23G MENTOR MENTEE TRAINING PLAN
MAY 2016 - MAY 2018

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MENTOR: HUNG TRAN (0960)
MENTEE: NAM NGUYEN (1758)
RENESAS DESIGN VIETNAM CO., LTD
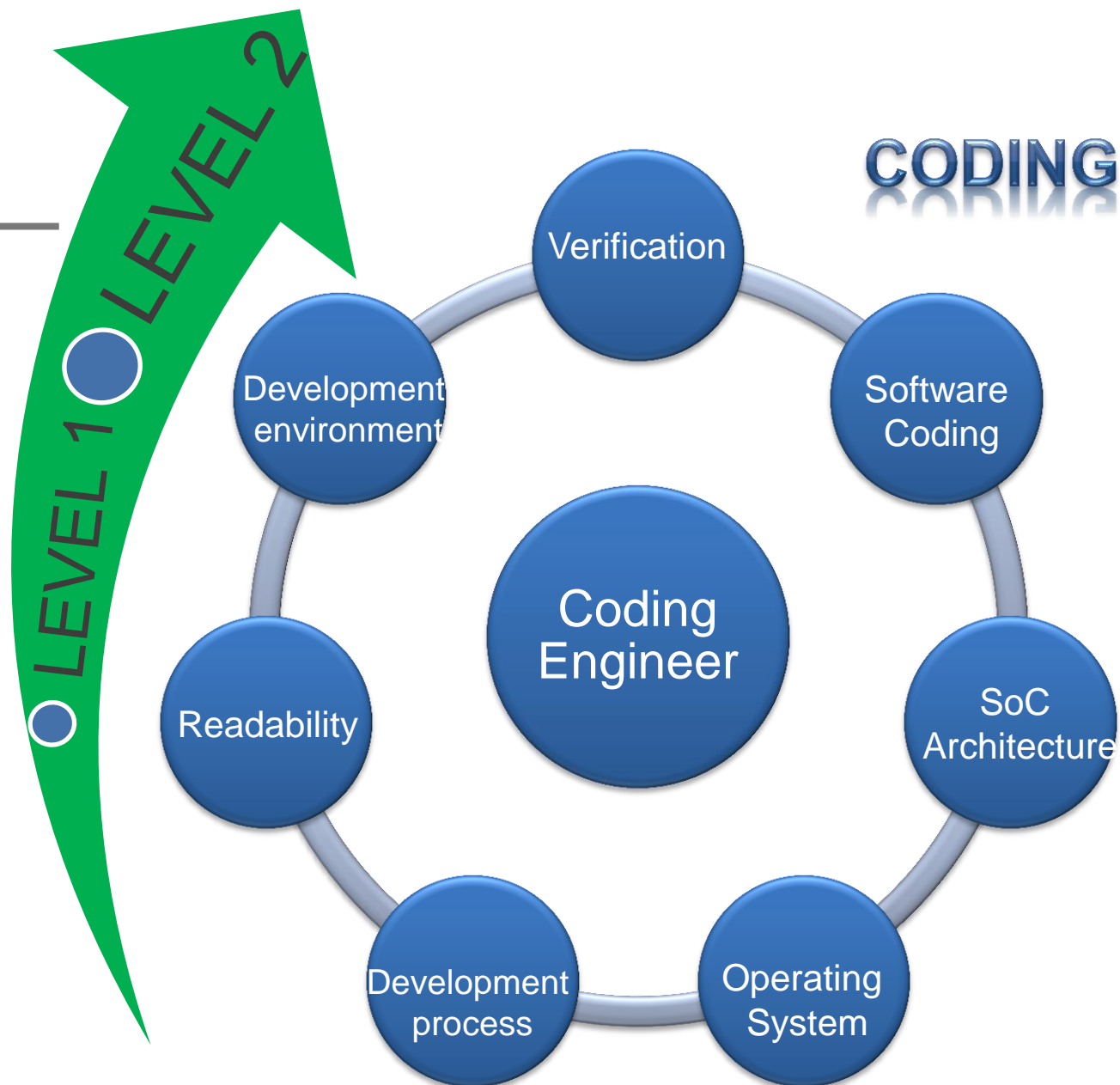
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AGENDA

