

Workplaces need new talent.

Communities need good humans.



We develop both.



dae is a nonprofit, multi-location Learning Studio, developing next-generation tech professionals who are deeply grounded in their humanity

Vision

Communities capable of orienting themselves in an unknown, increasingly digital future—not through certainty or optimization, but through judgment anchored in human connection, care, and shared meaning-making.

Mission

dae creates spaces where people—especially those navigating economic and educational fog—can become themselves through relationship, *and* build real capability for work and civic life.

We cultivate communities anchored by elder guides, peer circles, shared craft, and belonging. In these spaces, learners gain marketable expertise in high-demand digital tech fields, build portfolios of actual work, and develop the adaptive judgment needed to navigate careers that don't yet exist—all while held in long-term accompaniment and collaborative inquiry.

We don't measure success by credentials alone. We measure it by whether people can act with confidence in uncertainty, contribute meaningfully to their communities, support themselves and those they love, and keep learning when the map runs out.

We don't build 'pipelines'. We build places where people can pause, practice, be witnessed, and find their way—together.

Because in uncertain terrain, what matters most isn't how fast you move. It's whether you're oriented toward what's true, whether you're known and valued, and whether you have someone walking beside you.



Adult SWE Programs Overview

Sections:

1. [Student Demographics / Where Students Come From](#)
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Adult SWE Programs Overview

Section 1: *Student Demographics / Where Students Come From*

- 90%+ live in Stamford. Remaining live in another CT city and have connection to STM through part-time work or family.
- Majority have minimal or no previous Software Engineering or Computer Science training.
- Majority are in 18-35 age range.

More meaningful demographic analysis will be available in ~12 months, when there have been enough participants to form statistically valid insights.

