Building an Associate Engineer Model
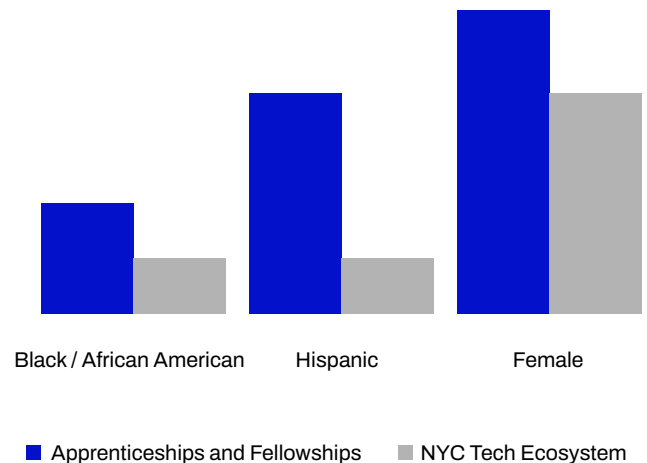
NYC Tech Talent Pipeline

How to get started

No two onboarding programs are identical. These models are deliberately designed to be tailored to each company's priorities, contexts, constraints, and objectives. Implementing Associate Engineering models therefore require some time to define the best configuration for a given company. Initial steps include:
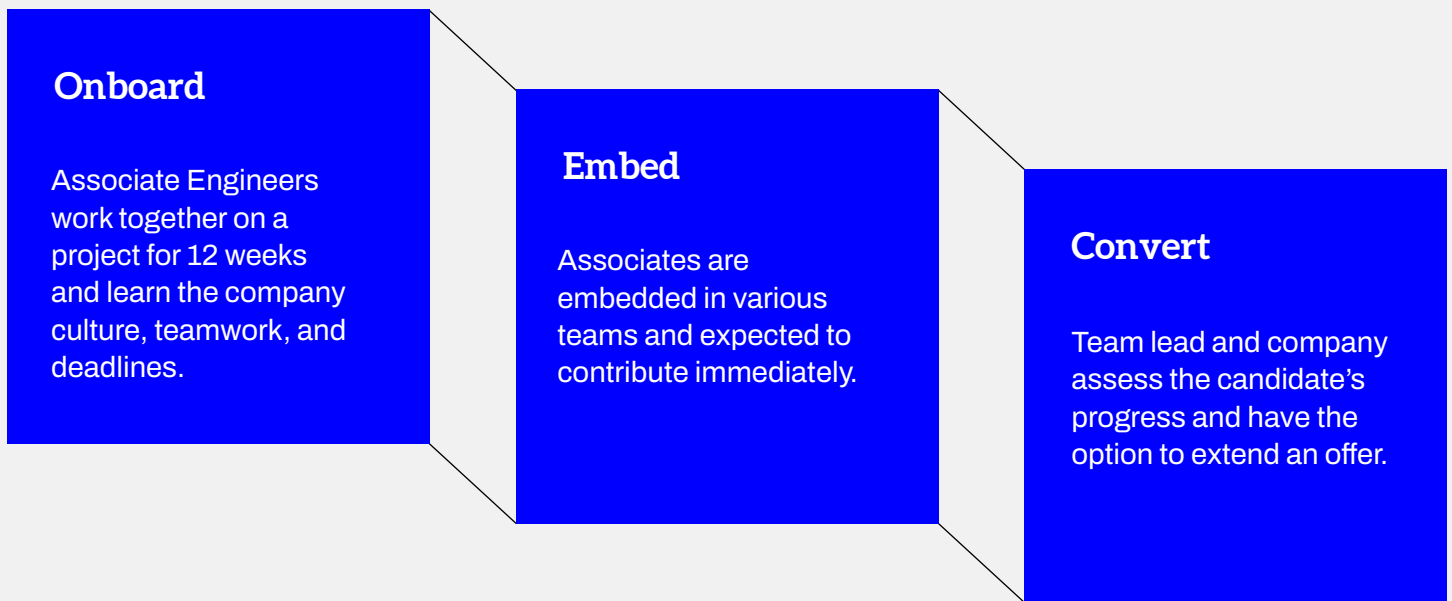
Identify Demand

During early budgeting and projections, companies should identify any upcoming projects or sprints that require skilled talent with specific expertise.

Establish Partnership

Upon buy-in and budget, companies should select an internal team that will dedicate time to developing and managing the program. This team can be recruited from committed employees that are in search of professional development.

Develop Model

Established team should develop a Associate model that provides the relevant background, mentorship pairing and technical expertise to complete the program. The model should also include an appropriate amount of time to ramp-up while being evaluated for full-time hire. The model can be built off existing tools including onboarding process, intern development, and other tools.

Our partners have seen a dramatic shift in the demographic make-up of their teams compared to the NYC tech ecosystem.

	Black / African American	Hispanic	Female

■ Apprenticeships and Fellowships   ▪ NYC Tech Ecosystem

Sample Model

Onboard

Associate Engineers work together on a project for 12 weeks and learn the company culture, teamwork, and deadlines.

Embed

Associates are embedded in various teams and expected to contribute immediately.

Convert

Team lead and company assess the candidate's progress and have the option to extend an offer.

Candidate Screening

Internal teams should build a candidate profile that focuses on essential skills needed to perform well in the identified tasks to ensure candidates are screened for potential and technical aptitude needed for pre-selected projects and teams. Because much of the Associate Engineering model will include mentorship and technical support, managers may place more emphasis on passion, fundamental knowledge, and high potential to be successful.

Source Candidates

Associate Engineer roles can help companies include a diversity of thought and opportunity by recruiting quality talent from nontraditional sources through sources like the City's free-of-cost tech recruiting team, local bootcamps, or public institutions.

> *Jon Chan*
> *Director of Engineering,*
> *Stack Overflow*

All of the things that we needed to do in order to launch a better Associate Engineering program, were all the things we needed to do to become a better Engineering Department for the future.

Change starts with how you onboard.

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apprenticeships-fellowships