



# IXP: How We Put 1,500 Credits to Work

One year of results from the field

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**No experience without a job.  
No job without experience.**

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Every Drupal company wants experienced developers. Every newcomer needs someone to give them that first chance. It's the same catch-22 across all of tech — and in Drupal, it's shrinking the base of our ecosystem.

**He finished the training.**

**No one would hire him.**

Santiago completed Mike Anello's DrupalEasy training program. He had the skills. Every company still wanted professional experience on the resume. That's when we decided to build a way through.

SECTION 1

# The IXP Program

## How it works

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### **Real paid work**

Minimum 160 hours,  
compensated

### **Built-in mentorship**

1 hour mentoring  
per 10 hours worked

### **Credits awarded**

250 contribution credits  
per engagement

[drupal.org/ixp](https://drupal.org/ixp)

## What 250 credits means

**250**

Credits /  
Engagement

**\$25K**

Approx. Value

**150**

Bronze  
Partner

**500**

Silver Partner

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**1,000**

Gold Partner

## From Pittsburgh to program in three years.

We raised the problem publicly at DrupalCon Pittsburgh. At DrupalCon Lille 2023, with Tim Lehnen and the Drupal Association at the table, IXP became official on drupal.org. By 2025, it graduated from initiative to program — and companies started using it.

SECTION 2

# Year One Results

## Year One by the numbers

**9**

Engagements

**4**

Companies

**4**

Countries

**1,024**

Hours Paid

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**1,500+**

Credits Delivered

## This wasn't busywork

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- Custom modules, 500+ site migrations plugin, Storybook components
- Drupal CMS restaurant templates and site designs
- Contributions to 7 drupal.org contributed modules

# DigitalProjex

Uruguay

**2**

engagements

**500**

credits

**640**

hours

## What was built

- Built internal management system with Google OAuth
- Managed 50+ site multi-site configurations
- Adopted IXP as their permanent onboarding model

<https://www.digitalprojex.com/blog/ixp-program-journey-learning-and-professional-evolution>

# Digital Polygon

United States

**2**

engagements

**500**

credits

**320**

hours

## What was built

- Migrated and rebuilt 500+ websites
- Created Storybook component library, atomic design
- Contributed to pathauto, experience\_builder, gin

<https://www.digitalpolygon.com/blog/my-journey-drupal-through-ixp-program>

# Seed EM

Colombia

**4**

engagements

**500**

credits

**384**

hours

## What was built

- Custom module, blog features, contextual filters
- Drupal CMS restaurant templates and site designs
- First designer role in IXP program history

<https://www.seedem.co/es/blog-de-expertos-en-drupal/drupal-ixp-program-crecimiento-profesional-desde-la-practica>

# TanRen Tech

Costa Rica

**1**

engagements

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**20 hrs/week**

hours

## What was built

- First hire found through Drupal Jobs board
- SDCs, Mercury Editor, AI-assisted development
- Proving the part-time engagement model works

## Drupal CMS changes the game for IXP

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- Simpler projects newcomers can deliver today
- New business lines companies couldn't justify before
- Seed EM is already building CMS templates

## One engagement gets you to Bronze Certified Partner

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- 1 engagement → 160 hours paid work → 250 credits + Bronze status
- 4 engagements → Gold Partner for a year
- DigitalProjex made it their permanent onboarding model

## You have a deal to bring to any company.

IXP isn't charity — it's a value exchange. You bring a company 250 credits worth ~\$25,000 and a path to Certified Partner status. They give you 160+ hours of real paid work with built-in mentorship. Learn how it works at [drupal.org/ixp](https://drupal.org/ixp), then go make your case.

# Your company can start today

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[drupal.org/ixp](https://drupal.org/ixp)

250 credits per engagement — Bronze in one, Gold in four  
Paid work, mentorship, and a deal to bring to any company

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