SQA DAYS#11
Точка роста твоей карьеры

How to increase motivation to studies: boot camp for testers

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Outline

- QA Community
- Mentorship Program
- BootCamps
- Future Plans

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QA community spirit

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Community Principles

- Volunteers only
- Open for the ideas
- Not limited to Testing subjects
- Variety of Events formats

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Events organized during 2 years:

Testing Contest

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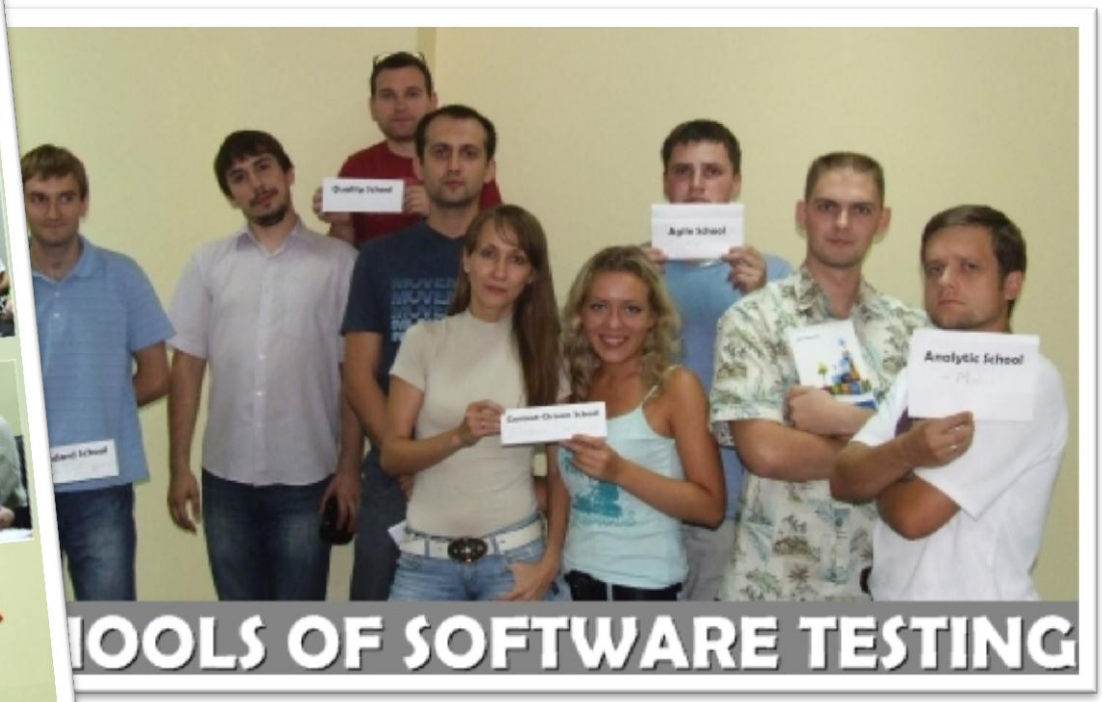
Events organized during 2 years:



Role Plays

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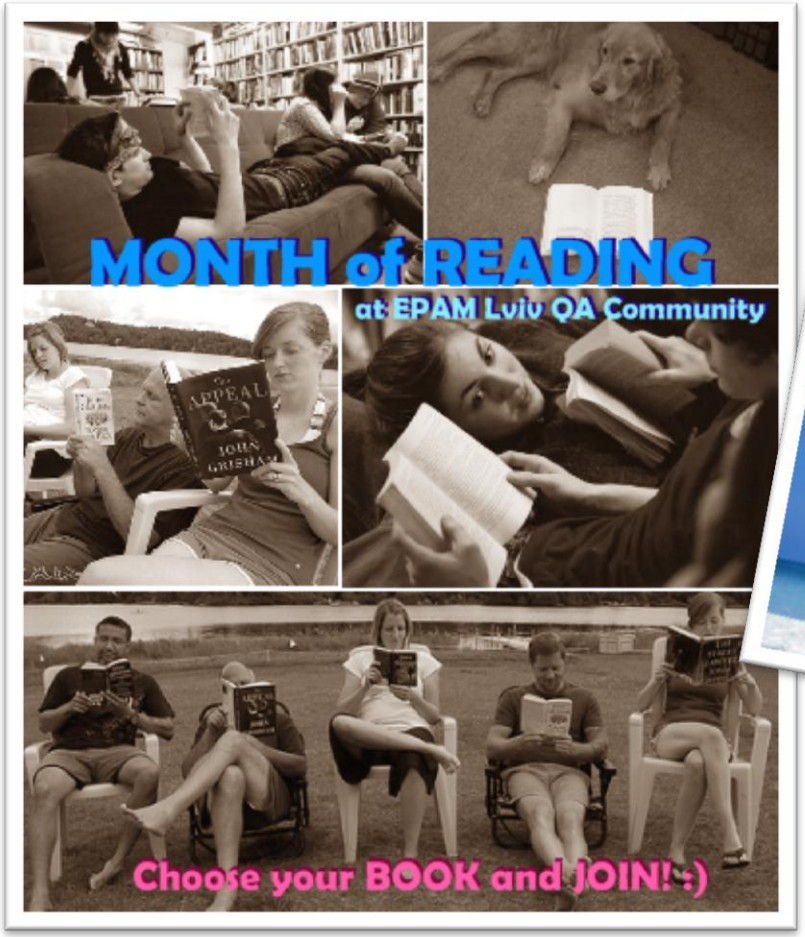

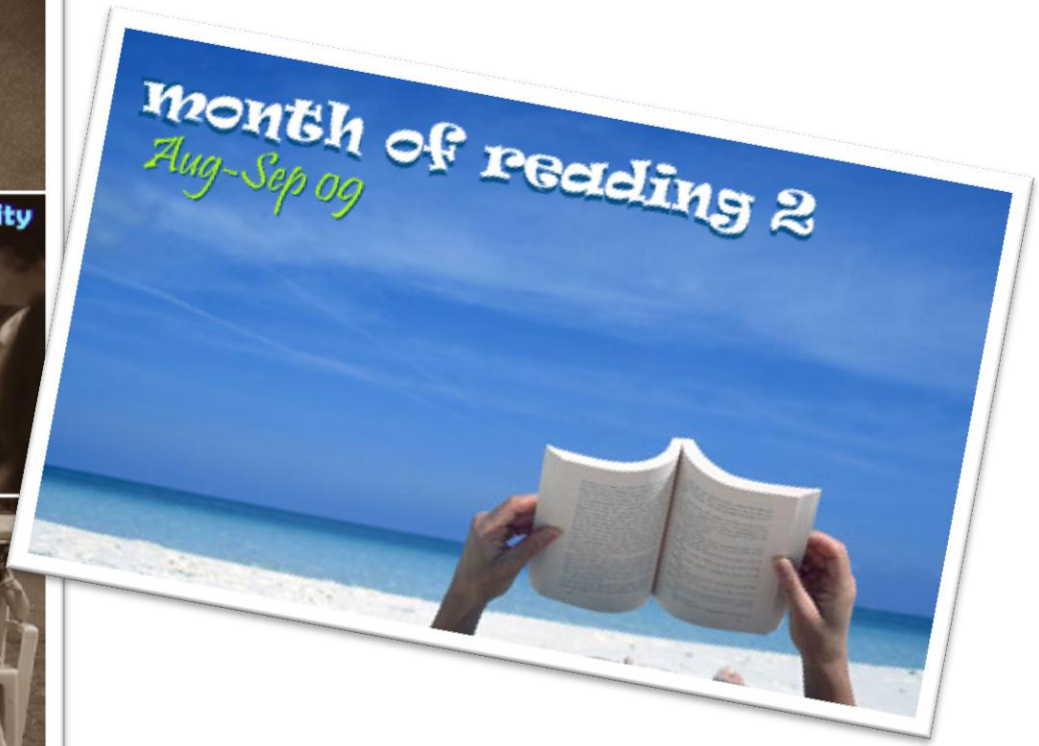

'Month of Reading'

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Events organized during 2 years:

EPAM.Lviv
XTalks

Tips & Tricks Newsletter

INSIDE LOOK
Here is how we test...

