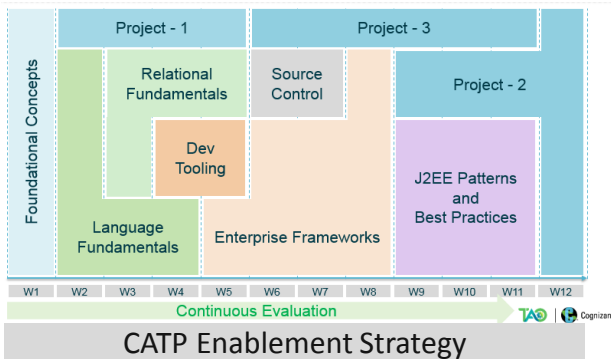


BFS CATP Training Program Evaluation & Gating Criteria

Year 2017

BFS CATP Gating Strategy

Over the last few months, we have worked with Academy with set up a revised CATP enablement curriculum and have worked towards detailing the syllabus and operationalization plan for it.



Objectives of CATP Gating:

- Identify CATP trainees who meet deployment criteria
- Identify ace engineers to deploy them in differentiated assignments.

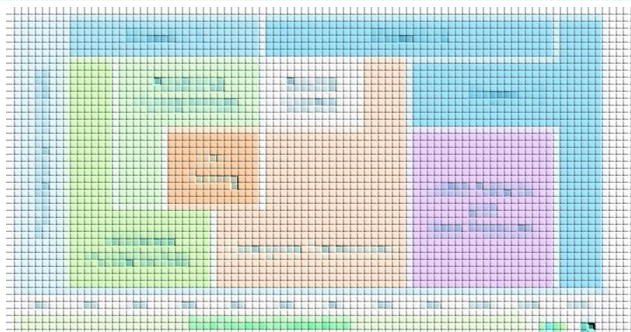
To evaluate the effectiveness of the enablement program and identify BFS relevant talent, a gating strategy is crafted on top of the enablement program.

The CATP gating strategy is a holistic and objective evaluation mechanism comprising of weighted averages of the following evaluations:

1. Trainer feedback **[20%]**
2. Technology knowledge evaluation **[40%]**
3. Mentor feedback on implementation of
 1. Real life project (Project-3) **[20%]**
 2. Full stack project (Project-2) **[20%]**

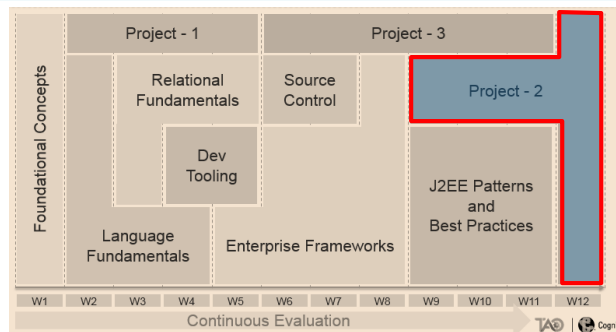
A cutoff of 75% is the recommended benchmark for gating.

BFS CATP Gating Strategy – Coverage against curriculum



Objective
trainer
feedback on
attendance,
attentiveness
and classroom
performance

Objective
feedback on
individual
performance in
full stack
implementation

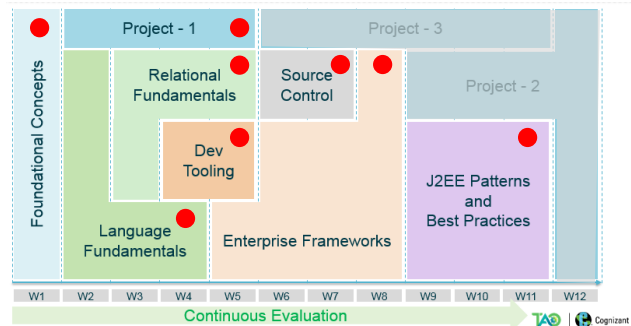
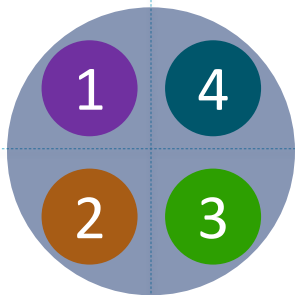


