

How To Mentor Software Apprentices



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Software Craftsman
8th Light

“Expected job growth in software developer, computer programmer, and web developer 2010–2020:

253,200 jobs

US department of Labor
Bureau of Labor Statistics

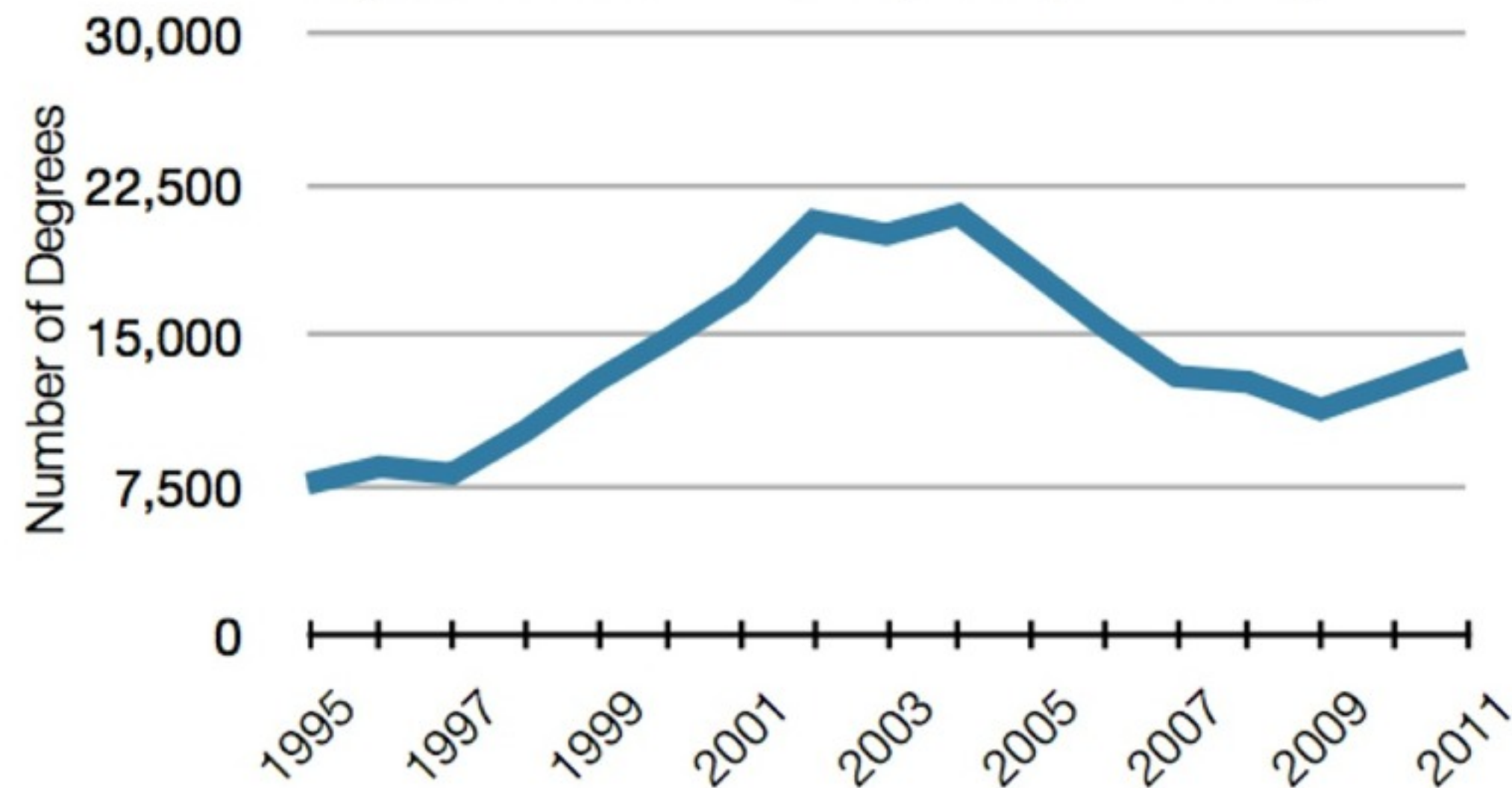
“Bachelors in CS degrees awards in
2009:

38,496 degrees

National Science Foundation

Science and Engineering Indicators 2012

Figure 2. BS Production (All Departments)



Source: Table 3: Bachelor's Degrees Awarded by Department Type

“121 / 11,860 software developer jobs
are ‘entry level’

“An experienced programmer (a craftsman) takes an inexperienced one (an apprentice) under his wing in order to teach the apprentice the skills necessary to become a craftsman.

Software Apprenticeship

Doug Bradbury

“8th Light Apprenticeship Tree

How to Plan

Identify Mentors

How to Plan

Identify Learning Objectives (Checklist)

<http://bit.ly/OmFbMX>

How to Plan

Identify Exercises (Knowledge Gap)

How to Plan

Identify Reading Material

How to Start

Identify Candidates

“Smart

A doer

A self-motivated learner

Available

Humble

Committed

A hacker

What to look for in an Apprentice

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How to Start

Identify Potential (Interviewing)

“Tell me about a time ...
When have you ...
Describe a time when ...

Behavior Based Interviewing

How to Start

Identify Timeframe

How to Be a Good Mentor

Belonging

Humility

Available

Proactive

Checkpoint reviews

Mentor (don't teach)

Inspire

How to Transition

Review Board

Challenges

Pair tour

Presentation

Decision

Induction

How to Continue

Ongoing relationship

Support Network

Other mentors

“因材施教 有教無類

Teach your student according to their aptitude, and provide education for all without discrimination.

Confucius

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