Appendix A

WORK PROCESS SCHEDULE

AND

RELATED INSTRUCTION OUTLINE

Employer: The Pesto Group

OCCUPATION TITLE: Application Developer
O*NET-SOC CODE: 15-1252.00   RAPIDS CODE: 1129CB

Appendix A

WORK PROCESS SCHEDULE
OCCUPATION TITLE: Application Developer
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This schedule is attached to and a part of these Standards for the above identified occupation.

1.	**APPRENTICESHIP APPROACH**

☐ Time-based   X Competency-based   ☐ Hybrid

2.	**TERM OF APPRENTICESHIP**

The term of the apprenticeship is Competency-Based, supplemented by the minimum required **144** hours of RTI - related training instruction.

3.	**RATIO OF APPRENTICES TO JOURNEYWORKERS**

The apprentice to journey-worker ratio is: **1** Apprentice to **1** Journey-worker.

4.	**APPRENTICE WAGE SCHEDULE**

Apprentices shall be paid a progressively increasing schedule of wages based on either a percentage or a dollar amount of the current hourly journey-worker wage rate, which is: **$ 30.00**.

1 Year Term:

Starting Wage: $20.00/hr.

Wage at Completion of RTI: $25.00/hr

Completion Final Pay = $30.00/hr

5.	**PROBATIONARY PERIOD**

Every applicant selected for apprenticeship will serve a probationary period of **500 hours.**

6.	**SELECTION PROCEDURES**

Please enter selection procedures for each occupation for which sponsor intends to train apprentices:

1. Selection is limited to internal candidates only through an interview process
2. No assessments will be given
3. External candidates will only be considered once internal options are exhausted

WORK PROCESS SCHEDULE
OCCUPATION TITLE: Application Developer
O*NET-SOC CODE: 15-1252.00   RAPIDS CODE: 1129CB

Description :

Research, design, and develop computer and network software or specialized utility programs. Analyze user needs and develop software solutions, applying principles and techniques of computer science, engineering, and mathematical analysis. Update software or enhance existing software capabilities. May work with computer hardware engineers to integrate hardware and software systems, and develop specifications and performance requirements. May maintain databases within an application area, working individually or coordinating database development as part of a team.

The following work processes were selected by the employer and apprentices may or may not be trained in the order as presented due to seasonal tasks, scheduling and/or work load.

Analyze project data to determine specifications or requirements.		
Competencies	Date Completed	Initial
A. Analyze information to determine, recommend, and plan installation of a new system or modification of an existing system.		
B. Analyze user needs and software requirements to determine feasibility of design within time and cost constraints.		
C. Obtain and evaluate information on factors such as reporting formats required, costs, or security needs to determine hardware configuration.		

Modify software programs to improve performance.

Competencies	Date Completed	Initial
A. Design, develop and modify software systems, using scientific analysis and mathematical models to predict and measure outcomes and consequences of design.		
B. Modify existing software to correct errors, adapt it to new hardware, or upgrade interfaces and improve performance.		

Supervise information technology personnel.

Competencies	Date Completed	Initial
A. Supervise and assign work to programmers, designers, technologists, technicians, or other engineering or scientific personnel.		
B. Supervise the work of programmers, technologists and technicians and other engineering and scientific personnel.		

Apply mathematical principles or statistical approaches to solve problems in scientific or applied fields.

Competencies	Date Completed	Initial
A. Design, develop and modify software systems, using scientific analysis and mathematical models to predict and measure outcomes and consequences of design.		

Assess database performance.

Competencies	Date Completed	Initial
A. Store, retrieve, and manipulate data for analysis of system capabilities and requirements.		

Assign duties or work schedules to employees.		
Competencies	Date Completed	Initial
A. Supervise and assign work to programmers, designers, technologists, technicians, or other engineering or scientific personnel.		

Collaborate with others to determine design specifications or details.		
Competencies	Date Completed	Initial
A. Confer with systems analysts, engineers, programmers and others to design systems and to obtain information on project limitations and capabilities, performance requirements and interfaces.		

Collaborate with others to resolve information technology issues.		
Competencies	Date Completed	Initial
A. Confer with data processing or project managers to obtain information on limitations or capabilities for data processing projects.		

Communicate project information to others.		
Competencies	Date Completed	Initial
A. Prepare reports or correspondence concerning project specifications, activities, or status.		

Coordinate software or hardware installation.		
Competencies	Date Completed	Initial
A. Coordinate installation of software system.		

Design software applications.		
Competencies	Date Completed	Initial
A. Design, develop and modify software systems, using scientific analysis and mathematical models to predict and measure outcomes and consequences of design.		

Develop performance metrics or standards related to information technology.		
Competencies	Date Completed	Initial
A. Determine system performance standards.		

Develop testing routines or procedures.		
Competencies	Date Completed	Initial
A. Develop or direct software system testing or validation procedures, programming, or documentation.		

Document technical specifications or requirements.		
Competencies	Date Completed	Initial
A. Specify and track requirements using User Stories and Agile processes.		

Identify information technology project resource requirements.		
Competencies	Date Completed	Initial
A. Compare on-premises versus cloud solutions including cost, maintenance, security, compliance, and scalability.		

Manage information technology projects or system activities.		
Competencies	Date Completed	Initial
A. Develop or direct software system testing or validation procedures, programming, or documentation.		

Monitor computer system performance to ensure proper operation.		
Competencies	Date Completed	Initial
A. Monitor functioning of equipment to ensure system operates in conformance with specifications.		

Prepare data for analysis.		
Competencies	Date Completed	Initial
A. Store, retrieve, and manipulate data for analysis of system capabilities and requirements.		

Provide recommendations to others about computer hardware.		
Competencies	Date Completed	Initial
A. Recommend purchase of equipment based on sourcing, cost, lifespan, and customization.		

Provide technical support for software maintenance or use.		
Competencies	Date Completed	Initial
A. Consult with customers or other departments on project status, proposals, or technical issues, such as software system design or maintenance.		

Teach others to use computer equipment or hardware.		
Competencies	Date Completed	Initial
A. Train users to use new or modified hardware or software.		

RELATED TECHNICAL INSTRUCTION
OCCUPATION TITLE: Application Developer
O*NET-SOC CODE: 15-1252.00   RAPIDS CODE: 1129CB

Hours Instruction Provided: ☐During Work Hours ☐During Non-Work Hours ☒Both

Related Technical Instruction:
The following related instructional courses were selected by the employer and the apprentices may or may not achieve the curriculum in the order presented depending on scheduling and/or seasonal restrictions.

North Coast.Work
Keith Kelly
417 Howard Street
Petoskey, MI 49770
kkelly@northcoast.work
231-373-5804

Course Title	Provider	Hours	Achieved	Date	Initials
Introduction to Unix/Linux Directories, Terminal Commands, Navigating Data	NorthCoast.Work/The Pesto Group	20			
Introduction to Git and GitHub	NorthCoast.Work/The Pesto Group	20			
Web development using Ruby on Rails 7	NorthCoast.Work/The Pesto Group	160			
	Total Hours	**200**			