



Modern Apprenticeship

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Agile Conference 2008

- Craftsmanship over crap!

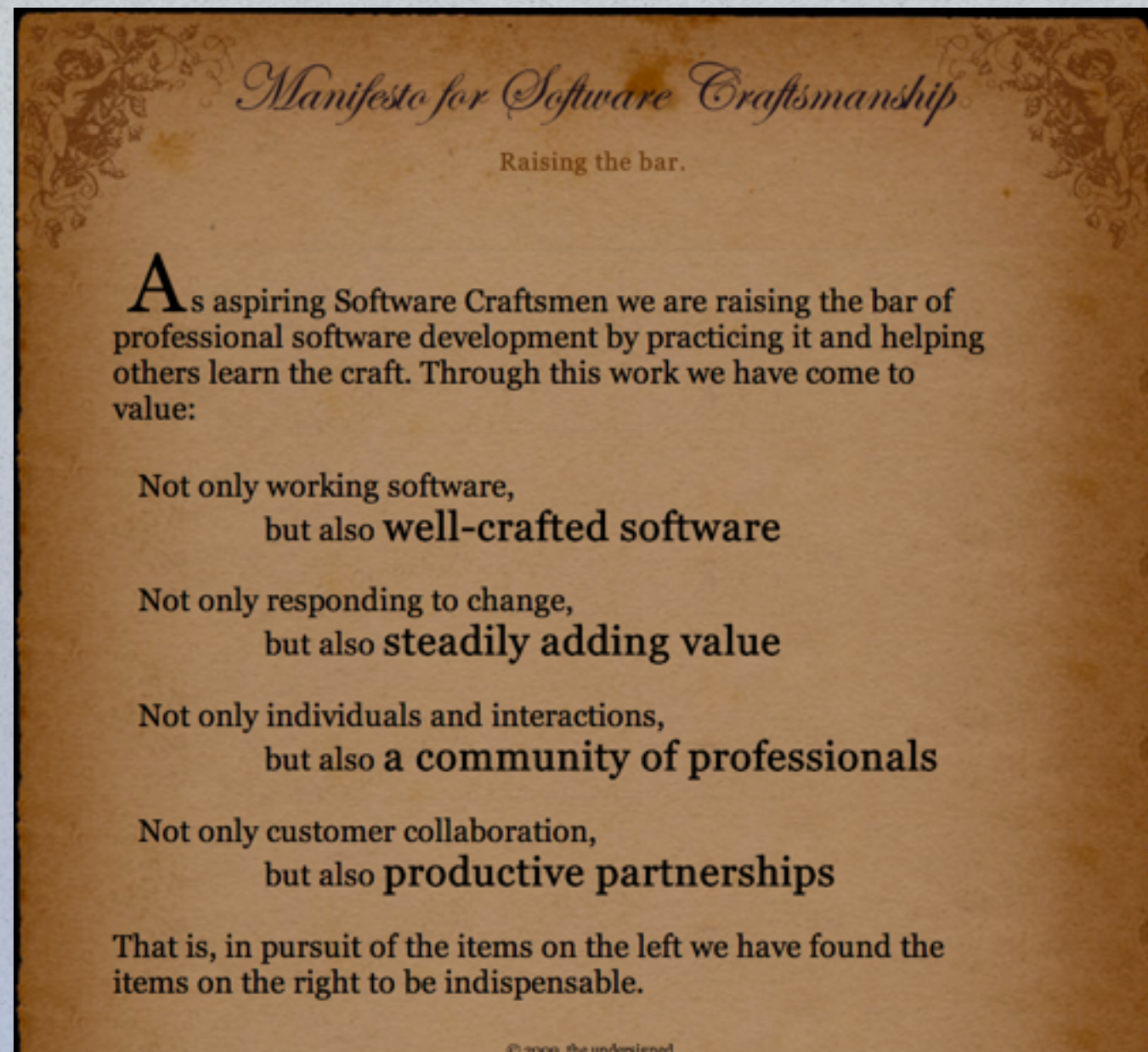


Software Craftsmanship Summit

- Libertyville, IL
- 2008



SC Manifesto





Not only working software, but
well-crafted software



Not only responding to change, but
steadily adding value

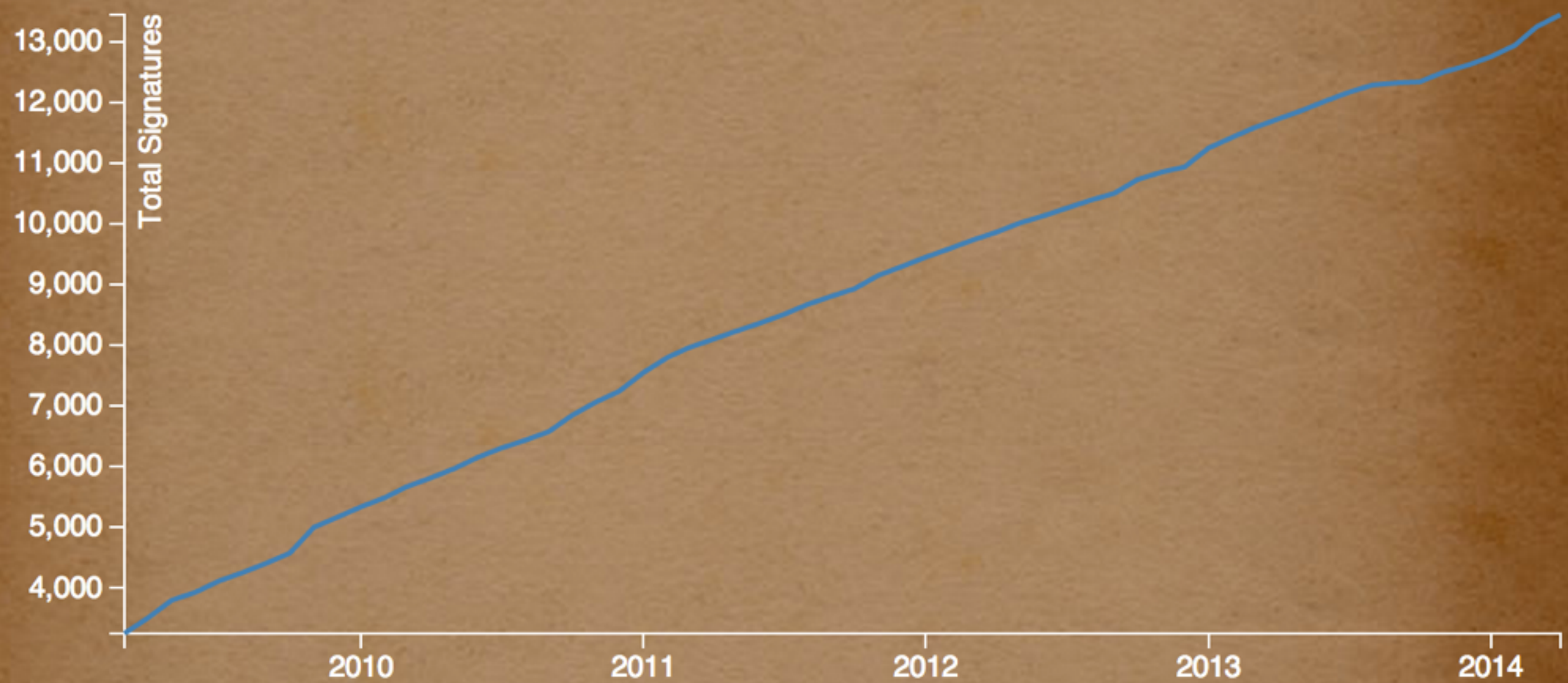


Not only individuals and interactions, but also
a community of professionals