LQAC
VIDEO
club

And more...

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Why it was cool?

- Lots of FUN
- Freedom in choosing and attending
- Ability to try yourself in different roles
- Community spirit

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Why it wasn't perfect?

- Learning activities not systematic
- Not always connected with company needs
- Lack of practical tasks
- Often practical tasks are failed

results: motivation decreasing

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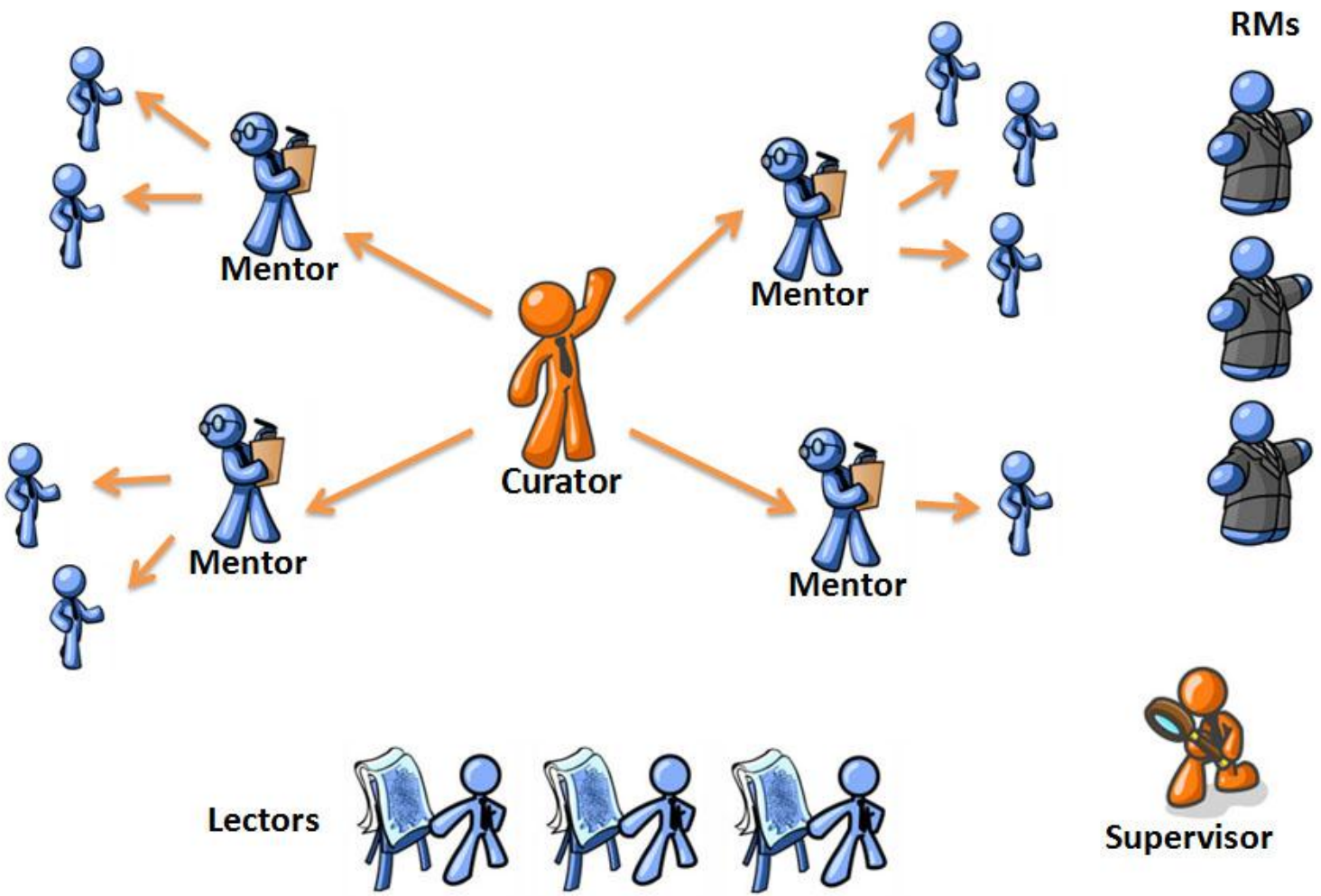
Mentorship Principles



