

SHIFT

## Shift Pathways FAQ

### **What is Shift?**

Shift is a mission-driven talent development company that uses technology to help veterans navigate successful career changes. We're on a mission to help veterans find careers that are worthy of their service, and to redefine the way companies hire non-traditional, experienced candidates.

### **What is Shift Pathways?**

Shift Pathways is an all-new initiative that offers veterans zero-interest tuition assistance on the country's best tech education in web development, data science, and cybersecurity. We pay for your education upfront, and you don't pay a dime until you land a job after graduation. Best of all, your repayment pays it forward by funding another veteran's career change.

### **What does Shift's partnership with Lambda School entail?**

Veterans accepted into [Lambda School](#) via Shift Pathways will have the option to enroll in a payment plan for the upfront tuition of \$20,000, which is reduced from the typical \$30,000 repayment cap. Shift Pathways participants also only pay back 10% of their monthly income, which is reduced from the typical 17% Lambda School repayment. Best of all, Shift Pathways participants receive both Shift and Lambda School career services to double their potential job opportunities upon completion.

### **How are you able to offer zero-interest tuition assistance?**

Shift has partnered with EdAid in order to offer interest-free deferred payment plans that helps reduce the cost of non-traditional, 100% online education programs like Lambda School, which are not covered by the GI Bill.

EdAid specializes in powering affordable ways to finance education via income-based payments. [Learn more about the terms of the Shift Pathways Deferred Payment Plan here.](#)

### **Why isn't this covered by the GI Bill?**

The GI Bill is an incredibly valuable tool for veterans, but unfortunately there are some areas where it doesn't serve the needs of modern career-changers. It doesn't cover many 100% online schools, which gives veterans the flexibility to learn new career skills from anywhere in

the world. We also believe learning is a lifelong endeavor, and if you've already used your GI Bill or given it to a family member, a better option needs to exist beyond traditional student loan debt.

### **Does Shift help me get a job?**

Shift works alongside Lambda School to ensure all veterans have a successful transition into the educational program, and beyond. We will provide warm introductions to 100+ hiring partners at fast-growing companies upon completion.

### **Do I have to take a job from a Shift partner company?**

No, we don't control where you work. We can provide warm introductions to some of the country's most exciting companies, and many veterans love that option since it gives them a foot in the door via an internal referral. But ultimately, you decide which job offer to accept.

### **What is your refund policy?**

We offer a refund policy for people who may withdraw from Lambda School, which is prorated to length of time spent in the program and in accordance with Lambda School's standard policy.

### **What are the upcoming start dates for Shift Pathways courses?**

The first courses will start in January 2020. We will send out email announcements for the next start dates.

### **I work full-time but want to join Shift Pathways. What options do I have?**

We offer part-time courses for most of our tracks, so that you can learn during nights or weekends without disrupting your whole life.

### **I know that I want to change careers, but I don't know which path to pursue.**

We totally get it. If you haven't spent much time working in tech, it's hard to know whether you'd excel at web development or data science. But don't worry — we kick off the program with an optional Discovery phase, where we get to know you and figure out which career pathway is right for you. We'll take you inside the world of tech, and match your skills and experience to the career that is best suited for who you are.

### **I applied but haven't heard back yet. When should I expect a response?**

We process applications in batches, and typically provide responses within 10 working days. You can text us at **205-557-4935** or email [pathways@shift.org](mailto:pathways@shift.org) with any questions or concerns.

## Where can I get more information?

We'll continuously update this document and [shift.org/veterans](https://shift.org/veterans) with any new updates to the Shift Pathways program.

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## We're here to help.

Changing your career is a very big deal, and unexpected questions are always going to come up. So feel free to text us at **205-557-4935** with any questions or concerns, and one of our team members at Shift will be there to help.



[shift.org/veterans](https://shift.org/veterans)