Trainer feedback **[20%]**

Performance feedback Project 2 **[20%]**

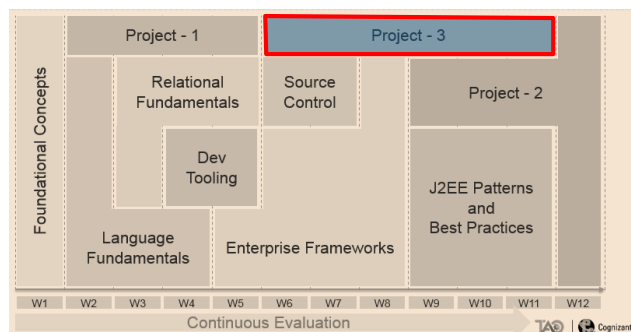
Technology Knowledge Evaluation **[40%]**

Performance feedback Project 3 **[20%]**



EBox based
evaluation on
technology
concepts

Objective
feedback on
individual
performance in
handling real
world problems



Quadrant 1 – Trainer feedback

Trainer feedback is the first quadrant of evaluation. This evaluation quadrant is more subjective and based on various behavioral aspects.

Diligence

15 %

Candidate is evaluated on his diligence in commitments to assignments, compliance with instructions, performing in a timely & logical manner in accordance with training schedules / instructions

Communication

25 %

Candidate is evaluated on his communication skills such as expressing clearly, confidence level while communicating, level of interest, ability to receive message correctly.

Team work

30 %

Candidate is evaluated on his readiness to help others, his openness to get to know others.

Project-1
performance

30 %

Accuracy, timeliness and cleanliness in solving problems in Project-1

Quadrant 2 – Technology Knowledge Evaluation

Technology knowledge evaluation is based ebox platform, where CATP trainees are evaluated based on comprehensive skill and knowledge base assessments. This is continuous process after completion of each course module until all modules are completed as part project -1.

Key success factor in this phase is to evaluate the questionnaire provided by the ebox platform from quality and type of questionnaire covered for each course module. Feedback on the coverage deviations should be provided to ebox platform along with quantitative information.

Skill

For each technology concept the candidate has learned, he/she is evaluate with skill assessment that involves creating code snippets and executing them in the platform run time environment to verify the correctness

Knowledge Base

Knowledge acquired from training sessions are evaluated with multi choice questionnaire

No sub-weightages are associated as EBox does a comprehensive scoring.

Quadrant 3 – Performance Feedback – real world problems [Project-3]

This is the third quadrant where a candidate is given an existing project for implementing a feature in the same. Evaluation is done by the associated mentor.

Impact analysis	35 %	Evaluation on impact analysis of a feature to be implemented in an existing code base.
Source control & management	10 %	Candidate is evaluated on how quickly he is able to understand the source control and management of existing code base.
Testing (with emphasis on regression)	35 %	Evaluation is based on testing the feature implementation and also the regression testing of an existing code base.
Team work	15 %	Candidate is evaluated on his efforts for helping other team members and coordination with them.
Adherence to the existing development practices	5 %	Candidate is evaluated for his adherence to the development standards and the practices of the given project.

Evaluation Quadrant 4 – Case Study Performance

This is the fourth quadrant of evaluation and it consists of evaluation final project of curriculum. It will be a week long evaluation process where a candidate would present the project. The evaluation would be based on below evaluation criteria.

Architecture, Design Patterns & Frameworks	10 %	Evaluation is based on overall Architecture of the case study, understanding and usage of design principles (SOLID), J2EE design patterns and usage of frameworks such as Spring.
Database Modelling	15 %	Candidate is evaluated for database modelling and usage of ORM frameworks such as Hibernate
Implementation quality	40 %	Candidate is evaluated for usage of best practices such as exception handling, logging, configuration, performance, documentation, code complexity.
Testing effectiveness	25 %	Candidate is evaluated on the number of tests, the quality of tests and code coverage percentage.
DevOps and Tooling	10 %	Candidate is evaluated on usage of source control, build tools, usage of IDE, understanding on debugging techniques, application of IDE plugins.

Next Steps

- ❖ Evaluation Quadrant 1: Questionnaire to be created for collecting a trainer feedback and the same needs to be vetted by TAO.
- ❖ Evaluation Quadrant 2: Conduct a gap analysis of ebox for coverage of all the training topics and supplement ebox with questionnaire for the identified gaps. Ebox questionnaires need to be reviewed by TAO.
- ❖ Evaluation Quadrant 3: Identify an existing project code base for feature implementation and create a process and checklist for evaluation criteria.
- ❖ Evaluation Quadrant 4: Identify a case study for final project implementation and create a process and checklist for evaluation criteria.
- ❖ Secure nominations for mentors [M+] (approximately 1:6) with a bandwidth commitment for 10% (1/2 day/week) for 12 weeks.
- ❖ Conduct train-the-trainer sessions for mentors as a pre-requisite for their role as mentors.

Thank You



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Technology &
Architecture
Office

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Cognizant

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