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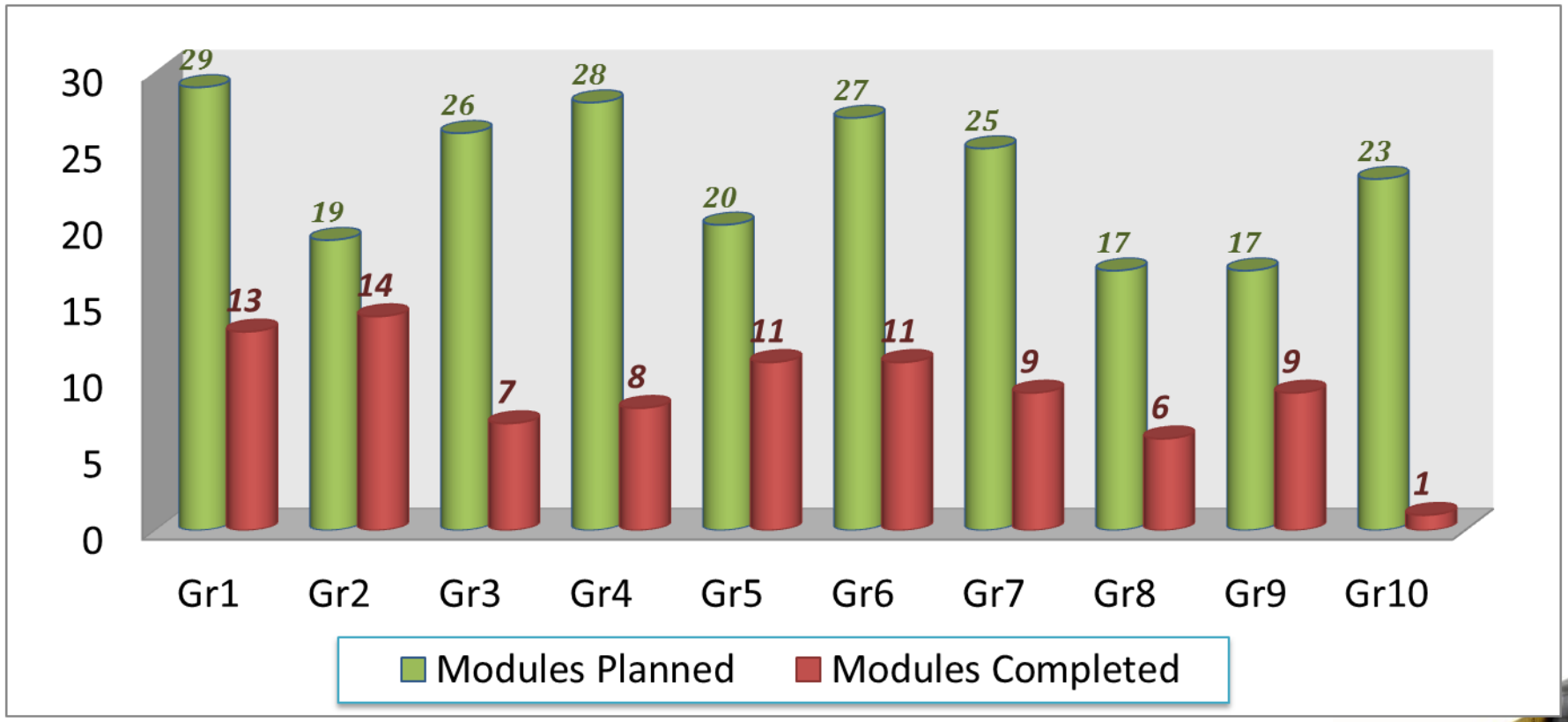
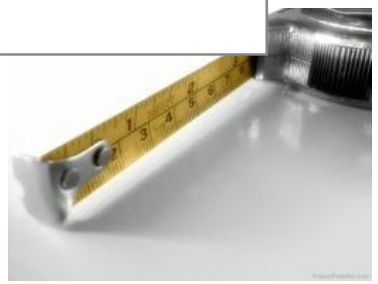
Mentorship Experience