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TARGET
MAIN ROLE

CODING ENGINEER

LEVEL 1   LEVEL 2

Verification

Development environment

Software Coding

Coding Engineer

Readability

SoC Architecture

Development process

Operating System

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TARGET
SOFT SKILLS

- **Having essential support skills for the professional work environment**
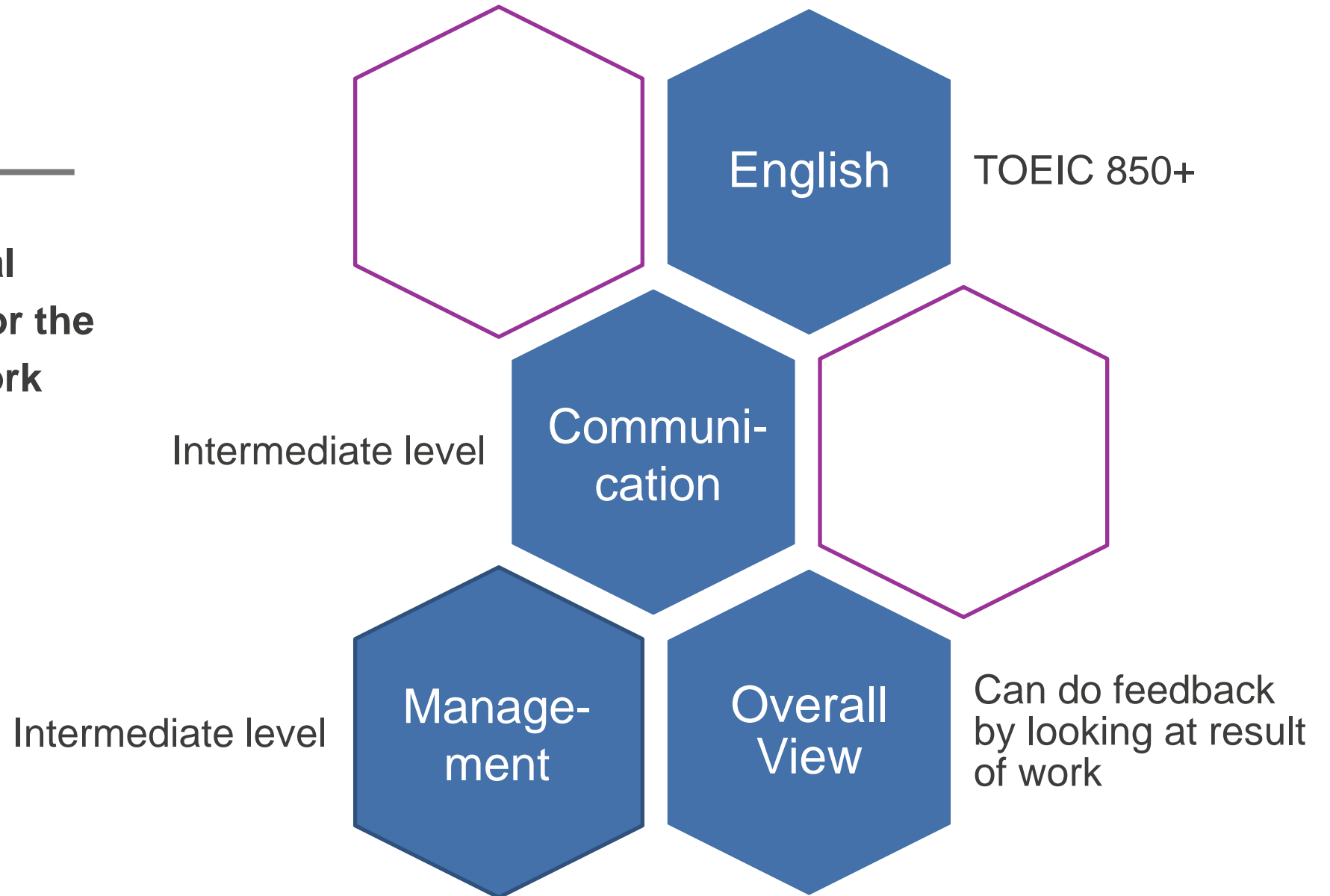
English — TOEIC 850+