Not only customer collaboration, but
productive partnerships

Manifesto signatories





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Modern Apprenticeship

Apprenticeship in the wild

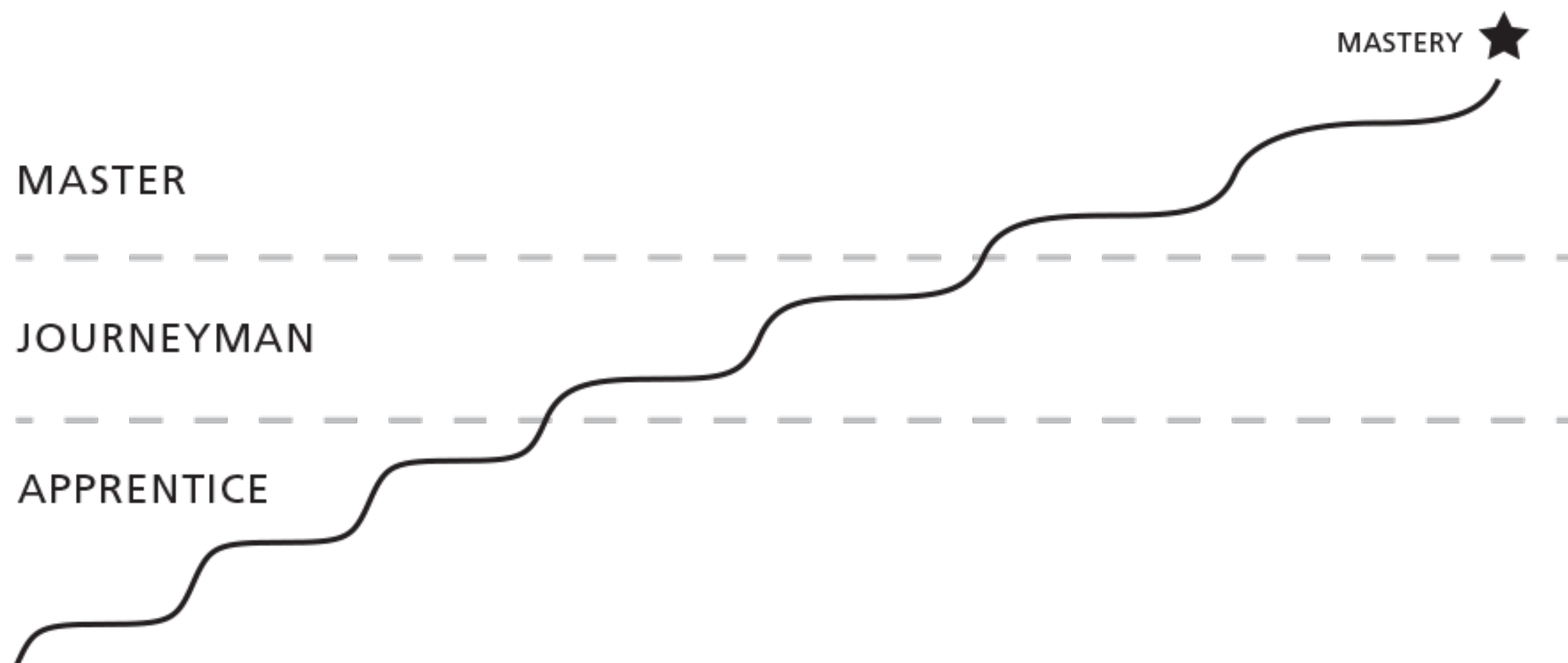
8th Light Apprenticeship

8 Years, 82 resident apprentices

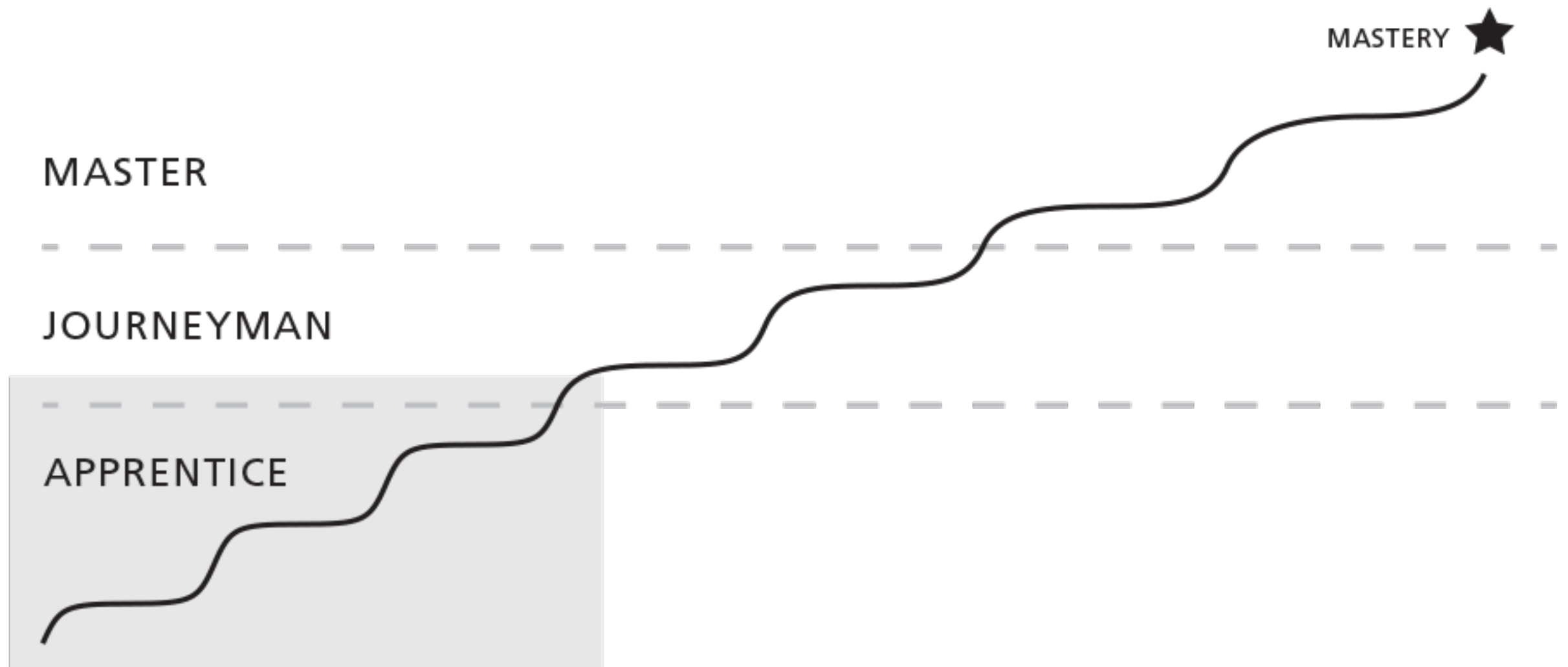
Average 5 months

100% of new craftsmen since 2010

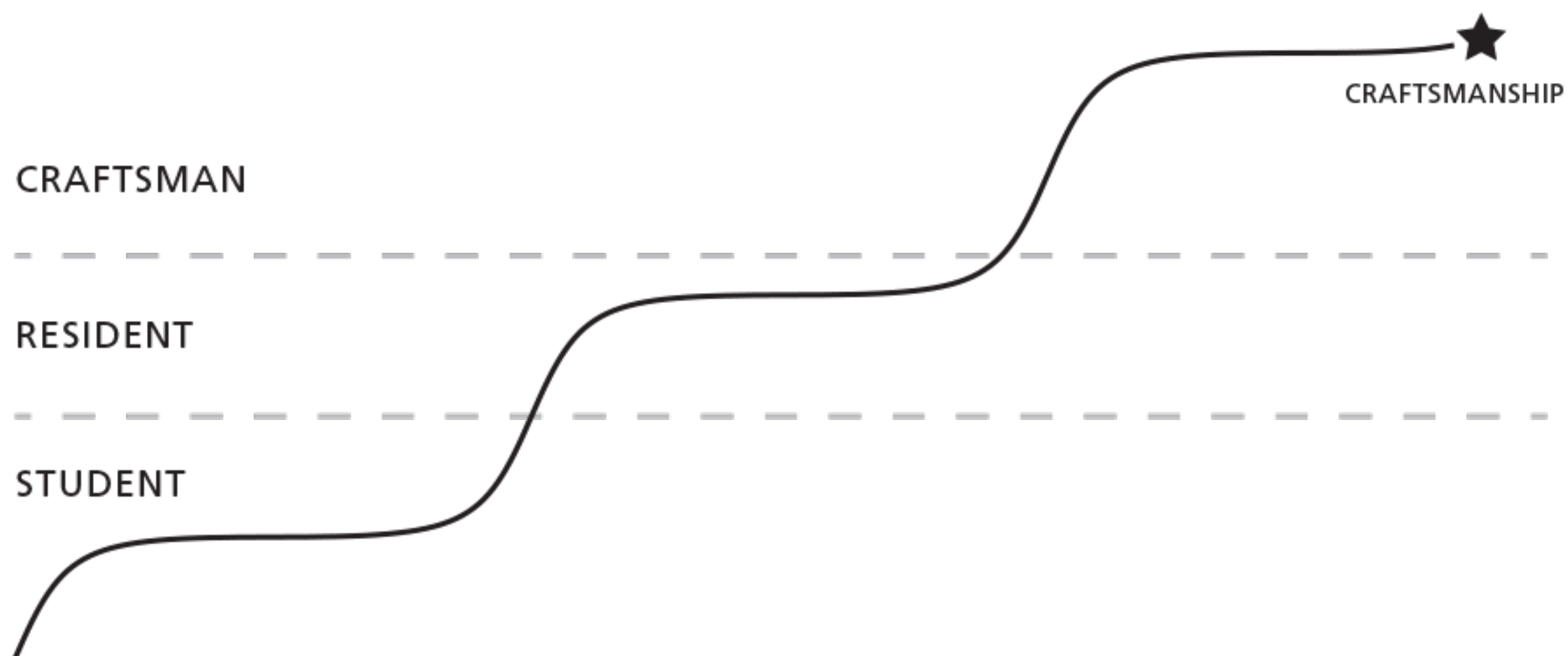
PATH TO MASTERY



PATH TO MASTERY



