

State Information Technology Committee • Madison WI
 Software Developer • 07-030062010-01-H
 Exhibit A - Program Provisions

Approved: 9/15/2017

TERM OF APPRENTICESHIP: The term of apprenticeship shall be Hybrid, which has been established to be 2 years of not less than 4,035 hours. In addition to the specified hours, the apprentice must successfully attain the competencies described in these program provisions. Hours of labor shall be the same as established for other skilled employees in the trade.

PROBATIONARY PERIOD: The probationary period shall be the first 6 months of the apprenticeship, but in no case shall it exceed twelve calendar months. During the probationary period, this contract may be cancelled by the apprentice or the sponsor upon written notice to the Department, without adverse impact on the sponsor.

SCHOOL ATTENDANCE: The apprentice shall attend the Wisconsin Technical College System or other approved training provider, as assigned, for paid related instruction four hours per week or the equivalent and satisfactorily complete the prescribed course material for a minimum of 360 hours, unless otherwise approved by the Department. The employer must pay the apprentice for attended related instruction hours at the same rate per hour as for services performed.

WORK PROCESS SCHEDULE: In order to obtain well-rounded training and thereby qualify as a skilled worker in the trade, the apprentice shall have experience and training in the following areas and shall demonstrate competency, as specified herein. This instruction and experience shall include the following operations but not necessarily in the sequence given. Time spent on specific operations need not be continuous.

| <u>Work Process Description</u> | <u>Approximate Hours</u> (Min - Max) |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------|
| Contribute to software development lifecycle. A. Interpret functional requirements. B. Participate in team meetings. C. Estimate effort and complexity for assignments. D. Prioritize assigned work. E. Participate in code quality review. F. Participate in retrospectives. G. Write acceptance criteria. H. Demo software functionality. I. Track time on task. | 400 |
| Complete programming tasks. A. Configure programming environment. B. Maintain existing feature(s). C. Create new feature. D. Identify logic changes. E. Identify user interface changes. F. Identify process changes. G. Identify data changes. H. Write queries. I. Write automated tests. J. Write code comments and annotations K. Implement design pattern L. Create necessary data models | 1400 |
| Troubleshoot problems. A. Identify the functional problem. B. Determine severity of problem. | 700 |

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| C. Gather related information and data about the problem. | |
| D. Replicate the problem. | |
| E. Select resolution strategy. | |
| F. Debug the system. | |
| Perform Developer testing. | 500 |
| A. Execute security tests. | |
| B. Execute unit test functionality. | |
| C. Execute integration tests, | |
| D. Execute user acceptance tests. | |
| E. Execute preliminary performance tests. | |
| Maintain version control. | 50 |
| A. maintain code in repository. | |
| B. Resolve merge conflicts. | |
| Package and deploy applications. | 50 |
| A. Package compiled binaries. | |
| B. Perform deployment. | |
| Develop professionally. | 100 |
| A. Research technologies. | |
| B. Execute a professional development plan. | |
| Create documentation | 175 |
| A. Create technical documentation. | |
| B. Create user documentation. | |
| C. Update technical documentation. | |
| D. Update user documentation. | |
| Local Optional Work Processes | 300 |
| Paid Related Instruction | 360 |
| TOTAL | 4035 |

The above schedule is to include all operations and such other work as is customary in the trade.

MINIMUM COMPENSATION TO BE PAID:

The apprentice's wage must average no less than 60% of the skilled wage rate during the term of the apprenticeship (DWD 295.05). The apprentice may not be started at less than the minimum wage.

Base skilled wage rate N/A per hour.

If at any time the base skilled wage rate rises or falls, the apprentice's wage shall be adjusted proportionately. The wage rate of apprentices employed in this trade and this firm shall be based on the base skilled wage rate stated above.

All apprentices are covered by State and Federal Wage and Hour Standard requirements. All apprentices shall be paid no less than the minimum wage established under regulations.

CREDIT PROVISIONS: The apprentice, granted credit at the start or during the term of the apprenticeship, shall be paid the wage rate of the pay period to which such credit advanced the apprentice.

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|----------------------------------------------------------------------------|-----|
| Work credit hours approved: | N/A |
| School credit hours approved: | |
| Paid related instruction: | N/A |
| Unpaid related instruction: | N/A |
| Total credit hours to be applied to the term of the apprenticeship: | N/A |

SPECIAL PROVISIONS:

The apprentice must successfully complete Transition to Trainer in the final year of the program.