Intermediate level — Communi-cation

Intermediate level — Manage-ment

Overall View — Can do feedback by looking at result of work

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CURRENT STATUS
TECHNICAL SKILLS

Skill	Current ability	Level
Verification/Failure analysis	- Can analyze simple failure but need support for complex cases.	1
Software coding	- Have knowledge of **C** and basic knowledge of C++, Python, bash - Can create program based on the basic design document. - Can review simple created code	1
SoC architecture	- Be able to read **hardware manual**, **block diagram** and **circuit schematic**	1
Operating System	- Have basic knowledge about Operating system	1
Development Process	- Have *basic knowledge* of development process	1
Readability	- Coding without following standard and technique for improving the source code.	1
Development environment	- Have basic knowledge about Linux, *Yocto* and *Gstreamer* and SoC architecture.	1

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CURRENT STATUS
SOFT SKILLS

Skills	Current ability	Level
English	- Can speak with normal and simple sentences - Can read English documents which are not too complex. - Can write some simple document.	TOEIC 550
Communication	- Can explain work/issue to people who have related knowledge and information (supervisor)	Beginning
Overall View	- Can do basic work under supervisor's instruction	Beginning
Management	- Can keep assigned schedule	Beginning

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ANALYSIS AND SOLUTION
TECHNICAL SKILLS

Skill	Gap	Root-cause	Mentee AI	Mentor AI
Verification/ Failure analysis	- Cannot know root cause of complex failures.	- Lack of experiences	- Investigate the test report and System Verification Specification.	- *Support, provide hint direction and debug methods*
Software coding	- Lack of C++, python, bash programming experience - Lack of reading design document experience	- Have no chance to practice	- Practice during implement related tasks - Investigate more in the spare time	- *Provide guide line, example design and source code*
SoC architecture	- Do not familiar with assigned product (RZ/G1)	- Because I'm new	- Investigate hardware manual - Practice with the new SoC	- *Provide related documents and check the investigation report*
Operating System	- Lack of experience to work with OS kernel	- Have no chance to practice	- Investigate architecture and operation of operating system	- *Provide related documents and share some related experience*

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ANALYSIS AND SOLUTION
TECHNICAL SKILLS

Skill	Gap	Root-cause	Mentee AI	Mentor AI
Development Process	- Can not follow the development process flow.	- lack of knowledge.	- Apply the V-model into assigned task (practice from simple to complex project).	- *Evaluate the output and proposal of mentee.*
Readability	- Do not familiar with some rule in RVC coding standard.	- Lack of knowledge.	- Review and provide source code more strictly and readable. - Investigate related documents.	- *Give comments and feedback about the mentee's source code.*
Development environment	- Lack of Yocto, Gstreamer and Linux experience.	- Have no chance to practice.	- Investigate and practice Yocto, gstreamer and Linux. - Investigate all bug occur for deeply understand.	- *Comment & feedback the investigation report of mentee.*

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ANALYSIS AND SOLUTION
SOFT SKILLS