- Started in August 2010
- 10 groups/11 mentees (most of them of T2/T2+ level)
- Average education plan:
  20-25 weeks
- No full time curator

Achievements

Modules:





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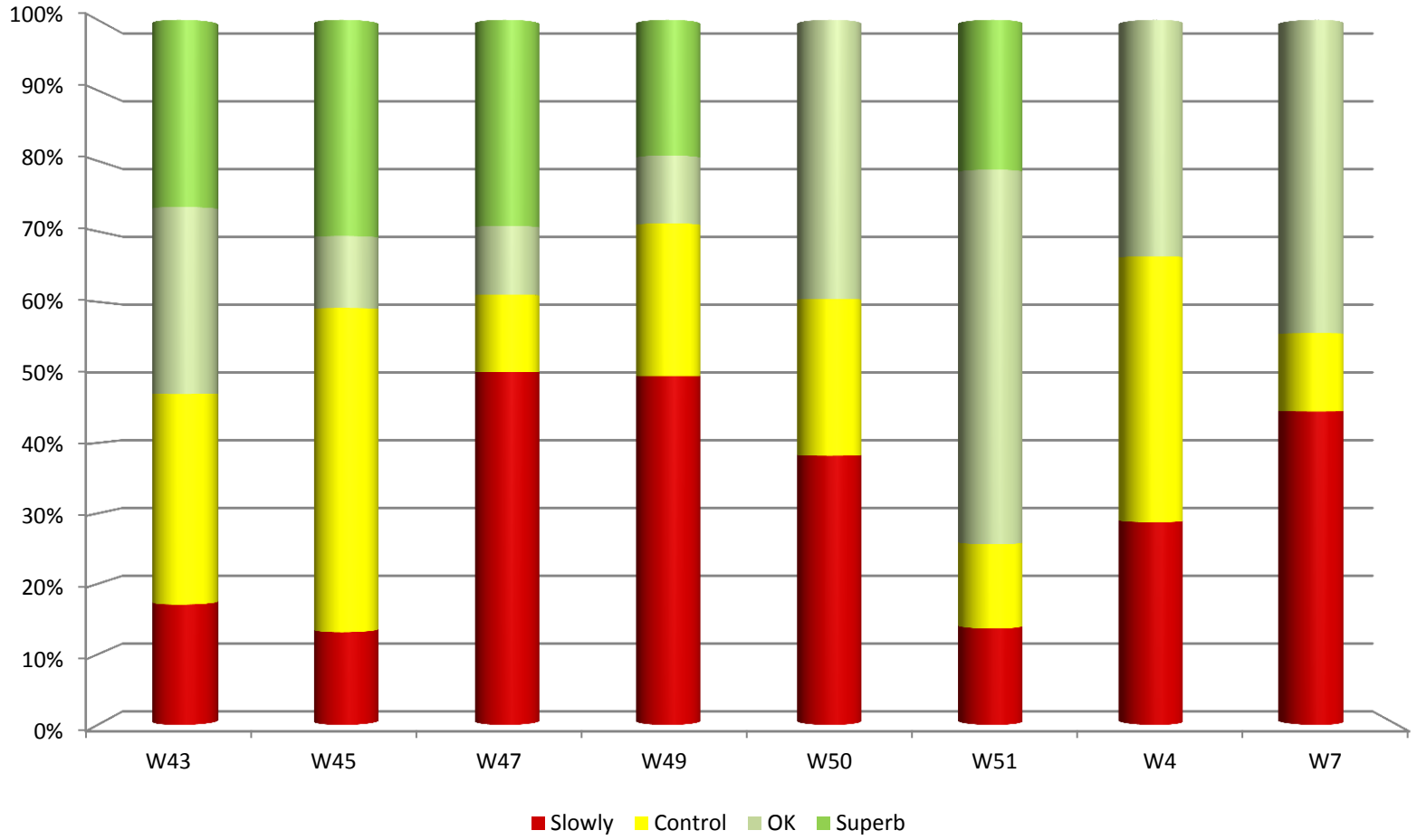
Weekly Progress Trends



