

5 Tech Companies With Apprenticeship Programs



URL:

<https://www.pexels.com/photo/group-of-multiethnic-coworkers-discussing-startup-project-on-laptops-together-6140676/>

Alt-text: Young people working together as part of a software engineering apprenticeship.

A software engineering apprenticeship can be a valuable step toward a highly profitable and in-demand career. Also known as IT apprenticeships, these programs play an essential role in narrowing the skills gap. According to a [study by Urban.org](#), the vast majority of hiring managers report difficulties in finding the right tech talent. IT apprenticeships alleviate the talent shortage by providing on-the-job training and even compensation to talented and passionate individuals.

In this article, we bring you the best software engineering apprenticeships offered by the likes of Lyft, Pinterest, and Google. We also discuss the top remote apprenticeship opportunities as well as the best internships for bootcamp grads. If you're looking for a surefire way to break into tech, the programming apprenticeships featured here could give you the start you need.

Key Takeaways

- **Software engineering apprenticeships**, also known as **IT apprenticeships**, are structured learning programs that offer hands-on experience and practical skills in technology fields.
- **Tech apprenticeships** are typically paid positions, providing financial support and the opportunity to earn while learning valuable industry-specific skills.
- Several top tech companies, including Lyft, Pinterest, Google, Airbnb, and Meta, offer well-structured apprenticeship programs for aspiring software engineers.
- Some apprenticeships, such as those at Lyft and Google, offer remote options, enabling individuals to participate in the program from anywhere.
- While not a job guarantee, completing a tech apprenticeship can significantly enhance your job prospects in the competitive tech industry, especially in esteemed companies like Google, where the program can make your resume stand out.

What Is a Tech Apprenticeship?

A **tech apprenticeship**, often referred to as a **software engineering (SWE) apprenticeship** or **coding apprenticeship**, is a structured learning program in the technology industry. It offers individuals the chance to acquire hands-on experience and practical skills in fields like software development, [coding](#), and technology.

Tech apprenticeships typically combine on-the-job training with classroom learning, allowing apprentices to work alongside experienced professionals while gaining a deep understanding of industry-specific tools, processes, and technologies. These programs are an excellent way for newcomers to break into the tech sector, or for career changers to transition into a technology-related field.

Best Software Engineering Apprenticeships in 2024: An Overview

Below is an overview of the **tech companies with apprenticeship programs** that we have selected for this list. Our selection of the **best software engineering apprenticeships** is based on the popularity of the program, the amount of compensation, and benefits like mentoring and access to other types of support.

Company	Duration	Paid?	Remote?
Lyft	Up to 12 months	N/A	Yes
Pinterest	Up to 12 months	Yes	N/A
Airbnb	6 months	Yes	Yes
Google	12-36 months	Yes	Only in the US
Meta	18 months	Yes	N/A

Tech Companies With Apprenticeship Programs: A Closer Look



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<https://www.pexels.com/photo/people-in-the-office-using-a-desktop-computer-for-discussion-8636591/>

Alt-text: Students and mentors solving a problem during a programming apprenticeship.

Caption: A tech apprenticeship will give you exposure to real-life coding projects and experience working with established programmers.

Lyft

Lyft, the ride-hailing startup, has a software engineering apprenticeship program designed for aspiring professionals with non-traditional backgrounds. During this program, which lasts up to 12 months, apprentices work with engineering teams across the company and enjoy mentorship by Lyft engineers.

Lyft's SWE Apprenticeship Program is a great opportunity for junior coders to gain experience as they'll be making contributions to the company's products from day one. Getting an internship at Lyft requires submitting a resume and a letter of interest as well as passing a technical challenge. You are also encouraged to share your GitHub portfolio.

Pinterest

A [Pinterest apprenticeship](#) will give you the opportunity to work on high-impact projects alongside seasoned professionals for one of the best-known brands on the Internet. Additionally, you'll be assigned to a mentor who will provide the support needed to work and build a career at Pinterest.

For this [Pinterest internship](#), the company is prioritizing candidates from non-traditional backgrounds, including coding bootcamp grads, self-taught programmers, and people without a university degree. If your goal is to get a job at Pinterest, do not think twice about applying to this internship opportunity.

Airbnb

Working for this innovative homestay company would be a dream come true for any person hoping to [become a software engineer](#). If this is the case for you, then make sure to apply for the [Airbnb Connect Software Engineering Apprenticeship](#).

During this six-month paid program, you'll benefit from the tutelage of a technical engineering instructor, who will teach you the idiosyncrasies of the company in a workshop environment. You'll eventually begin to code alongside other seasoned engineers. This [Airbnb apprenticeship](#) can lead to a full-time, entry-level software engineering role.

Google

A [Google apprenticeship](#) will make your resume stand out in the job market and is an opportunity worth pursuing if you want to make a name for yourself in the field. In addition, a Google apprentice not only enjoys the usual perks of working at the Internet search giant but also receives career coaching and support to ensure their success after the program. If you are wondering [how to get a job at Google](#), this program may be the answer.