Soft skill

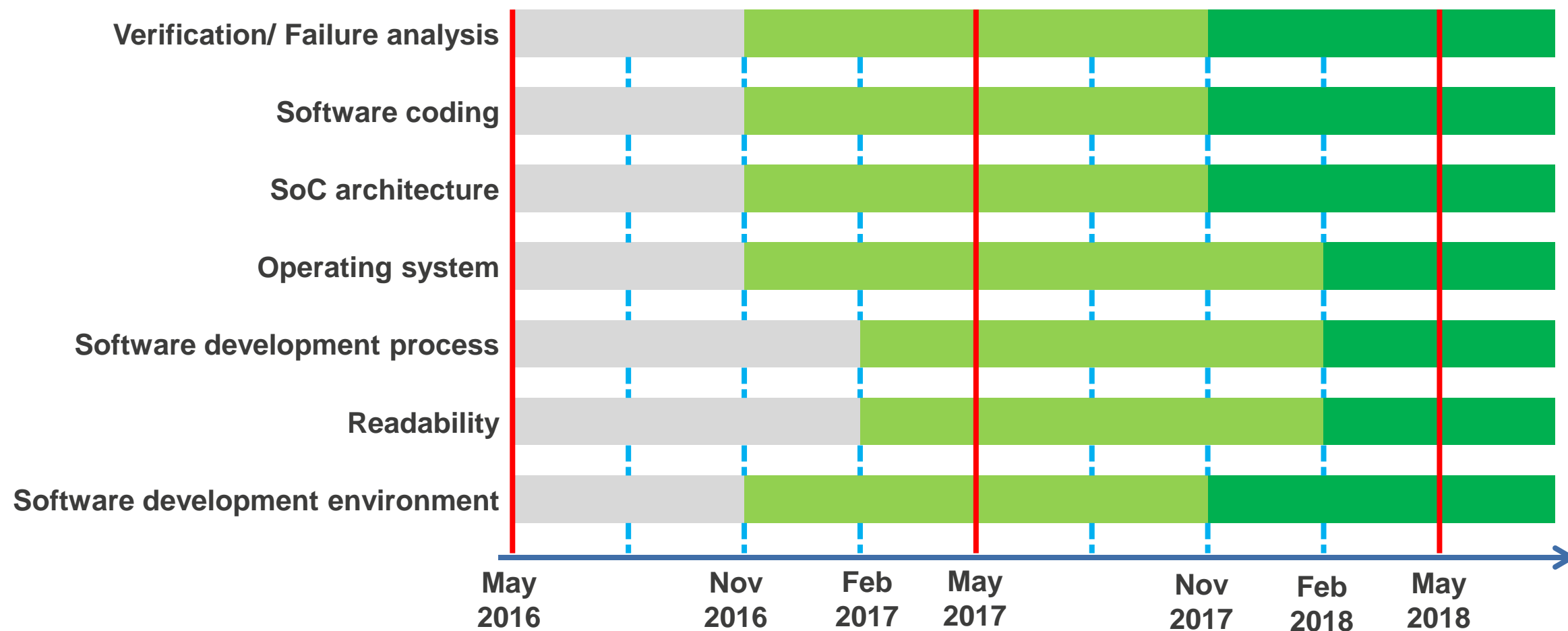| Skill	Gap	Root-Cause	Mentee AI	Mentor AI
English	- Can not speak English clearly and fluently. - Can not recognize some words in technical training or meeting. - Can not write emails, reports, documents correctly and promptly.	- Lack of vocabulary and grammar knowledge. - Lack of experience	- Perform "Morning speak". - Self study. - Practice frequently.	- *Correct English mistake of Mentee in report and output document.* - *Support mentee if he hard understand in meeting or technical training.*
Overall view	- Don't know overall activity of group.	- New engineer.	- Pay attention with reports, conversation and information of group.	- *Explain group information/activity to mentee if mentee require.*
Communication	- Can't clearly explain/report work/task for other colleagues in team.	- Lack of experience	- When investigating something, always care to explain/report problem. - Practice with other colleagues in team.	- *Give opinions and share experience.*
Management	- Don't have a method to alarm for schedule.	- Lack of experience and knowledge.	- Using calendar service of Renesas for important task.	- *Share experience in using this tool.*

