and that's going to make them a great hiring source for CNM graduates," he says.

On the software side, Data Science is a growing field that's directly related to IoT. Businesses and government agencies are realizing they need to do a better job of analyzing and capitalizing on data (CNM is also offering a Data Science bootcamp), but that data will only be useful if it's being captured efficiently by smartly-designed connected devices. "The learning is only as good as the data that's available," he says.

Students interested in the IoT bootcamp will need some basic high school math and a familiarity with computers, but a background in coding or manufacturing isn't necessary. Brian says anyone looking to leave the hourly workforce and enter a higher-paying tech job should make a good candidate. The class will also appeal to entrepreneurs and military veterans who are used to working with their hands but want to develop civilian job skills.

During the IoT bootcamp, which will be held at the FUSE MakerSpace, students will start by building a smart light bulb. Then they'll build connected devices that will perform power monitoring, vibration monitoring, and particle monitoring via the space's manufacturing machines as a way to make the machines more efficient and to replicate how students might help a manufacturing business down the road. At some point, students will also build or invent smart city devices. Finally, students will build dashboards to monitor their devices.

Visit the IoT Bootcamp web page for more info.

Yvette
Johnson-Rodgers
Deep Dive Fullstack

Yvette Johnson-Rodgers had done all she could do to advance in her career. She'd stuck with a Verizon call center in Albuquerque for 10 years, taking internal leadership courses along the way to move up the ladder. But for several of those years, her internal voice kept talking about web development.

Having already been to college, Yvette had no interest in returning to school for a long time, and she couldn't afford considerable time off without getting paid, even if it was to further her education. After a good amount of researching online coding bootcamps and a few out of state, she discovered CNM Ingenuity's Deep Dive Coding Bootcamp offered the best deal.

"The reason I did Deep Dive was because it was quick (10 weeks) and immersive, and that's my learning style," she said. Yvette enrolled in the full stack coding cohort in 2018, with goals of learning how to work in teams, to learn about web development and ultimately to gain the skills necessary to work for a small web development company.

As a result of interview opportunities set up by CNM Ingenuity with local business, Yvette got a three-month internship for a very small digital marketing agency, Authentic Web Solutions. As of the beginning of this year, Yvette, 31, has become the company's first full-time employee and has the title of web developer.

"I feel like I'm in a better place because I enjoy my work a lot more and the lifestyle that comes along with it," she said. "Working remotely is really nice instead of working at a place with 1,000 people."

Unlike Yvette, who sought work for a more intimate company where she could learn from mentors, her husband had been wanting to leave a family plumbing business to work in a larger, more bustling government. When he saw Yvette's success from Deep Dive and was able to learn about the program through her, he decided to enroll at the end of 2019. Upon graduating, he immediately got a higher-paying position with the State of New Mexico that Yvette says he loves.

Both of them believe they are now better positioned for broader professional opportunities than they would have been without the full stack program. Yvette said she was surprised to discover during the program how much she enjoys UX and design work, and now has the confidence to explore career possibilities in that area.

Though it's been more than a year since Yvette graduated from the cohort, she remains in contact with others who have participated. "They have an ongoing network of support where you can stay engaged with alumni on a Slack channel," she said. "If you want to stay involved you can, or get job referrals, or help other people out - and that seems pretty valuable."

PB&J FAMILY SERVICES
Training that
Changes Lives

PB& J Family Services, New Mexico's premier child abuse prevention and treatment program, began working with incarcerated parents and their families in 1988. In an effort to break the multigenerational cycle of addiction, gang involvement and incarceration, PB&J established a social enterprise to train and employ fathers returning home after incarceration. The business, Fathers Building Futures, was established in 2012 and provides: Auto Detailing, Mobile Power Washing, Woodworking and most recently, Freight & Delivery Services. Once grant funded, Fathers Building Futures is now a selfsustaining program, thanks in part to a contract with CNM Ingenuity.

