



HACK
UPSTATE

CAREERS IN CODE

Apprenticeship Prospectus - Students

careersincode.org

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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.
- 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.

1. <https://dol.ny.gov/apprenticeship/register-apprenticeship-program#why-apprenticeship->

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 **an application** 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.

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@TheTechGarden

Interested in becoming an
apprentice with a local employer?

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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