

Nomination: 8297

Capital One's Students & Grads Programs

Page: General Information

Provide information about the company to be considered for the award. If you will be nominating an individual, specify the nominee's employer.

Name of Organization/Company

Capital One

Additional Contacts

I would also like to have others receive emails about the disposition of our entries.

Page: Entry Information

Entry Title

Capital One's Students & Grads Programs

Category

B01 - B64 Achievement > B58 - Best Youth Employment Strategy

Achievement Submission Format

Written Answers

a. Briefly describe the nominated organization: its history and past performance (up to 200 words). Required

Since 2005, Capital One's Students & Grads (S&G) function has been embedded in our talent philosophy to recruit great people and provide opportunities to be great. 19 years later, we are a talent beacon for full-time and internship roles across software engineering, data science, product management, business analysis, [REDACTED] Program managers, learning strategists, logistics, business consultants, and campus recruiters help recent and upcoming undergraduate and graduate students build strong career foundations. [REDACTED]

[REDACTED FOR PUBLICATION]

S&G Programs align with how our business evolves, focusing on developing analyst, product management, tech and leadership skills.

Our Analyst Development Program (ADP) - [REDACTED FOR PUBLICATION]. Prioritizes effective learning strategies, community-building, and early career development.

Our Product Development Program (PDP) - [REDACTED]. Supports [REDACTED] associates in the product management job family.

Our Technology Development Program (TDP) - [REDACTED] associates in software engineering, machine learning, and cyber security job families.

Capital One Developer Academy (CODA) - 6-month intensive. Prepares analytical, non-computer science majors for TDP software engineering careers.

b. Outline the team's or organization's achievements since the beginning of 2022 that you wish to bring to the judges' attention (up to 250 words). Required

Capital One [REDACTED]

[REDACTED] This includes: tech fluency, higher order analytical skills, and technology-focused risk management.

Specific accomplishments include:

Creating tech-enabled solutions:

- S&G Programs leveraged automation via an innovative internal technical application to support role matching of our first-year allocations and second-year rotations

Supporting associate skill growth:

- Built-in senior leader sponsorship and participation

[REDACTED FOR PUBLICATION]

- Launched tiered technical training to support incoming associates from different backgrounds

- Designed and launched mentorship initiatives including Development Advisors (small-group development coaching) and Coaching Circles (group career development & exploration w/ VP+ leaders)

- Developed learning curriculum for early career product managers: 90-day onboarding syllabus, 3-day Tech Bootcamp, Case Week Competition (exploring innovative company solutions through working on real-life business problems).

- +40,000 learner hours across ADP, PDP, and TDP

Launching new Programs to meet evolving needs:

- Product Development Internship Program (PDIP). More than doubled in its second year.

- Machine Learning Development Program

- Cyber Security Internship Program

- Analyst Early Internship Program & Tech Early Internship Program (for first/second year talent)

Maintaining high experience satisfaction rates:

- 2022: Tech Early Internship Program (TEIP) ended with an NPS of 100

- ADP Q1 2024: 94% Program satisfaction, [REDACTED]

- PDP Q1 2024: 80% Program satisfaction, [REDACTED]

c. Explain why the achievements you have highlighted are unique or significant. If possible compare the achievements to the performance of other players in your industry and/or to the team's or organization's past performance (up to 250 words). Required

[REDACTED FOR PUBLICATION]

We constantly evaluate (and partner with our business) on how [REDACTED]

[REDACTED] impact the roles, skills needed, and career paths of current and future early career talent. We balance these macro needs with caring for individual associates' interests.

Role Matches:

S&G Programs leveraged automation within role placement by implementing an innovative internal technical application that maximizes associate satisfaction and career development ownership.

- Previously: ~16min/associate to match associates to roles.

- Streamlining now takes seconds to match the entire cohort.

- Increased Outcomes: 97% of ADPs placed in preferred roles, 96% (PDPs), and 97% (TDP)

Meet the needs:

We shifted from a reactive, ad hoc space, launching a proactive learner journey roadmap. Evolving from Capital One's past learning strategy, S&G Programs focus on investing in individualized training. Includes:

- Adapting coaching circles and small groups to prepare for post-Program life.

- Newly developed Case Week Competitions address previous learning gaps

- Tailoring curriculum to include enhanced competency training [REDACTED]

Career Paths:

[REDACTED FOR PUBLICATION]

[REDACTED] Associate feedback showed interest in cross-disciplinary opportunities and networking with peers in other job families.

We are launching a high-potential alumni development Program, bringing alumni together from Tech, Analyst, and Product job families to participate in joint competency and skill development. This investment in top performers' career development extends the pipeline into advancement at Capital One.

d. Reference any attachments of supporting materials throughout this nomination and how they provide evidence of the claims you have made in this nomination (up to 250 words). Optional

Links attached:

Tech, Product, and Analyst career stories (TDP Story PDP Story ADP Story)

Spotlight on S&G Internships (Internship spotlight)

Three stories to illustrate the cyber opportunities in our Cyber Security Development Program (CSDP Day in the life 1 CSDP Day in the life 2 CSDP Day in the life 3)

CODA Featured on external Tech Blog: "Building a Better Tech Industry with CODA"

Launch your software engineering career (CODA Careers Blog)

Supporting Documents:

CODA Featured in Wall Street Journal: (These Companies Will Pay You to Learn Your Job)

[REDACTED]

[REDACTED FOR PUBLICATION]

[REDACTED]

[REDACTED]

Webpage Link

<https://www.capitalonecareers.com/elevate-your-tech-career-with-the-tdp-students-tech> (<https://www.capitalonecareers.com/elevate-your-tech-career-with-the-tdp-students-tech>)

Would you like to add an additional webpage link?

