



Software Development Associate

Build the software that powers Indiana's economy.

2-YEAR APPRENTICESHIP

ABOUT THIS ROLE



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(Grades 8-10: Explore & Apply)

Software Development Associates write, test, and improve the code behind real business applications — working alongside experienced engineers from day one.

YOUR INCAP PATH

Apply in 10th grade · Apprenticeship begins Grade 11 · Paid **\$10-12/hr**

YOU WILL BE LEARNING TO

- > Write and test production code
- > Use version control and dev tools (Git, IDEs)
- > Debug and fix issues in real software
- > Collaborate on engineering teams



GRADE 11



YEAR ONE

(Grade 11)

AT THE EMPLOYER (2 DAYS/WEEK)

- > Fix bugs in existing codebases
- > Write and run automated tests
- > Build small features under engineer guidance
- > Participate in sprint planning and standups
- > Learn version control and team workflows with Git

ICC TRAINING (1 DAY/WEEK, FLEXIBLE)

Programming fundamentals · Data structures · Agile methods · Web & app development foundations

* BOTH SUMMERS

Full-time at employer · 1 day/week ICC training continues



GRADE 12



YEAR TWO

(Grade 12)

AT THE EMPLOYER (3-4 DAYS/WEEK)

- > Own small features end-to-end through the dev cycle
- > Lead code reviews for peers and juniors
- > Contribute to architecture and design discussions
- > Integrate APIs and third-party services
- > Build portfolio projects with real business impact

ICC TRAINING (INTEGRATED, FLEXIBLE)

Advanced frameworks · Database design · Security practices · Software engineering capstone project

UPON COMPLETION

Employment Honors Plus Seal · INCAP Software Development Associate Certificate · Portfolio eligible for college Credit for Prior Learning



WHAT'S NEXT



WHERE IT LEADS

Your INCAP credential opens doors — wherever you want to go.

WORKFORCE

Ready for junior developer, QA engineer, and software associate roles. Your INCAP certificate and portfolio demonstrate real production experience to employers.

INCAP CAREER PROGRAM

Advance into full-stack development, cloud engineering, or software architecture — earning a professional credential equivalent to a bachelor's degree.

COLLEGE

Your INCAP credential can earn Credit for Prior Learning and accelerate a degree in computer science, software engineering, or information technology.

Learn by doing — and set yourself up for success.

IndianaCAP.org