

# APPRENTICESHIP

Preserving Institutional Knowledge While Growing the Next Generation of Talent

## Techtonica Provides an Accessible Career Pathway into Tech

When Michelle Glauser became a software engineer in San Francisco in 2012, it tripled her income. But she started to notice that the people most underrepresented in tech—women and non-binary adults with low incomes—were the same people being displaced by tech. She started nonprofit Techtonica to break barriers and get underserved people into tech. Techtonica partners with companies to provide apprentices with six months of free training, laptops, living and childcare stipends, and guaranteed job placement. The first group of apprentices has recently graduated and are now working.



Software engineering volunteer Kamilah works through code challenges with Techtonica trainees Michelle and Zaire. (Photo credit: Michelle Glauser)

Techtonica is currently seeking new hiring partners and funding to start another cohort of trainees in January. The application process for apprentices will start in November. Applicants will be required to attend several workshops, fill out an application, display their typing and laptop navigation skills, pitch themselves, teach others, solve code challenges, present their work, program with others and attend interviews with Techtonica staff and board members. Techtonica is registered with the Division of Apprenticeship Standards as an on-the-job training program and graduates will receive a certificate of completion after 500 hours of work with our partners.

For more information about this program, see our website for more details: <https://techtonica.org>

**Michelle Glauser**  
*Founder, Techtonica*