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TRAINING PLAN

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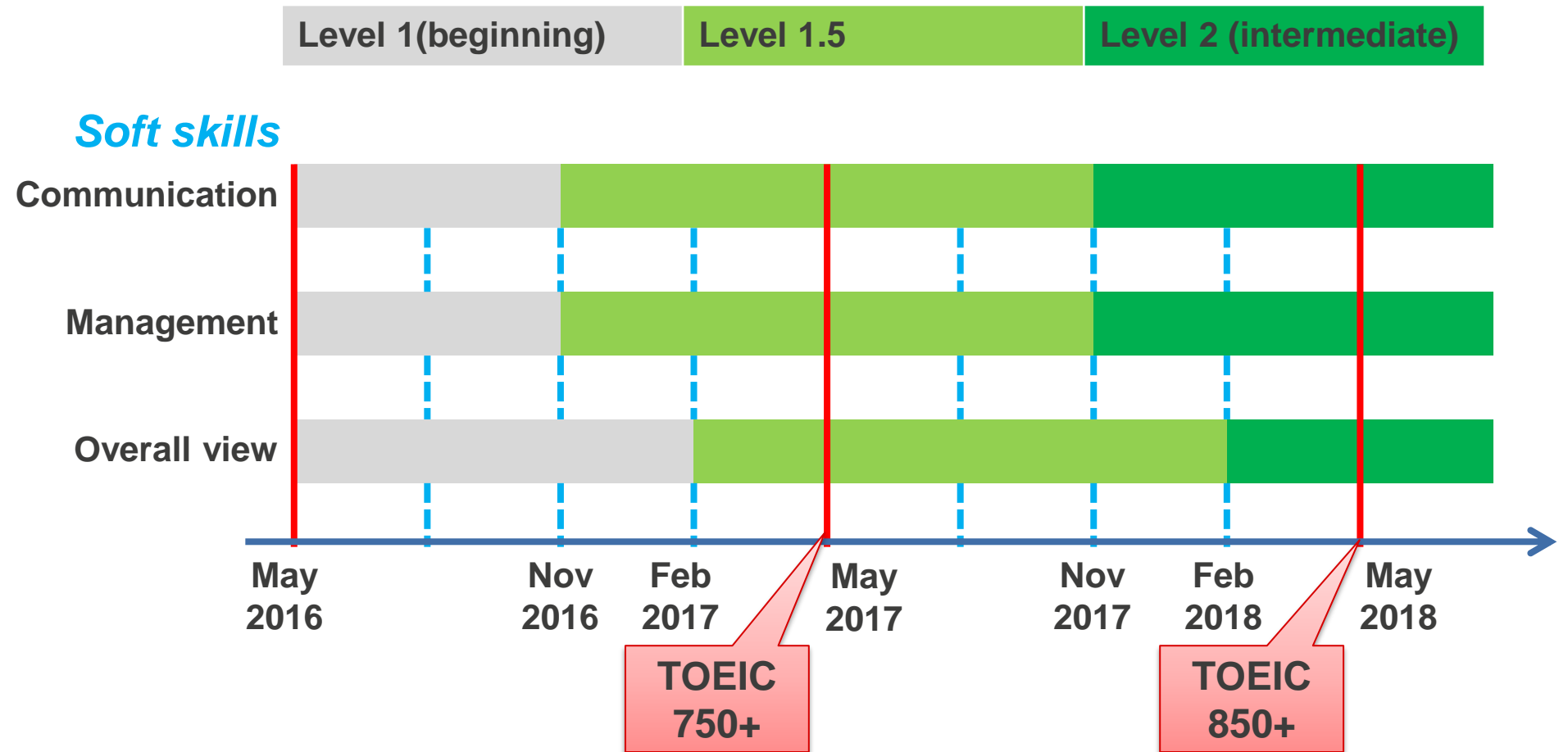
SUMMARY

- **TARGET**

  - Become *coding engineer level 2* -> All technical skills reach level 2

  - Having essential support skills for the professional working environment

- **ABILITIES**

  - Can do the job without any help, if it is within certain degree of difficulty.