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Why MP isn't perfect?

- You get bored after some time
- Massive by its size – hard to complete
- Mentors/curator are not always competent in the subject taken
- Tasks not related to real work
- 'Back to school' spirit again and again

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Why MP is still cool!

- Systematic
  (expertise map, education plan guidance)
- Regular lectures & practical assignments
- Controlled and predictable process
- Works well for Junior staff
- Most of materials available

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New Ideas

We’re in progress of brainstorming… ☺

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New Ideas

Our strategy is simple:

Take the best from each approach, while eliminating weak sides at the same time

Juniors → *Tuned Mentorship Program*

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Tuned MP for Juniors

Target audience:
Junior testers with no, or little experience

Goal:

Teach them Testing Essentials to make them useful at the production projects, as quick as possible!

Format: BootCamp

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Testing Essentials

BOOT CAMP #1

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Boot Camp Goals

We want to:

- Get prepared for **real production work a.s.a.p.**
- Start **doing things right** from the very beginning
- **Try out** own forces, **show good results** to others

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Boot Camp Core Principles

- Mentor and Mentee
- Dedicated Trainer for each Subject
- Minimum Theory, Lot of Practice
- Team work
- Real Project Simulation

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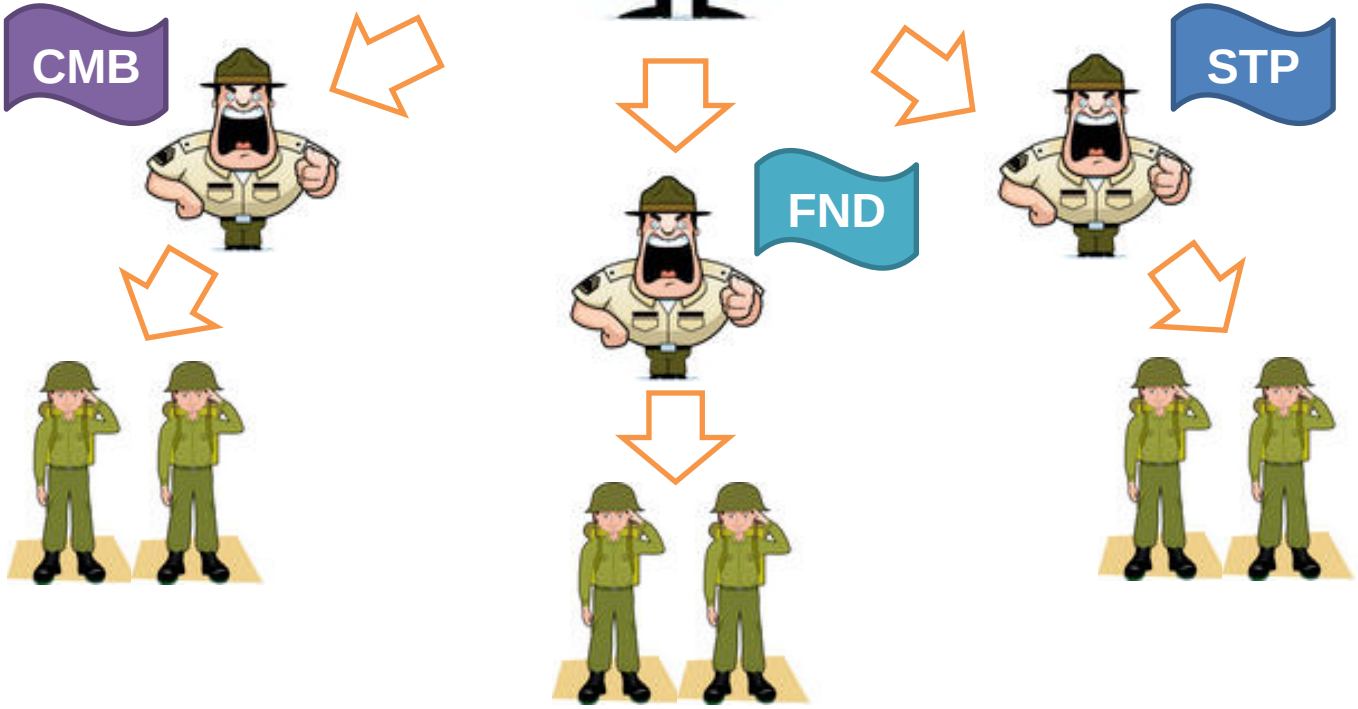
Boot Camp Organization



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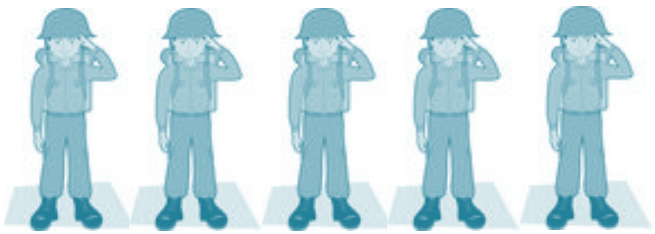
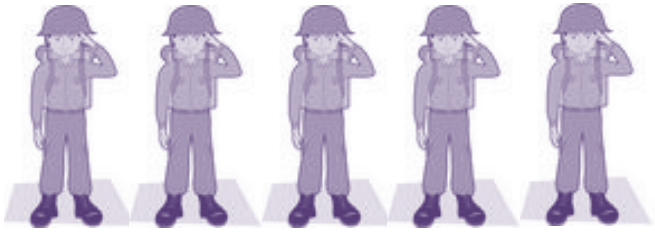
Boot Camp Organization

Teams:

Team 1	Team 2





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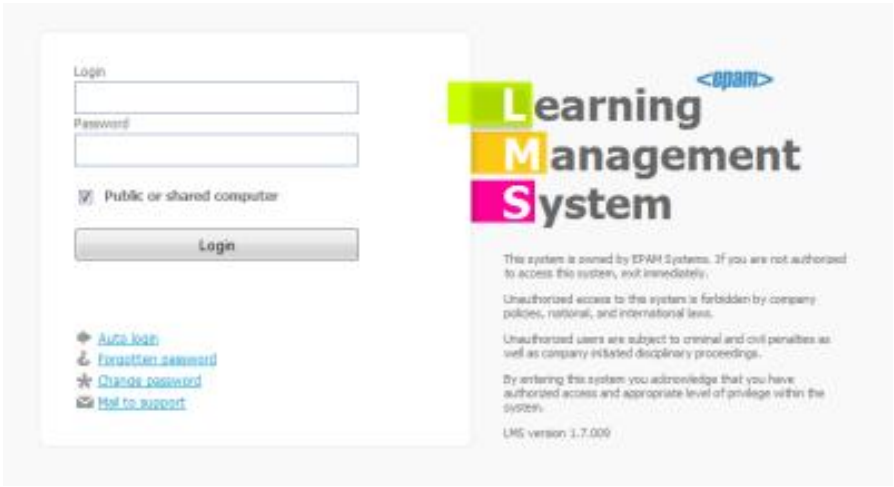
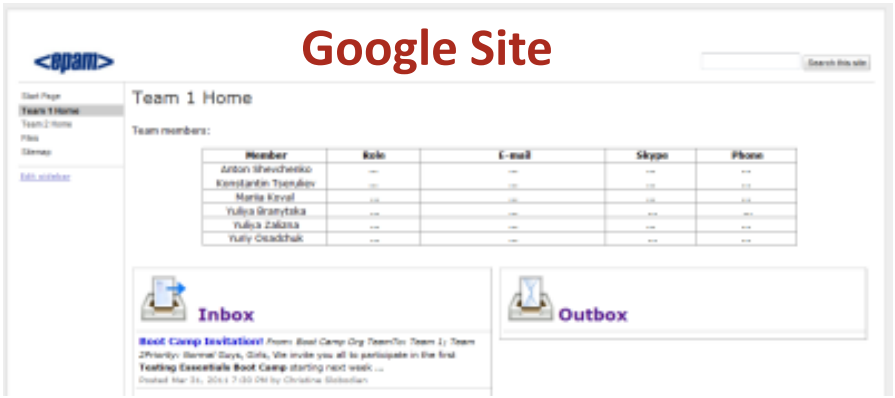
Boot Camp Tools

Educational Plan

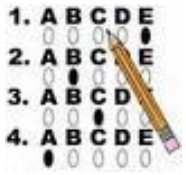
Learning Management System



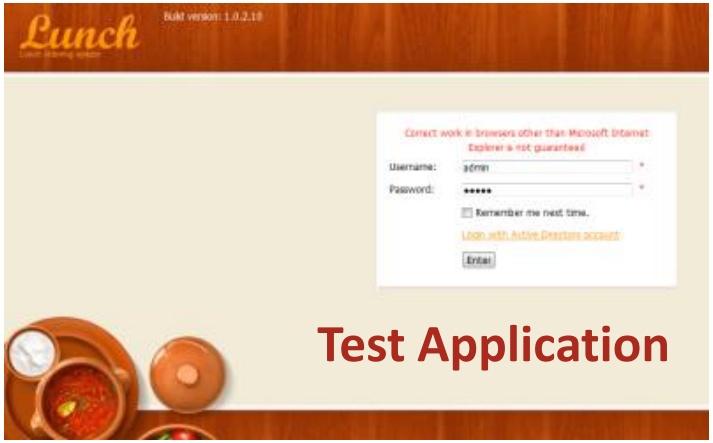
Google Site



Final Exam



Test Application



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Boot Camp Organization

- **Each subject includes:**
  - Workshop
  - Individual Homework assignment
  - Team assignments
  - Applying skills on our Test Project

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Boot Camp Organization

- As the result we'll get:
  - Passed Final Exam
  - Individual Score
  - Feedback from Mentors, Lectors and Curator

Personal Awards (Top 3 Mentees)

Team Award

Gifts and Suprises

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Participants

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Reality

- Competition is too high
- Mentor is not needed
- Curator must be full time dedicated
- But no extra motivation with home tasks

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Web Testing boot camp

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Boot Camp Organization

- Mix people with diff levels
- Add more technical topics
- No mentors

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Participants

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Results

- One application is cool
- High cooperation inside
- 2.5 month is optimal
- Mentor is not needed but trainer should conduct additional meetings

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Plans and Ideas for Future

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Questions?