



KNIGHT MOVES

**SOCIAL INNOVATION
IS IN OUR CODE**



FOUNDER

Linc Kroeger brings 36 years enterprise technology experience with a career spanning the Fortune 500, commercial software development, Department of Defense, and consulting organizations.



Ro Khanna
@RoKhanna



.@LincKroeger is the most innovative leader on bringing tech jobs to rural in the nation.

- Identified as “the most innovative leader on bringing tech jobs to rural in the nation” by U.S. Congressman Ro Khanna representing Silicon Valley

- Co-speaker with Iowa Governor Kim Reynolds at National Governors Association conference on creating an inclusive tech workforce



Iowa Governor
Kim Reynolds

- Presented how to attract youth into STEM careers to the U.S. Secretary of Labor
- United States Department of Agriculture Rural Prosperity Tour keynote speaker for the State of Washington

“**Top National Rural Influencer**”

- Recognized as “Top National Rural Influencer” by The Ruralist



PURPOSE



Operating with the primary social benefiting purpose of helping urban underserved, Native American, and rural communities achieve long-term sustainable economic success.



THE IT TALENT SUPPLY GAP IS WIDENING IN THE U.S.



1.4M

number of unfilled
computer science jobs

22%

projected software
developer job
growth to 2030



65,000

number of annual
computer science
graduates

<https://www.cincinnati.com/story/news/2021/09/12/how-university-cincinnati-working-help-curb-information-technology-talent-shortage/8026351002/>

<https://datausa.io/profile/cip/computer-science-110701>

<https://arstechnica.com/science/2019/03/us-computer-science-grads-outperforming-those-in-other-key-nations/>

<https://www.bls.gov/ooh/computer-and-information-technology/software-developers.htm>



Option 1 – The Four-Year Degree

- 👉 **Minority, Native American, and rural high school graduates have a lower rate of starting a four-year degree**
- 👉 **Only 14 in 100 low-income students who start a four-year degree ever complete it**

<https://www.igradfinancialwellness.com/blog/how-financial-wellness-programs-increase-graduation-rates-of-underprivileged-students>



Option 2 – Code Camp + OTJ/Apprenticeship

- 👉 **Start their OJT/Apprenticeship unprepared to contribute and require extensive support from seasoned IT members**
- 👉 **IT members are already severely over allocated**
- 👉 **Trust isn't developed to become part of their team**
- 👉 **Become isolated without a pathway to advancement**
- 👉 **Without acceptance there is no belonging**

<https://www.igradfinancialwellness.com/blog/how-financial-wellness-programs-increase-graduation-rates-of-underprivileged-students>



CODE CAMP

16-24 WEEKS

INTRODUCTION



VS



TRANSFORMATION



KNIGHT MOVES



150 WEEKS



Transforming everything people have learned about life and survival into confidence they can SUCCEED in a culture they've never experienced

6 months creating production software as a commercial product development team member

