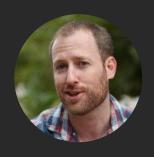# Intros and mission.

Jesse Peplinski
Partner
Hack Upstate
jesse@hackupstate.com

Doug Crescenzi
Partner
Hack Upstate
doug@hackupstate.com

James Shomar
Chief Growth Officer
MACNY
jshomar@macny.org

Martha Ponge
Director of Apprenticeship
MACNY
mponge@macny.org

HACK UPSTATE | careersincode

Recruiting qualified developers is challenging.

There are **large candidate pools**, but recruiting locally and **finding the right people** has been challenging.

Proven curriculum for success.

- We'll work with you to ensure that our apprentices will **graduate** with the **technical skills** they need to be **successful at your organization**.

- We will **refine our curriculum to** ensure it is **tailored** around the **unique needs** of our partners and local Central and Upstate New York companies.

- You can view a high level curriculum here and a detailed breakdown here.

HACK UPSTATE | careersincode

Proven matching process.

Recruit → Match → Training & Employment

Success and outcomes.

- **8 of 11** of our graduates have obtained jobs, internships, or consulting arrangements with local employers.

- We saw a **56% increase in annual salary** for students who completed the full 24 week coding bootcamp.

- Learn more at careersincode.org/outcomes

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]

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

What our prospective apprentices are saying.

*"If given the chance, I promise to **do my very best** to provide whatever services I can."*

DOMINIQUE WYNN.

*"I am **motivated to learn** as much as I possibly can, and I think an apprenticeship would absolutely **give me the opportunity** to do so."*

SARA DOW Meet Sara here.

*"Everything about it excites me - the novelty, opportunity, and especially the possibility of securing a position through which I can **continue to learn and grow** while doing something I'm passionate about."*

LA'TONIA WALKER. Meet La'Tonia here.

*"I'm extremely passionate about the apprentice opportunity and to start my career in coding. [..] I have been waiting for this opportunity for such a long time and am **eager to learn on the job** whilst also helping the team and the **organization achieve their goals.**"*

SHAH MANSOOR. Meet Shah here.

*"I am so excited for this apprenticeship opportunity because getting your foot in the door can be the hardest part, then you can **show everyone what you are capable of.**"*

BRIELLE DAILEY. Meet Brielle here.

*"Apprenticeship would be the most exciting next step for me after the Careers in Code program, because it would offer me **continued learning, mentorship**, and a **path to grow** within a company or organization."*

KYLE GILBERT. Meet Kyle here.

Timeline (subject to change).

- **Mid-Late August** - Commitment from local employers to hire apprentices at their organizations.
- **Late August - Early September**
  - Careers in Code and MACNY apprenticeship interviews.
  - Employer presentations to prospective apprentices.
  - Employer apprenticeship interviews.
- **Late September** - Final decisions on apprentices.

Proposed costs.

- **Pilot:** $8,500 per apprentice.
- **Long-term:** Recruitment fee charged to employers

What we need from you.

- Would you like to explore moving forward with **hiring an apprentice** from our second cohort?

- If so, **how many slots** would you be looking to fill?

HACK UPSTATE | careersincode

Questions?

Jesse Peplinski
Partner
Hack Upstate
jesse@hackupstate.com

Doug Crescenzi
Partner
Hack Upstate
doug@hackupstate.com

James Shomar
Chief Growth Officer
MACNY
jshomar@macny.org

Martha Ponge
Director of Apprenticeship
MACNY
mponge@macny.org

HACK UPSTATE | careersincode