APPRENTICESHIP





Student

- Internship
- College
- Boot camp



Student

- Immersive learning
- Theory and practical
- Teacher driven



Student

- Goal is to find vocation

Vocation – Apprenticeship

Vocation is the deliberate decision to combine your passions and aptitude to a life-long pursuit of craft.

Vocation – Litmus

“Code is an end in itself, not just a means.”

—Brian Marick

Code Schools

“Become a professional in 12 weeks.”

“Buy a house with no money down.”

Code Schools



7 Resident Apprentices



Resident

- Training focused
- Entry level employment
- Apprenticeship programs



Resident

- Deliberate practice
- Teaching / Mentoring
- Working on a team



Resident

- Goal is finding a mentor relationship and a curriculum.

Mentor

Humanizes the material and can use empathy to create motivation or inspiration.

Mentor – Relationship

- Meet weekly
- Support
- Skill assessment

Curriculum

- Toolsets
- Frameworks
- Paradigms
- Languages

Practice – Types

- Breakable toys – constrained wild
- Concentration – pomodoro, pairing
- Shared experience – HTTP Server



Craftsman

- Working on a project
- Delivering quality code
- Full time employment



Craftsman

- Learning professionalism
- Code of ethics
- Building intuition



Craftsman

- Goal is professionalism

Suzuki Method

Professionals are not self-taught.

Learning to be a professional is learning
tacit knowledge from professionals.

