

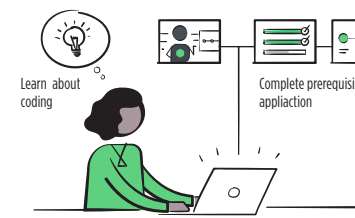


# APPRENTICESHIP PROGRAM

## DISCOVERY 6-8 WEEKS

### RECRUITMENT

Two week sprint to assess if coding is the right fit for me based on my learning style and interests.



Apply for Program

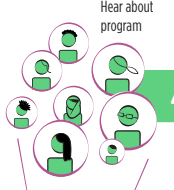
Wait for Application Response (1 week)

Application Acceptance

### COMMUNITY PARTNER

Contacted

Review & sign Memorandum of Understanding



### APPRENTICE

Application criteria

### BEGIN RECRUITMENT

### EMPLOYER

### PLANNING

- Space and EDI (equity, diversity, & inclusion) assessment
- Meet with department heads
- Tour facilities

- HR coordination for students
- Establish pay for learning
- MIT living wage calculator
- Desk & equipment

## LEARNING 3 MONTHS

### CURRICULUM

- Avg of 10 sprints (2 weeks, 2 weeks, 1 week, 1 week, etc.)
- Work in Slack & Techdegree (if applicable)
- Start getting paid
- Learn at employer site full-time
- Receive continuous feedback and have 1-on-1 meetings
- EDI and 21st Century skills training
- Receive technical learning support

### STUDENT ORIENTATION

Students assigned Mentor

Weekly 1-on-1s

### GROUP PROJECT

Informal Mentorship with peers

### OFFBOARDING

Coordinate informal mentors to provide workplace connection

Co-create Apprentice Success Playbook

Selection and training for apprentice mentors

Assist & support in offboarding

Provide Updates (weekly)

### GRADUATION CEREMONY

Techdegree Certificate

## APPRENTICESHIP 3 MONTHS

### APPRENTICE

- Continued learning of employer systems & languages
- Clear milestones & feedback
- Follow playbook
- Mentor support
- EDI and 21st Century skills training
- Continue getting paid

### APPRENTICE ORIENTATION

Weekly 1-on-1s

Playbook

### MENTORING

- Provide mentorship
- Tech support & coaching
- Assigning tasks
- Providing feedback

### OFFBOARDING

Assist & support in offboarding

Marketing campaign

Make job offers

Community Partner retrospective

Employer retrospective

Apprentice retrospective

- Ongoing measurement & check-ins
- Retention
- Job growth
- Inclusion

## FULL-TIME EMPLOYMENT

### WELCOME PARTY!

### START WORK

### CONTINUED LEARNING

Connect with others  
Support other apprentices

### KEY PLAYERS



### APPRENTICE

The apprentice is the star of our program. This process is designed around their needs and our long term success is directly connected to theirs.



### COMMUNITY PARTNER

Community Partners play an essential role in helping to connect our program with high potential candidates and provide them support along the way.



### EMPLOYER

It's critical that Employers are aligned with our mission to diversify the tech industry through accessible education and apprenticeships and provide inclusive work environments where all people can thrive.



### PROGRAM TEAM

You can leverage our learning program to ensure apprentices become long term employees.