In order to develop their Freight & Delivery Service, Fathers Building Futures partnered in 2014 with CNM's Workforce Training Center (WTC) and Roadrunner Food Bank. The goal of the partnership was to build a program to help individuals obtain their Commercial Driver's License (CDL) and create a pipeline from training to employment. One year into the program, 20 fathers had obtained their CDL through the WTC and are currently employed. The recidivism rate for those who have participated in this collaborative program is 0% compared to the alarming overall rate of 46.6% for the State of New Mexico.

Fathers Building Futures has been able to launch its Freight & Delivery Business that will sustain permanent jobs for participants. Roadrunner Food Bank has been able to expand their routes to deliver food by hiring Fathers Building Futures as contractors.

"This program turned my life around 110 percent. I'm buying my own house, own a vehicle, have a decent job and have both of my kids back in my life. I'm learning management skills, the kind of stuff I'd never have been able to get if I'd just gone out and got a regular job." — Vincent Aragon, 27

Melissa
Granillo

" From my first conversation with Deep Dive Coding Bootcamp staff, it was evident that their interest was not only to fill seats but to provide each person with coding knowledge and skills to have a fulfilling career. I intended to enroll in the fullstack program, but after a conversation where I expressed an interest in animation, I was introduced to the digital media bootcamp. Joining the digital media bootcamp was the best decision I have made. The bootcamp connected me with the energy and joy of creating that I had forgotten. The digital media bootcamp itself was designed to provide us with more than the beginnings of skills mastery. Instead, it was an intensive 12 weeks of relationship building, training in job acquisition, self-reflection with the aim of getting out of one's way, and contact with people who are masters in their craft. Our interests and ambitions were at the forefront of the instructors planning, and the constant contact with that amount of positivity was contagious and helped me to realize that a creative career was not only possible but a practical career move. Deep Dive is one of the most supportive learning environments I have attended. Their genuine desire to enrich the people of Albuquerque coupled with their tireless efforts to connect its students with the resources needed for their success make the program one of a kind and a jewel I hope more people find. I am very grateful to have been a student and now part of its alumni network. "

Michael
Sanchez

" Prior to attending the bootcamp I was working in hospitality, and although I enjoyed it, I wanted to make a positive change in my life. The change was Deep Dive Coding. Deep Dive was by far the most immersive learning experience that I had ever been through. It helped provide the tools that I needed to make a career change, into the world of tech. Throughout the bootcamp not only do you learn about computer languages, but you build bonds with your cohort that will continue past the program. Another beneficial portion of the program is its ability to assist you with making the right connections with the right people to land interviews. I completed the Java + Android bootcamp in April of 2019, had 4 different interviews after the program, and started working almost immediately. This was the first time in my career where I had multiple choices on the path that I wanted to take next. The program is difficult, but staying positive and knowing that you are setting yourself up for future success is key. I am grateful everyday that I made the change, and took the proverbial Deep Dive to attend. "

Monica
Alvarez

" Going into the bootcamp, I had very little experience in web development. Not a problem! The staff at DDCB do an amazing job of creating a fun and inclusive learning environment for people just starting out. The instructors are incredibly talented at conveying complex concepts, and take the time to explain not only how to code, but why it works. The career counselor helped me put my new knowledge to good use by organizing resume and interview workshops, and helped me figure out what kind of tech career I really wanted to pursue. Now, I work as a developer at a local software development company making websites and apps, and it's exactly what I hoped for in a new caree "

Nick LoCicero

> *I always loved computers. In high school I spent the money from my part-time job on building my own computer instead of buying a car. When I got to college I intended to study Computer Science, but it was an impacted major and I did not get in. I spent 9 years after college wishing I had the skills to be a software engineer. I sincerely desired to write code and create with it, but I could never focus enough to get over the learning curve. I came into some money and decided it was time to finally consider a coding bootcamp. It turned out that I was able to get Deep Dive Coding completely funded and it provided me the structure to pour my heart into what I truly love. Having toyed around with code for the past 15 years, the 12 weeks I spent at Deep Dive Coding provided the structure for me to succeed. After graduating, I received two very competitive offers for software engineer within the first two weeks of graduating. I am doing what I love everyday now. It took immense work, I am so grateful to Deep Dive for providing me the structure and challenge to grow so much in such a short period of time. I can't believe it happened so fast, honestly. I spent over a decade being interested in doing this and in 12 weeks (plus mega pre-work), I made it. I couldn't have done it without Deep Dive. If I could have, I already would have. Thank you Deep Dive for changing my life!*