Intuition

- System 1 vs. System 2 thinking
- Concentration – pomodoro, pairing

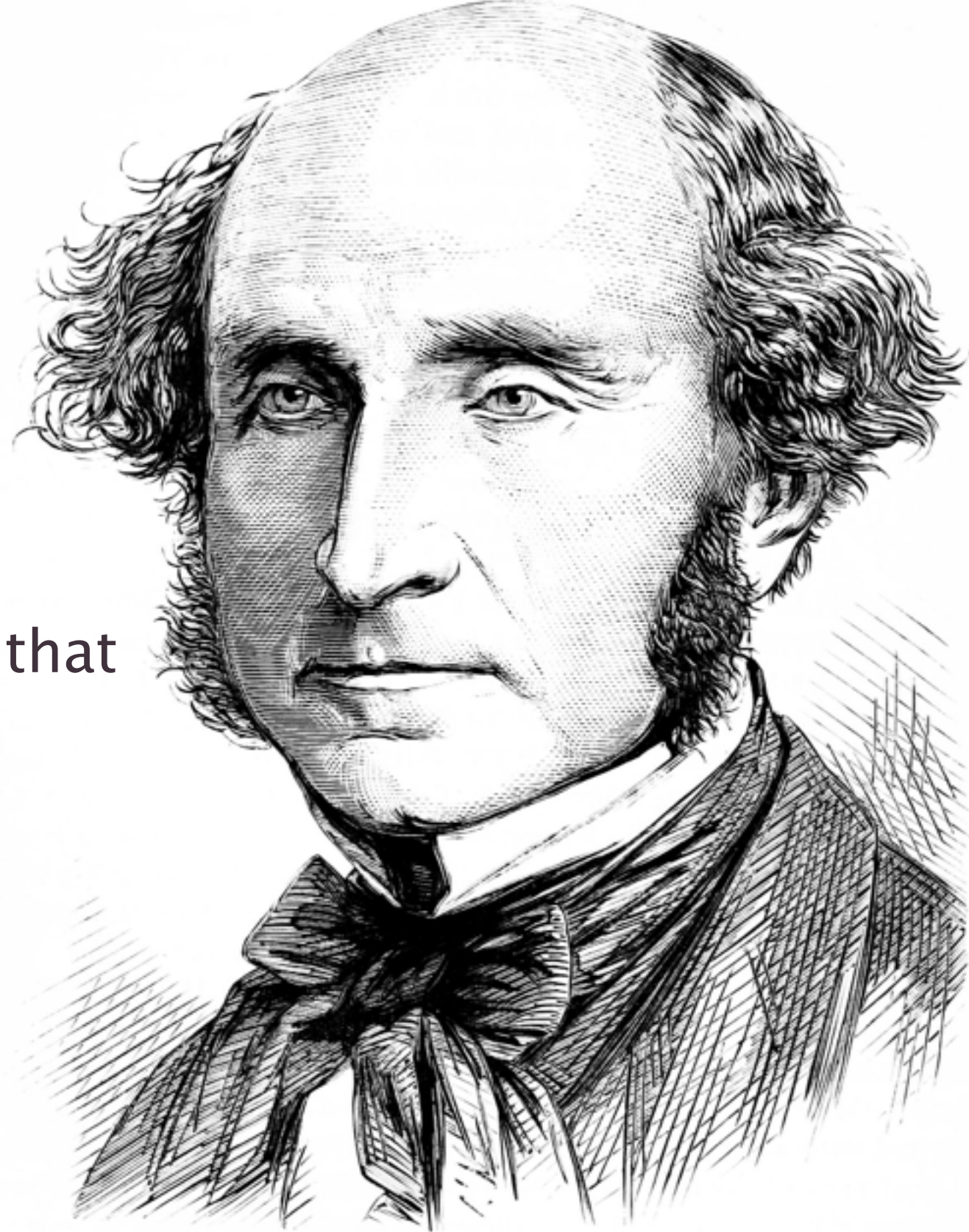
A low-poly, geometric illustration of a mountain range. The mountains are composed of various shades of purple, pink, and white, creating a faceted, crystalline appearance. They are set against a light blue sky with soft, white clouds. The foreground shows a dark blue, textured surface that resembles water or a reflective ground, with the mountains' peaks mirrored below. The overall style is modern and minimalist.

Software code of ethics

Purpose

“In the end [craftsmen] are not loyal to a particular boss or even to a company but to a set of values they believe in and find satisfying.” —Goran Lindahl

Proper course of action is the one that maximizes utility and reduces suffering.



John Stuart Mill

Strong practices, weakly held

Across every craft, perfection is defined externally. It isn't up to us to define; it's up to us to discover. We teach the apprentices the best utility tools and frameworks, for now.

“Act only according to that maxim whereby you can, at the same time, will that it should become universal law”



Immanuel Kant

- We do X.
- We do not do Y.

- We continually master a variety of technologies and techniques.
- We do not let unfamiliarity dissuade us from using the best tools.

- We embrace differences of opinion and personality.
- We do not allow our current practice to impede improvements.

- We teach anyone with the willingness to learn.
- We do not hoard our knowledge or practices.

- We take responsibility for the correctness of our code by testing it thoroughly.
- We do not tolerate preventable defects.

Leader/Employer responsibility

To have a great and diverse team in software, you have to make that team.



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Thanks!
questions?