Developing high impact and emotionally intelligent leaders



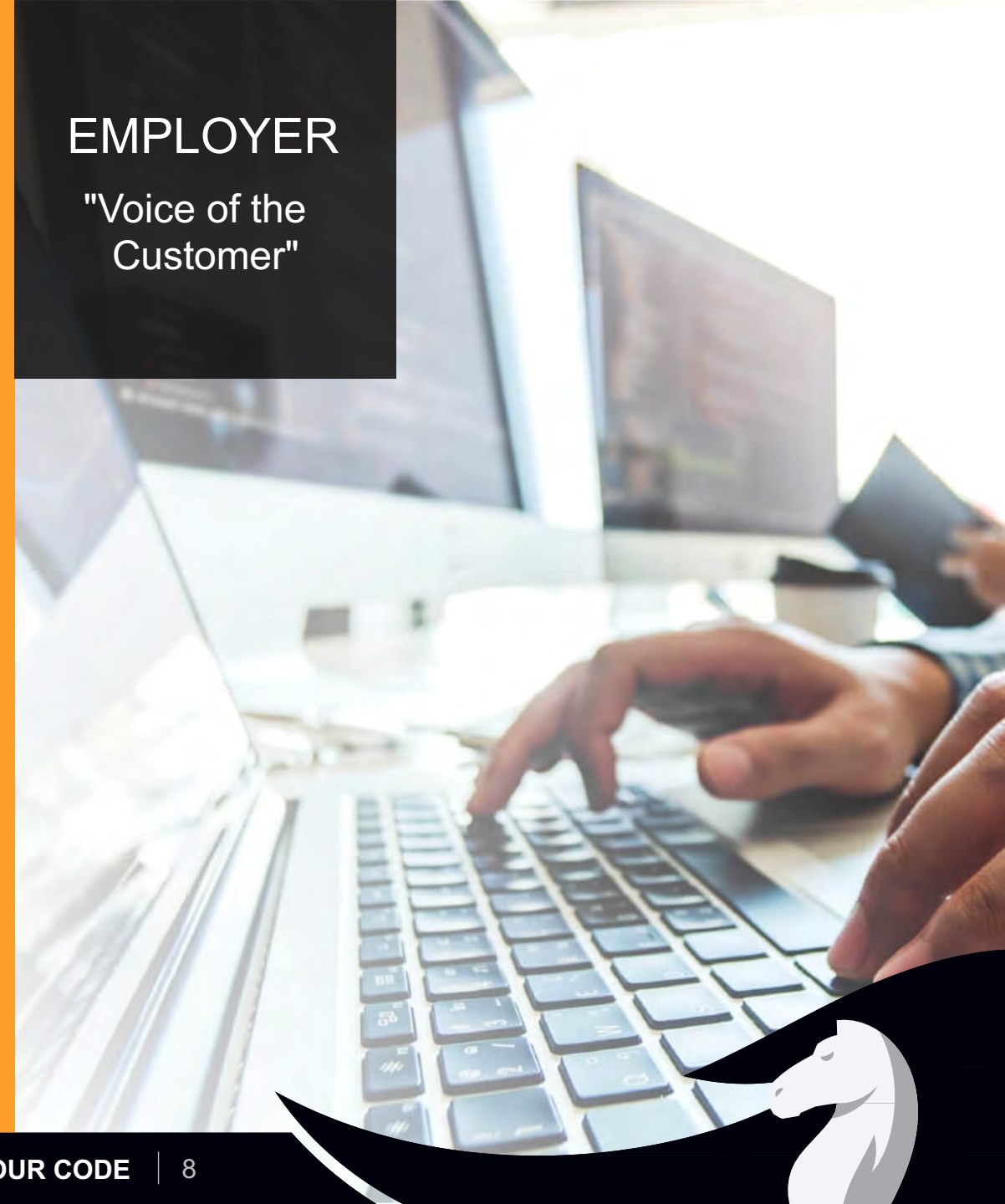
Knight Moves graduates are at the same level as four-year computer science degree graduates with 6 months experience on the job.

Their graduates significantly reduce the burden on my senior leads to ramp up new employees to become productive team members.

— Spenser Hardin, Senior Software Engineer Leader
Principal Financial Group

EMPLOYER

"Voice of the Customer"



INCLUSIVE & ON-THE-JOB READY TALENT



GARTNER GLOBAL CIO MEETING “IN THE SPOTLIGHT”

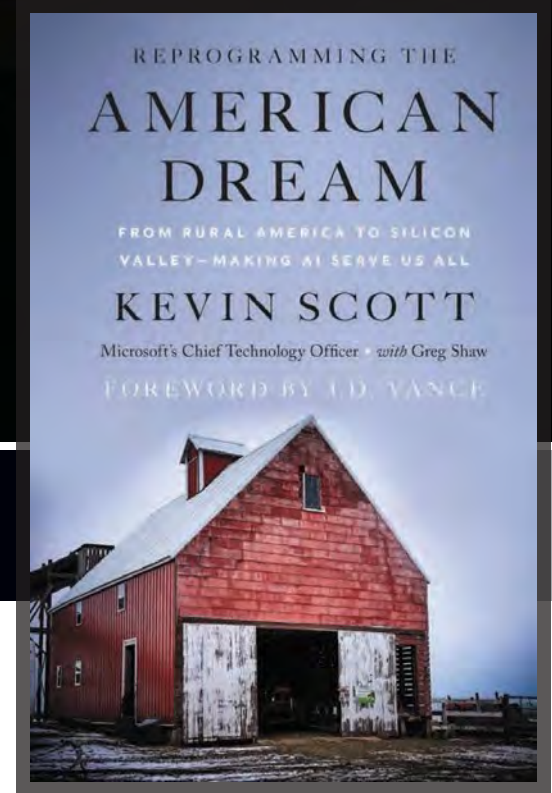
Invited to Gartner Research Global CIO Meetings to share how Knight Moves creates Fortune 500 ready tech talent from underrepresented communities





KEVIN SCOTT, MICROSOFT CTO

“I believe this work can give young people in rural parts of the country an opportunity for really great tech jobs, to build lives for themselves, and to build an economic foundation for themselves and for the community.”



