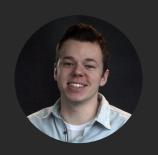


CAREERS IN CODE

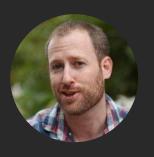
Apprenticeship Prospectus - Students careersincode.org team@hackupstate.com

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Hack Upstate's mission is to Advance Upstate New York's Technology Community.

MACNY, The Manufacturers Association is a not-for-profit 501(c)(6) association representing over 300 businesses and organizations across Central and Upstate New York.

Employers we've spoken with.

- Jahnel Group
- Raymour & Flanigan
- Density
- Sidearm Sports
- City of Syracuse
- Upstate Interactive

What is a registered software developer apprenticeship?

- "Registered apprenticeship is a formal training relationship between an employer and an employee. It is for a specific period of time. It combines hands-on work experience and classroom instruction. This leads to professional, independent, skilled workers. During this time, the worker or apprentice learns a trade." 1
- In the "Competency-based approach", apprentices complete a minimum of 1,000 hours of on-the-job training in any areas of the training outline. Apprentices register for at least 144 hours of related instruction, but may test out earlier. Apprentices participate until they have shown competency for each skill in the training outline. Competency is demonstrated by both written and hands-on testing.

Short-term and long-term.

- Short-term (pilot): Hack Upstate, in partnership with MACNY, seeks to offer apprenticeships for up to 7 students with local employers for our current cohort of Careers in Code.
- Long-term (full cohort): Hack Upstate will admit students into a full cohort of Careers in Code and have apprenticeships lined up with local employers upon acceptance.

5 components of registered apprenticeship.

- **Employer involvement.** An employer must formally **hire the apprentices** and **train them** at its workplace, using a curriculum and standards customized to its work processes.
- **Structured on-the-job learning.** The apprentices must have **opportunities to learn** by doing in real-world work environments, with support from supervisors or other workplace **mentors**.
- Related instruction. The program must include academic coursework to complement the applied work experience. Instruction typically takes place in a classroom, but programs are increasingly offering online classes.
- Rewards for skills gains. Participants in Registered Apprenticeships must be paid for the
 work they do from day one. And their pay should increase as they develop new skills and
 become more adept at their jobs. The more they learn, the more they earn.
- National occupational credential. Registered Apprenticeships should lead to a nationally recognized credential or certificate for everyone who successfully completes the program.



Who is this for?

- Our apprenticeship program is available to high performing students (i.e. exceeding expectations) that are enrolled in the second cohort of Careers in Code.
- We've identified you and 6 other students as passionate and motivated individuals who are looking to learn as much as possible to improve their skills in the technology industry.

Why should you become an apprentice?

- Studies have shown that apprentices are more qualified and job-ready than fellow job seekers.
- Apprentices have the ability to choose a field or industry that they are genuinely interested in, which leads to higher job satisfaction and higher employee retention.
- Completing an apprenticeship puts you on the right path to future success.
- You'll have the necessary **soft skills**, **technical skills**, and **academic credentials** to be successful with a local employer.
- We believe you will help to grow and advance local Central and Upstate NY companies forward.



What skills and experience do you need?

- The skills that you've learned during Careers in Code will prepare you for the apprenticeship.
- You'll continue to learn through OJT (On the job training) with a local employer once you are placed as an apprentice.

Compensation.

- As an apprentice, you'll be working as a full-time W-2 employee with a local employer.
- You'll be compensated at a lower salary, but with full benefits.
- Your pay will increase as you develop new skills and become more adept at your jobs. The more you learn, the more you earn.

Interview process.

- Apprenticeship Overview. We'll run through what an apprenticeship program is.
- Online application. You'll complete <u>an application</u> submitting some information to us to learn more about you and your goals for an apprenticeship program.
- Initial Interview. Hack Upstate will set up a 30 minute call with you to gauge your interest levels and goals for the apprenticeship program.
- Employer Interview. If we decide you are a good fit from our initial call, we'll set up a
 30 minute interview with a few employers that are interested in learning more
 about you as a potential apprentice.
- Final Decision. After our series of interviews, Careers in Code, MACNY, and the employer will make a decision if you are accepted as an apprentice and finalize the process.

Timeline.

Quarter 2 and 3 - 2021

- Initial conversations with local employers and gathering feedback and asking questions on apprenticeships.
- 7/12 Initial conversations with promising students from our second cohort of Careers in Code.
- Host a session on 7/29 with employers and present the apprenticeship prospectus.
- Commitment from local employers to hire apprentices at their organizations.

Quarter 3 and 4 - 2021

- Careers in Code and MACNY apprenticeship interviews.
- Employer apprenticeship interviews.
- Final decisions on apprentices.





Here is what we need from you.

- Questions, thoughts, and feedback?
- Interest and availability levels over the next 3-6 months
- Apply with this link by 7/16/2021