



CASE STUDY:

Microsoft SRE (DevOps) Engineers



About LaunchCode

LaunchCode was founded to solve two critical and related problems. First, we provide the training people need to become tech professionals. Next, we solve recruiting problems for high-level tech firms by connecting them with those newly-trained experts.

Following a successful pilot in 2020, LaunchCode will again partner with Microsoft to provide veterans with career transition opportunities through a 16-week technology education program.



Problem. Microsoft was trying to hire SRE (DevOps) engineers with TS/SCI clearance, but there simply wasn't enough talent out there to meet their needs. First, they attempted to sponsor clearances for their SRE (DevOps) engineers who hadn't acquired them yet, but the process was going to take as long as two years. When an organization has an immediate need, especially in a fast-moving industry like technology, a two year timeline isn't going to cut it.



Solution. LaunchCode had the answer—the opposite of Microsoft's original approach. Instead of taking existing SRE (DevOps) engineers and sponsoring clearances, we recruited military veterans who already had the clearance and trained them to be SRE (DevOps) engineers. We developed and deployed the curriculum and worked with Microsoft to ensure all veterans would be placed on teams. The best part? Training occurred during the final six months of service where they could still receive pay.



Result. Within two years, Microsoft has hired 70 SRE (DevOps) engineers with TS/SCI clearance that they couldn't have hired otherwise. And, just as important, those employees were given an opportunity they may never have acquired otherwise. The program also had the benefit of increasing Microsoft's diversity. Twenty of the students in our class were women, while 50% were Black, Hispanic, or multiracial.