A [Google SWE apprenticeship](#) usually lasts anywhere from 12 to 36 months and is generally designed for students pursuing a computer science degree or a degree in a closely related field. These programs are often delivered in partnership with local partners such as the CFA (Centre de Formation d'Apprentices) in France.

Meta

Facebook, the social media leviathan, runs an apprenticeship program out of London designed for career changers and individuals without a formal degree. Apprentices get to earn a living while learning a highly profitable and in-demand trade.

If you join a [Meta apprenticeship](#), you'll be paired with a manager and a mentor who will do their utmost to see you become a full-fledged software engineer. You will spend most of your time working on real-life projects but you will also benefit from training in the soft skills needed to work as part of a modern, multi-cultural software development team.

Are Tech Apprenticeships Paid?

Yes, tech apprenticeships are typically paid positions. Apprentices in the technology industry receive compensation for their work, allowing them to earn while they learn. The amount of payment varies based on factors such as the specific company, location, and the skills of the apprentice.

Paid tech apprenticeships are a valuable pathway to gain hands-on experience and develop expertise while receiving financial support. This compensation can help cover living expenses and make apprenticeships accessible to a diverse range of individuals, including those seeking career changes or recent graduates.

Are There Any Remote Apprenticeship Programs?

Yes, there are several remote apprenticeship programs. Just like with full-time positions, following the start of the pandemic in 2019 and 2020, many companies decided to make their apprenticeships and internships remote. Below is a list of the best remote IT apprenticeships.

Top Remote Apprenticeship Programs

- Lyft's SWE Apprenticeship Program
- Airbnb Connect Software Engineering Apprenticeship
- Google Software Engineering Apprenticeships
- Microsoft Leap Apprenticeship Program
- Salesforce Futureforce Program

Best Apprenticeships After Coding Bootcamp

Although many apprenticeship programs look for candidates with a traditional education, there are also some designed for people with alternative backgrounds, such as self-taught developers and coding bootcamp grads. Below is a list of popular apprenticeships that should be on your radar if you received your programming training from a [coding bootcamp](#).

- **Pinterest.** As mentioned earlier in the article, the popular image-sharing company encourages people from non-traditional backgrounds, including coding bootcamp grads, to apply for their internships.
- **Detroit Labs.** This company offers a three-month apprenticeship to individuals who have no formal training in software development. You'll learn programming fundamentals and improve your team collaboration and soft skills.
- **City Internships.** This organization acts as a career accelerator, offering apprenticeships across the world with leading companies lasting eight to 12 weeks. There are in-person and remote opportunities in IT, fintech, software and web design, and more.

- **LinkedIn REACH.** This is another great [internship opportunity for bootcamp grads](#) and it is specifically designed for people from non-traditional backgrounds. Apprenticeships last anywhere from one to five years.
- **Amazon Technical Apprenticeships.** These programs target veterans and their spouses, even if they don't have a technical background. If you are ex-military, attending one of the [best coding bootcamps for veterans](#) followed by an Amazon apprenticeship will ensure you are set up for success in this competitive market.

Is a Tech Apprenticeship Worth It?

Yes, a [tech apprenticeship](#) is worth it if you are looking for a safe and effective way to launch a career in this industry. Programming apprenticeships offer on-the-job training, compensation, and the possibility of an offer of full-time employment from a leading tech company.

In addition, many [programming apprenticeships](#) are designed for people who have dropped out of school or who are changing careers but don't have the resources to get a degree. If this is the case for you, then applying for one of the [software engineering apprenticeships](#) highlighted in this article may be the best course of action. To maximize your chances of getting accepted, we recommend attending one of the [best coding bootcamps](#) or learning programming on your own.

Software Engineering Apprenticeships FAQ

Where can I find an apprenticeship in software engineering?

You can find software engineering apprenticeships through various channels. Explore job search websites like LinkedIn, Indeed, and Glassdoor, where companies often post apprenticeship openings. Additionally, check company websites directly, as many tech firms offer structured apprenticeship programs. Coding bootcamps and educational institutions might also provide leads on apprenticeship opportunities.

How do you get a software engineering apprenticeship?

Securing a software engineering apprenticeship involves several key steps. First, it's crucial to build your coding and technical skills, whether through formal education, personal projects, or coding bootcamps. Also, attend tech meetups, conferences, and online forums to connect with industry professionals and seek referrals. Next, research companies that offer apprenticeship programs and carefully review their application processes.

Is a job with the company guaranteed after completing an apprenticeship?

No, in most cases, a job with the apprenticeship provider is not guaranteed at the end of the program. Although you will be considered for a return offer, most companies do not guarantee apprentices a job. If obtaining a job after the program is a prerequisite for you, consider attending a [coding bootcamp with a job guarantee](#).

Which apprenticeship pays the highest?

The pay offered can vary depending on factors like the specific company, location, and the skills required. That being said, tech giants like Google, Microsoft, and Amazon tend to offer the highest compensation for their apprenticeships. It's essential to consider the overall compensation package, including benefits, mentorship, and growth opportunities when evaluating the highest-paying tech apprenticeship for your career goals.