- **ACTION ITEMS**

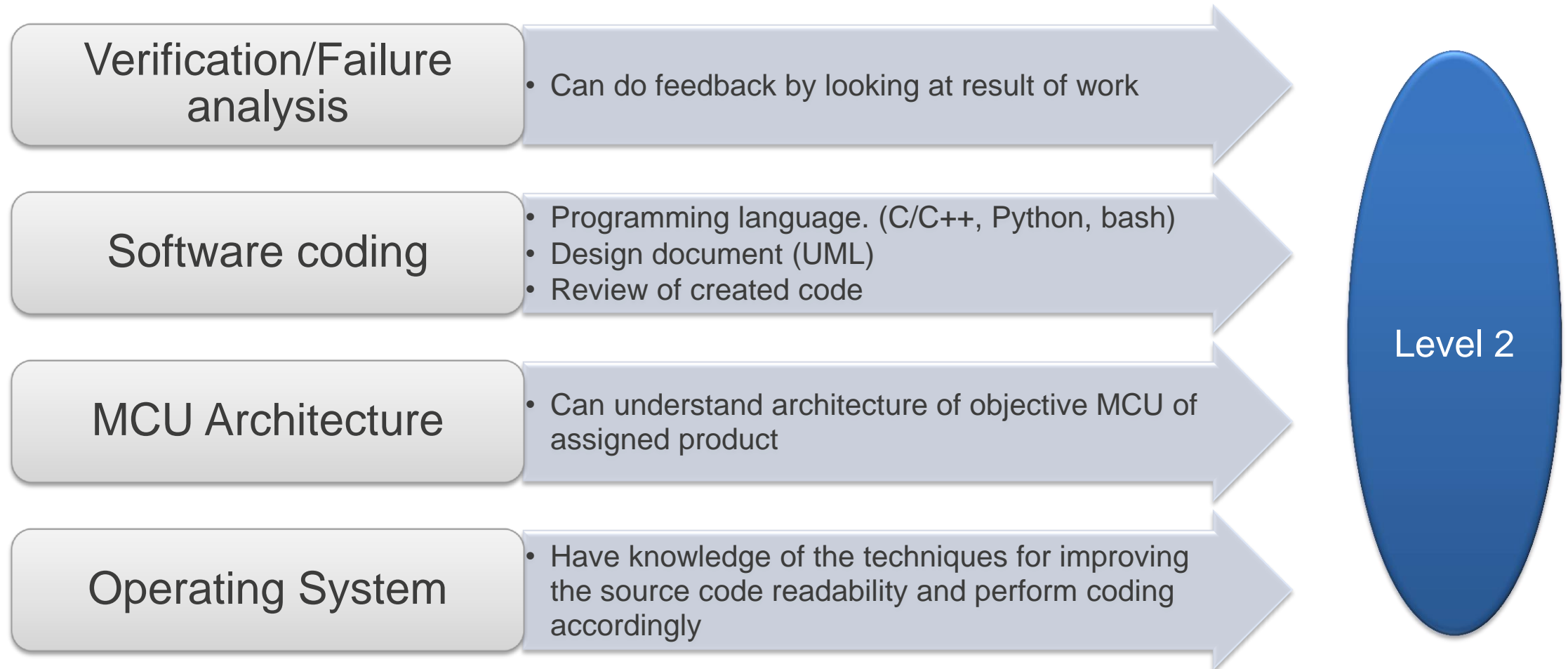 - Follow mentor instructions and guidelines.

  - Self practice and investigate to improve skill and knowledge.

  - Make plan for assigned task by self.

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Thank you for your attention

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APPENDIX

CODING ENGINEER

Verification/Failure analysis	• Can do feedback by looking at result of work
Software coding	• Programming language. (C/C++, Python, bash) • Design document (UML) • Review of created code
MCU Architecture	• Can understand architecture of objective MCU of assigned product
Operating System	• Have knowledge of the techniques for improving the source code readability and perform coding accordingly

Level 2

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APPENDIX

CODING ENGINEER

Development Process
- Can do feedback by looking at result of work

Readability
- Have knowledge of the techniques for improving the source code readability and perform coding accordingly

Development environment
- Development environment (Yocto, gstreamer)
- Target environment (Linux)

Level 2

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APPENDIX

Skill	Target	Define target
Communication	Intermediate level	- Can explain/report work status in team
Time management	Intermediate level	- Can keep schedule and raise alarm if necessary
Overall View	Can do feedback by looking at result of work	- Know overall activity of group - Can do feedback by looking at result of work

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