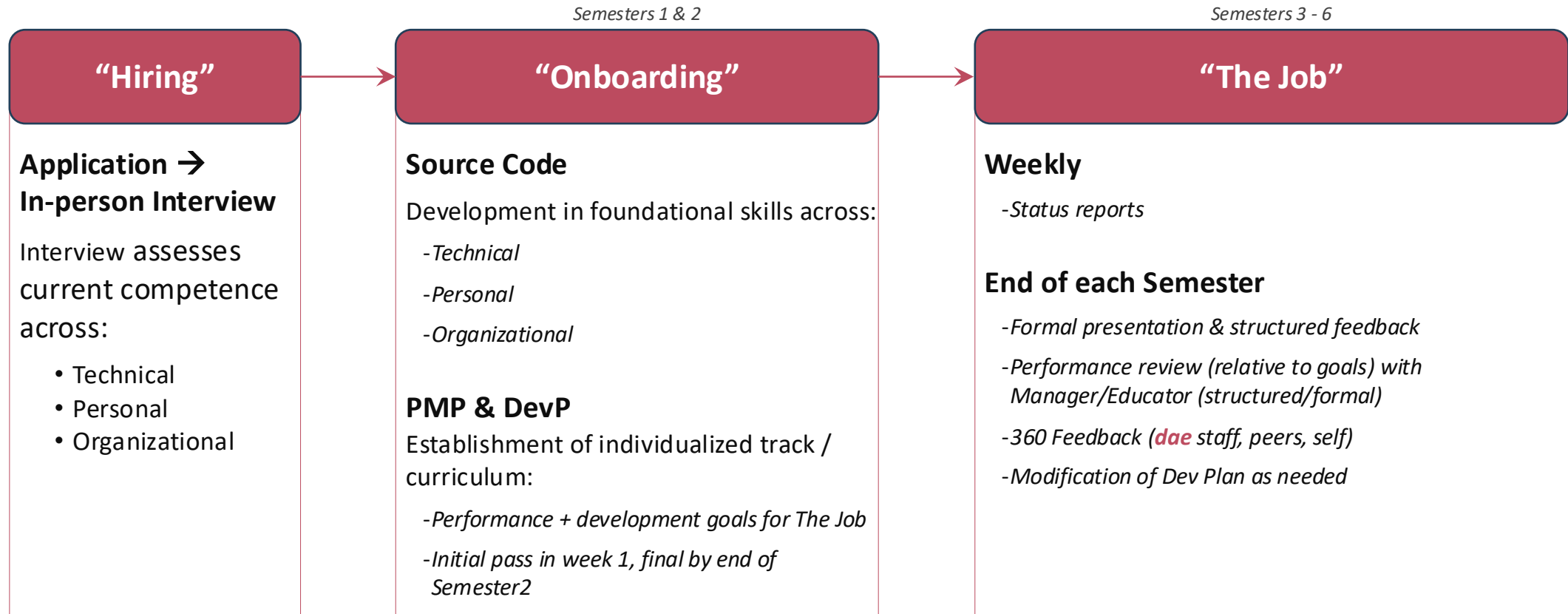


Adult SWE Programs Overview

Section 2: *6-Month Student Journey*

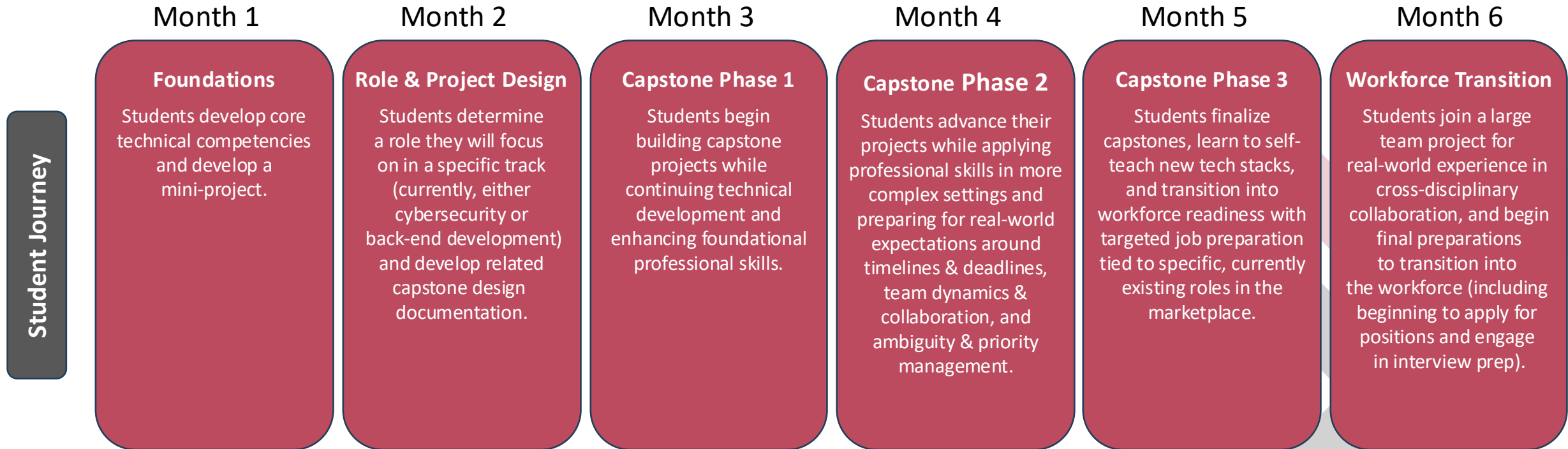
The student experience is designed to mirror key aspects of the workplace...

Student Journey



See next section for detailed view of specific skills and competencies developed over the 6 months

More detailed view of the student journey...



Adult SWE Programs Overview

Section 3: *Skills & Competencies Developed*

Overview

dae offers a rigorous six-month training program with, currently, two technical tracks: **Cybersecurity** and **Backend Web Development**. Each participant selects a track and completes a curriculum that combines guided instruction with hands-on, project-based application. The program is designed for adult learners transitioning into technical careers.

Critical notes on our development approach:

1. We teach to roles and tech stacks, not to “fixed” curricula – i.e., each new cohort’s experience/development is *aligned with real-time job opportunities in the marketplace*.
2. ALL learners develop competence not just in *a* tech stack, but also competence in **how to learn new tech stacks they encounter in the future**. As a culminating project on this, in semester / month 5, learners must develop their own curriculum for a tech stack they have yet to encounter. This is in alignment with our commitment to learners that they are learning to *launch and manage a career, not just find a job.*

For a detailed review of specific technical, personal, and organizational competencies developed, please see the appendix

Adult SWE Programs Overview

Section 4: *Post Graduation Options*



Students graduating in 2025 will be qualified to apply for entry-level positions in these roles:

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- SOC Analyst (Security Operations Center)
- Cybersecurity Analyst (generalist)
- GRC Analyst (Governance, Risk, and Compliance)
- Penetration Tester (authorized testing)
- Backend Web Developer
- Backend Engineer
- Full-Stack Software Engineer (focus: PHP/Laravel & MySQL)

dae graduates are job-ready technologists trained for real-world roles in backend web development or cybersecurity.