Yes

Webpage Link 2

<https://www.capitalonecareers.com/design-develop-and-deliver-products-with-the-pdp-students-tech> (<https://www.capitalonecareers.com/design-develop-and-deliver-products-with-the-pdp-students-tech>)

Would you like to add an additional webpage link?

Yes

Webpage Link 3

<https://www.capitalonecareers.com/3-reasons-to-join-our-analyst-development-program-students> (<https://www.capitalonecareers.com/3-reasons-to-join-our-analyst-development-program-students>)

Would you like to add an additional webpage link?

Yes

Web Page Link 4

<https://www.capitalonecareers.com/explore-capital-one-internships-students> (<https://www.capitalonecareers.com/explore-capital-one-internships-students>)

Would you like to add an additional webpage link?

Yes

Web Page Link 5

<https://www.youtube.com/watch?v=T0Bfp8fGq8o> (<https://www.youtube.com/watch?v=T0Bfp8fGq8o>)

Would you like to add an additional webpage link?

Yes

Web Page Link 6

<https://www.youtube.com/watch?v=5LygnTvy58Q> (<https://www.youtube.com/watch?v=5LygnTvy58Q>)

Would you like to add an additional webpage link?

Yes

Web Page Link 7

<https://www.youtube.com/watch?v=vh5HVmK6Jos> (<https://www.youtube.com/watch?v=vh5HVmK6Jos>)

Would you like to add an additional webpage link?

Yes

Web Page Link 8

<https://www.capitalone.com/tech/culture/coda-making-tech-move/> (<https://www.capitalone.com/tech/culture/coda-making-tech-move/>)

Would you like to add an additional webpage link?

Yes

Web Page Link 9

[https://urldefense.com/v3/https://www.capitalonecareers.com/launch-your-software-engineering-career-with-coda-students-tech_!!EFVe01R3CjUlbNGrYrQTW3xb86k85aWD_VdddHhOfzNSXwwgHG_Eyd3G7XkQa50t1-GS26gpr6gBRhaHUyVdn3U6a_hTyW22QPWXXNsrZxcA\\$](https://urldefense.com/v3/https://www.capitalonecareers.com/launch-your-software-engineering-career-with-coda-students-tech_!!EFVe01R3CjUlbNGrYrQTW3xb86k85aWD_VdddHhOfzNSXwwgHG_Eyd3G7XkQa50t1-GS26gpr6gBRhaHUyVdn3U6a_hTyW22QPWXXNsrZxcA$)
([https://urldefense.com/v3/https://www.capitalonecareers.com/launch-your-software-engineering-career-with-coda-students-tech_!!EFVe01R3CjUlbNGrYrQTW3xb86k85aWD_VdddHhOfzNSXwwgHG_Eyd3G7XkQa50t1-GS26gpr6gBRhaHUyVdn3U6a_hTyW22QPWXXNsrZxcA\\$](https://urldefense.com/v3/https://www.capitalonecareers.com/launch-your-software-engineering-career-with-coda-students-tech_!!EFVe01R3CjUlbNGrYrQTW3xb86k85aWD_VdddHhOfzNSXwwgHG_Eyd3G7XkQa50t1-GS26gpr6gBRhaHUyVdn3U6a_hTyW22QPWXXNsrZxcA$))

Would you like to add an additional webpage link?

Yes

Web Page Link 10

[https://urldefense.com/v3/https://www.capitalonecareers.com/launch-your-software-engineering-career-with-coda-students-tech_!!EFVe01R3CjUlbNGrYrQTW3xb86k85aWD_VdddHhOfzNSXwwgHG_Eyd3G7XkQa50t1-GS26gpr6gBRhaHUyVdn3U6a_hTyW22QPWXXNsrZxcA\\$](https://urldefense.com/v3/https://www.capitalonecareers.com/launch-your-software-engineering-career-with-coda-students-tech_!!EFVe01R3CjUlbNGrYrQTW3xb86k85aWD_VdddHhOfzNSXwwgHG_Eyd3G7XkQa50t1-GS26gpr6gBRhaHUyVdn3U6a_hTyW22QPWXXNsrZxcA$)
([https://urldefense.com/v3/https://www.capitalonecareers.com/launch-your-software-engineering-career-with-coda-students-tech_!!EFVe01R3CjUlbNGrYrQTW3xb86k85aWD_VdddHhOfzNSXwwgHG_Eyd3G7XkQa50t1-GS26gpr6gBRhaHUyVdn3U6a_hTyW22QPWXXNsrZxcA\\$](https://urldefense.com/v3/https://www.capitalonecareers.com/launch-your-software-engineering-career-with-coda-students-tech_!!EFVe01R3CjUlbNGrYrQTW3xb86k85aWD_VdddHhOfzNSXwwgHG_Eyd3G7XkQa50t1-GS26gpr6gBRhaHUyVdn3U6a_hTyW22QPWXXNsrZxcA$))

[REDACTED FOR PUBLICATION]

Would you like to add an additional supporting document?

Yes

[REDACTED FOR PUBLICATION]

Would you like to add an additional supporting document?

Yes

Supporting Document 3

[REDACTED FOR PUBLICATION]

[REDACTED FOR PUBLICATION]

[REDACTED FOR PUBLICATION]

[REDACTED FOR PUBLICATION]

[REDACTED FOR PUBLICATION]

Would you like to add an additional supporting document?

Yes

Supporting Document 6

No File Uploaded

Would you like to add an additional supporting document?

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Terms and Conditions

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