You Should Have an Apprenticeship

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where the story starts
patient zero
we want to hire this person
the old days

- Procedural PHP
- HTML (with tables!)
- CSS
- SVN, maybe
- Deploy by FTP

now

- Rails backend MVC
- JS Frontend MVC
- FE Framework + Custom Changes
- Git w/ Custom Process
- Deployment w/ Docker + Heroku
intern?
our program

- six months
- learning as a primary output
- paid a living wage
- pairing with several mentors
the other benefits

- better retention of senior devs
- better processes
- wider candidate pool
and it worked!
reasons not not to have an apprenticeship
hiring
time and money cost
expertise
but seriously...
Billionaire Peter Thiel to Chicago: 'Very talented' folks head to coasts
chicago is real people solving real problems for other real people
what I know

what you know

what we’re missing
the goal
https://tinyurl.com/haveanapprenticeship l @jmmastey l #haveanapprenticeship

i can help
thanks