They've been trained not just in tools—but in how to contribute to technical teams on day one, with GitHub workflows, production-grade documentation, and role-aligned projects that reflect live workplace challenges.

- **Work-ready from day one:** they already work the way modern teams do—feature branches, pull requests, peer review, CI/CD, and clean GitHub histories.
- **Real projects, not exercises:** Portfolios include actual backend tools, secure applications, detection runbooks, and production-style dashboards—not just code challenges.
- **Communicate clearly:** Every grad is trained to articulate decisions, trade-offs, and debugging logic in live and written formats.
- **Role-aligned, not generic:** Learners are trained to match current job requirements and adapt to the tech stacks your team uses.
- **AI-capable, not AI-dependent:** Grads know how to responsibly prompt, assess, and integrate AI-assisted output, with documented decision trails.
- **Workforce ready, not just technically trained:** Graduates are evaluated on feedback use, self-assessment, status reporting, and professional presence.

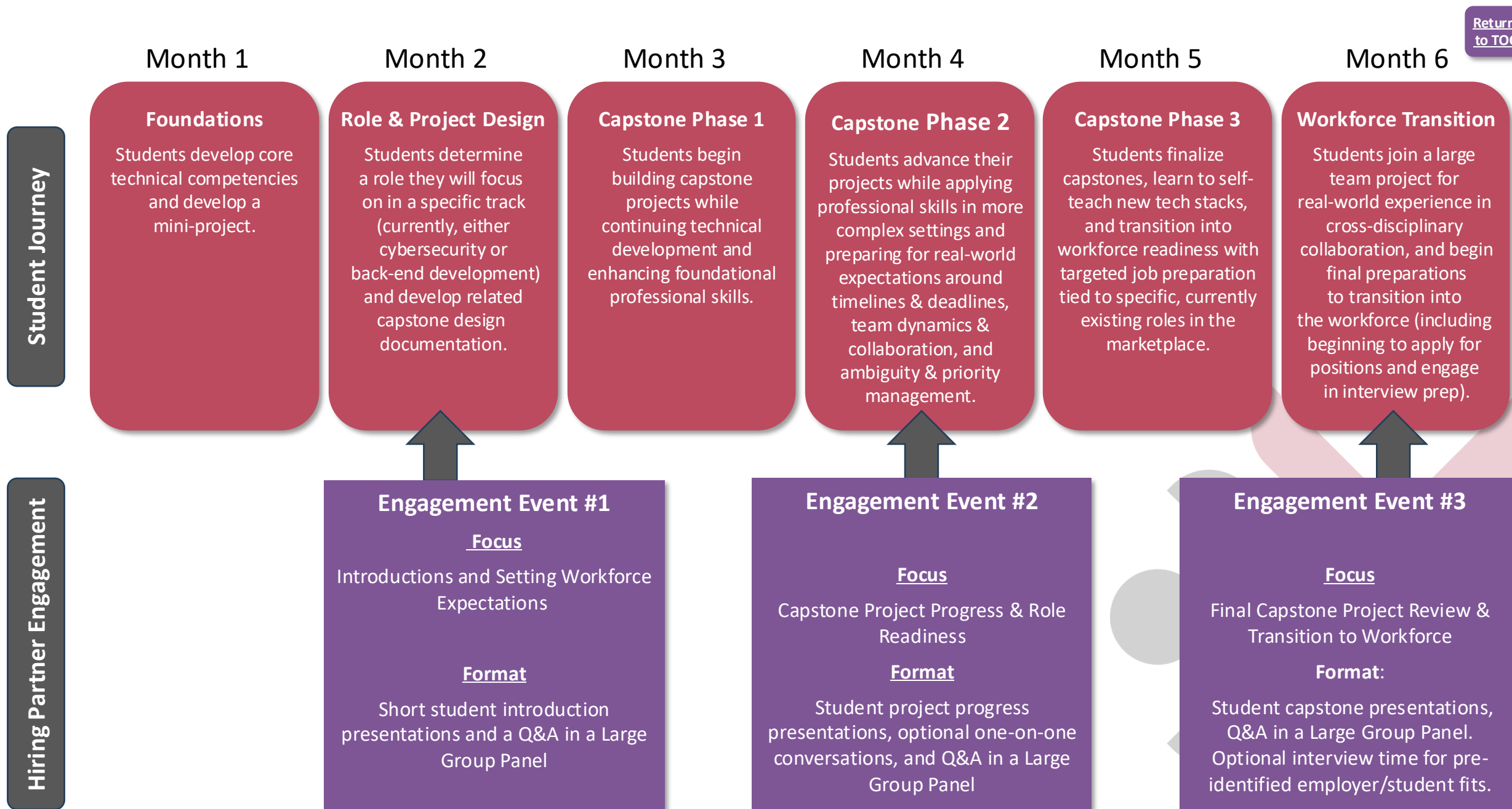
Employment Options for Graduates

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Employment Type	Description for Employers
Full-Time Employment	Hire a dae graduate as a junior backend developer, cybersecurity analyst, or security operations specialist. They've been trained to deliver on real teams from daeONE .
Project-Based Contract (4–12 weeks)	Engage a graduate for a scoped technical project—e.g., building an internal tool, running a vulnerability scan, or creating secure workflows. Ideal for companies that need support but can't commit to a full-time hire yet.
Apprenticeship / Returnship	Host a structured, short-term (8–12 week) placement where the graduate contributes on real tasks while receiving mentorship from your team. Designed for easy onboarding with clear expectations.
Internship (Paid, Short-Term)	Offer a defined internship where a graduate supports security or engineering initiatives. Unlike student interns, dae graduates bring prior workforce-based project experience and deliver independently.
Freelance / Gig-Based Work	Tap into a graduate's skills for discrete technical tasks—e.g., documenting systems, debugging CI failures, penetration testing specific assets, or automating reports.
Team Augmentation	Temporarily add a junior technologist to your team to reduce backlog, support sprints, or accelerate feature delivery—without long-term hiring commitments.