Sam Andrews

> *I attended the Fullstack bootcamp looking for a career change. With a background in design, I knew software development would be a one-way ticket to better career opportunities both within and outside of New Mexico. What I wasn't expecting was how much I'd love software development. I found the logic and problem-solving aspects of programming fascinating. The best part about Deep Dive is being immersed in the local tech community and being surrounded by some of the smartest, most dedicated, and most creative minds in the city. The connections and friendships I built in the bootcamp are invaluable. Two months after the bootcamp ended, I landed a software development internship with a local tech company. Within the first few weeks I was writing code and building mobile apps using React Native. Three months later I was offered a full-time position as an Associate Software Developer. I still can't believe how much my life has changed this past year. For the first time in a long time, I feel excited about my career and what my future holds.*

Mathew David

> *I felt stuck in the way I made a living. With no degree, no technological knowledge and a decade working in the trades, my hopes for a better life had begun to dwindle. I found my saving grace in Deep Dive. Everything from career advice and guidance to emotional support is generously provided by the staff during and after the tough weeks at the bootcamp. I was coached through establishing a healthy presence on the web and how to make the job experience I had work in my favor on a resume geared toward career change. They asked two things of me in order to be successful. Put in the long hours of work and trust the Deep Dive system. Two months after graduating I accepted an offer and have begun my new career as a web developer. Any determined person, from any walk of life, can succeed in this program.*

Selena
Trujillo

" Deep Dive came in the form of a gift from my brother. I had told him that I would like to earn some sort of 'pedigree' of education, either going back to college or some sort of course. He found the Deep Dive Digital Media bootcamp and sent me the information. I was excited and nervous because I would have to move from Durango, Colorado to Albuquerque for three months. It was so worth it. Small things like having a stocked fridge and pantry made an impression, but it was the depth of knowledge and the support that I received from the staff that made the biggest impact. Rod was a stalwart presence to bounce ideas and I've come to seek out his advice even after the bootcamp. Learning the various media software has given me a broader skill-set that I'm still enjoying while refining them. Now, I'm working as the Marketing Director for the Durango Arts Center. I've been in meetings about getting a podcast sponsored. I'll be doing video for Durango's first TedX event, I've got a business idea involving green screen work and I'm working on freelance animation videos. Thank you Rod and Deep Dive for the amazing journey! "

Skyler
Rexroad

" Computer programming is a huge field, and if you're trying to self-teach (or even go the college route), there is a lot of fluff that you have to get through before you get to actual, practical, knowledge. Deep Dive Coding helps streamline the process, letting students apply their studies to actual real-world projects that they can continue after they've graduated. Even having been both student and teacher at the bootcamp, I can safely say that my learning has not stopped (nor will it), and the friendship and support that I've gained has been absolutely invaluable. The bootcamp does a great job of both supporting students in the classroom as well as out in the developer community, providing opportunities for everyone to get to know each other and work together. I was connected with an awesome local tech company when they came and presented at Deep Dive, and I do (and did) work that I love every day. "

Shihlin
Lu

" Deep Dive was the most intense academic program I've ever taken, and it was the best program I've ever taken. I learned a lot, and I achieved a lot during the program. The course is only 10 weeks, so you have to be meticulous — you have to go beyond what you're expected to achieve. There is an endless amount of learning in software, and I am very thankful for this opportunity. I didn't realize that once you learn one programming language, it is much easier to learn more! Communication is very important in software development. The perception is that developers are very isolated, but understanding one another is a very important part of the job. "

CNM Ingenuity, Inc.