THE WALL STREET JOURNAL.

#1 BEST SELLER



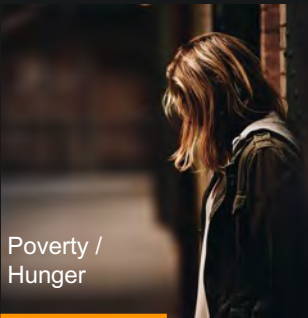
SOCIAL INNOVATION PROJECTS FOR NONPROFITS: HANDS-ON LEARNING

Causes

4 causes we can solve **together**

Human Rights/
Equality

Because all rights matter



Poverty /
Hunger

Because people are poor & hungry



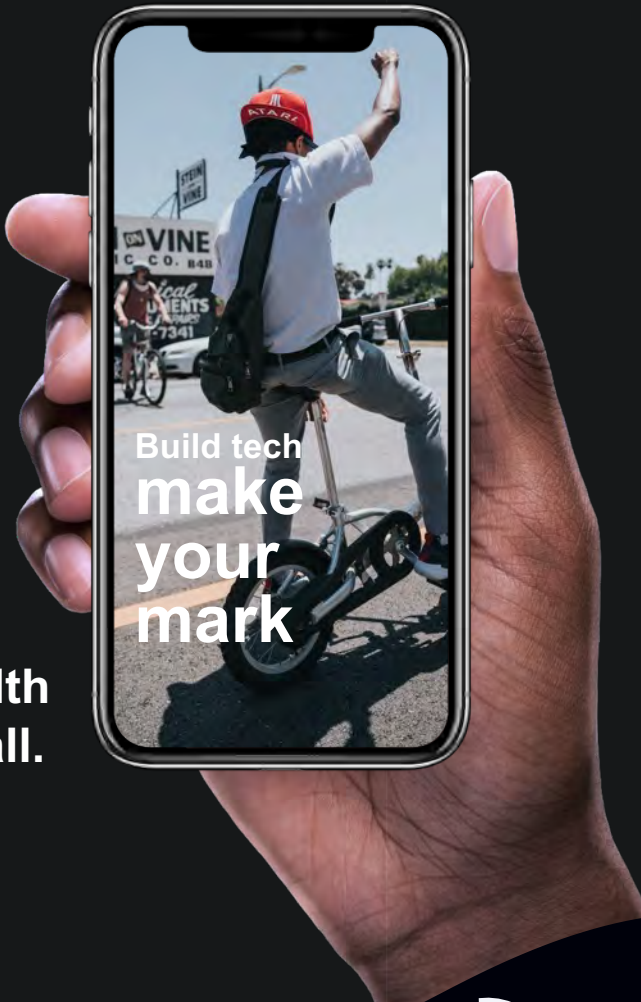
Environment

Because our environment matters



Mental Health

Because mental health affects us all.



KNIGHT MOVES “GREEN START” PATHWAY



**KNIGHT MOVES
FOUNDATION COURSES**

18 – 36 MONTHS

- Front End Web Development
- Databases/SQL, Data Structures, and Data Analytics
- Basic and Advanced Software Development Courses (such as Java and Advanced Java)
- Basic and Advanced Software Development Courses (such as C# and Advanced C#)
- Mobile Application Development



**KNIGHT MOVES
ADVANCED MODERN
TRAINING PROGRAM**

~6 MONTHS

- Social innovation projects for Nonprofits
- Demonstrated proficiency required before graduating
- Certified High Impact Leaders



**KNIGHT MOVES
GUIDED PROFESSIONAL
SERVICES**

6 MONTHS

- Projects for clients
- Pays off Advanced Training costs
- Zero debt at career start
- Employer “Try Before You Buy”



EMPLOYER



MESKWAKI NATION: 8th - 11th Graders



Students expressed their desire to be included in a professional career that enabled them to preserve their Indigenous heritage.

58%

committed to enroll in a software development course in the next school year if the opportunity was available to them

48%

female participation



”

Knight Moves is the most comprehensive solution I've seen in my 40+ year career dedicated to creating prosperity for Native American communities. Providing the opportunity to have the careers we want while preserving our Tribal identity, culture, language, and heritage.

— Lawrence Spottedbird, Chairman of the Kiowa Tribe



CONTACT

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KNIGHT MOVES.ORG