Adult SWE Programs Overview

Section 5: *Hiring Partner Engagement Options*



Adult SWE Programs Overview

Section 6: Appendix

Representative Technical Competencies: Web Development (Backend Track)

- Languages: Python, JavaScript, PHP, HTML, CSS
- Back-end Frameworks: Laravel
 - *Or:* Flask, Django, Express.js (Node.js), Firebase
- Front-end Frameworks: React
 - *Or:* Vue.js
- Databases: MySQL, SQLite
 - *Or:* PostgreSQL, MongoDB
- Key Tech Stacks: LAMP (Linux, Apache, MySQL, PHP)
 - *Or:* MERN (MongoDB, Express.js, React, Node.js), Python-Django stack
- REST API development and secure authentication systems
- Command-line interfaces (CLI) for development and server management
- Integration of backend logic with responsive user interfaces

Cross-Track Engineering Practices

- Algorithm development and logic structuring
- Version control workflows
- Agile methodology including sprint planning and peer delivery
- Technical documentation and code reviews
- Pair programming and collaborative development
- Troubleshooting and debugging techniques
- Behavioral and technical interview readiness

Representative Technical Competencies: Cybersecurity and DevSecOps (Cybersecurity Track)

- Security tools: Wazuh, ELK Stack
Or: Splunk for log analysis and detection
- Alert management: Rule creation, correlation, and incident triage
- Scanning tools: Nessus, Nmap
Or: OpenVAS for vulnerability identification
- Exploitation frameworks: Metasploit
Or: Burp Suite for security testing
- Response platforms: TheHive
Or: MISP for incident management
- Network forensics: Wireshark,
Or: tcpdump for traffic analysis
- Defensive tools: Snort, Suricata for intrusion detection
- Firewall management: pfSense,
Or: iptables configuration
- Cloud security: AWS,
Or: Azure, GCP security configurations
- CI/CD integration: Security testing in development pipelines
- Attack simulation: Brute force, phishing, malware, and data exfiltration
- Automation scripting: Python, Bash, other: PowerShell for security tasks

Cross-Track Engineering Practices

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Workforce Competencies

The dae program integrates workforce readiness with technical instruction

- Effective communication and technical presentation
- Structured problem-solving and critical thinking
- Team collaboration and relationship building
- Independent learning and adaptability to evolving technical needs
- Professional Presence and Personal Branding
- Task and Project Management

