

## MindSpark Apprenticeship Program

After completing the free training session offered by the MindSpark Training Academy in collaboration with the Exceptional Children's Foundation (ECF), qualified trainees (based on their classroom performance, homework and exam scores) are offered a 3-month paid apprenticeship (\$12/hr) with MindSpark Inc., which may subsequently lead to employment as a paid software testing analyst (\$16/hr).

During the 3-month paid apprenticeship the qualified trainees must continue to demonstrate software testing aptitude and the soft skills required in a work environment. Inability to demonstrate the necessary skills based on assessments by the MindSpark QA Leads and Managers can lead to removal from the apprenticeship program before the end of the 3-month period. In individual cases where exceptional performance is demonstrated, promotion from apprentice to software testing analyst may be accelerated to occur in less than 3 months. And where performance is still developing and the apprentice skills show continued growth, the apprenticeship may be extended beyond 3 months. Below is a list of basic skills required to continue in the program:

### Software Tester Skills

- Creating Test Cases from User Stories, Requirement Specifications, Application Walkthrough etc...
- Ability to find software defects/bugs using test cases and scenario testing
- Ability to create concise and clear defect/bug reports
- Basic understanding of Application under Test

### Soft Skills Required

- Able to listen and accept supervisor feedback
- Be to communicate issues, questions and/or concerns to supervisor either verbally or in written format
- Follow supervisor instructions
- Punctual. Start time means ready to work at the time, so employees should arrive with enough time to get themselves settled and be able to begin work at their start time.
- If more than 5 minutes late then supervisor must be informed via text, IM, call or email.
- Informing supervisor of known leave as soon as you are aware that you are not able to come in for regular shift.
- Treat everyone with respect. No cursing. No bullying.
- Personal hygiene is important. Casual clothes are ok but must be clean.