

##NO RAIN AFTER S

Agenda

- Senior Software Crafters are rare
- A model for expertise
- On-going crisis
- How you can fix this

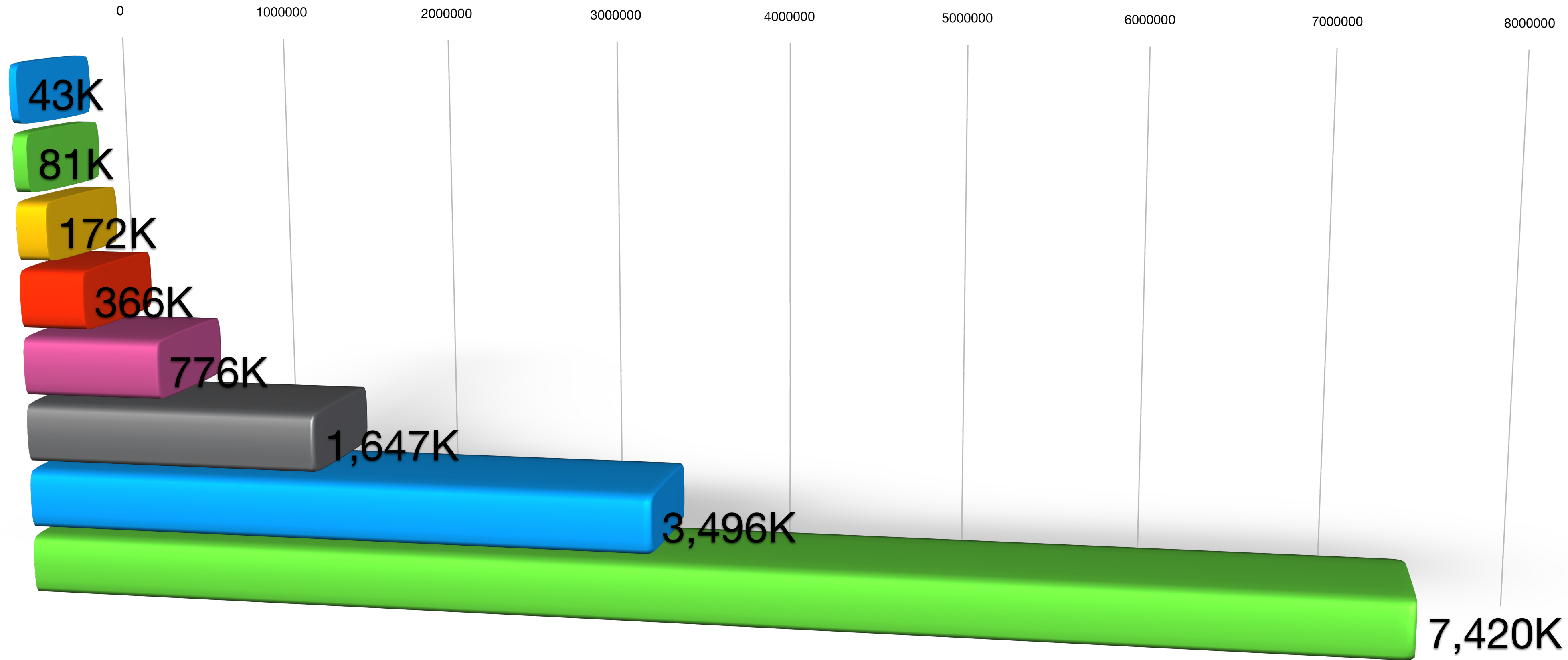
- Senior Software Crafters are rare







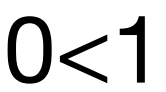

- A model for expertise

• On-going crisis

• How you can fix this

Let's talk demographics



 $35 < 40$  $30 < 35$  $25 < 30$  $20 < 25$  $15 < 20$  $10 < 15$  $5 < 10$  < 5