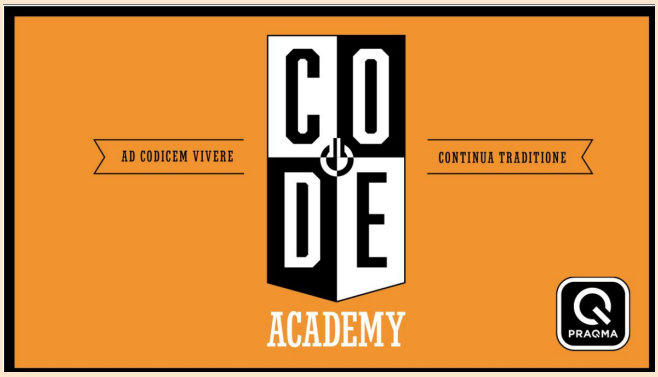
The generation to create the new Tesla and Spotify are trained by Danish Praqma



IT companies worldwide are fighting for the employees who can navigate the modern digital tools. Candidates that easily navigate in constant moving teams and can use software to build software is in high demand and is being recruited from all over the world. At IT consulting house Praqma, more than half of the employees have been found outside Denmark, and yet there are still vacancies. Nevertheless, no Danish schools or universities have adopted new disciplines such as 'Continuous Delivery' in their curriculum. So now Praqma have created their own academy, in collaboration with international companies like Danfoss and Napatech.

400 graduates in four weeks

During the summer 2016 CoDe Academy will update 100 graduate students and five university lecturers per week, through four one-week courses at universities in Copenhagen, Aarhus, Oslo and Trondheim. Based on their abstract code theories, participants will learn to master four of the most important new collaboration tools in the industry. The goal is a win-win situation: Students who will feel better equipped for their future work life and a much larger group of highly qualified candidates for IT jobs in Scandinavia. The students get the training for free. The costs are paid by sponsors such as Danfoss and Napatech who like Praqma are open to alternative solutions until future graduates actually match the needs of businesses. Today universities still teach classic coding from scratch. But this doesn't match the reality unfolding around us right now, says the founder of Praqma, Lars Kruse.

The next Tesla can be built in a day

"There is so much software available, it is now rarely a job to write code from scratch. Today the challenge is to see new ways to use existing building blocks - and to do it quickly. "Tesla's cars can accelerate faster than a good old Ferrari and Spotify has in a few years solved the crisis which seemed to be the end of business for the music industry. The challenge was not to invent yet another car or streaming service, but to let the teams get a good idea, realize it quickly, using all the technology already available - and to continue to develop the product. The production of the Tesla does not stop when it leaves the factory. After it has moved into the buyer's garage, its central computer is continuously updated with brand new software. So when an engineer gets an idea for improvements, his team modifies the code and sends the new features

like any update of an app on a phone. Similarly, Spotify's success is not based on a finished product, but the ability to be constantly evolving. One of the clear future criteria for success will be ongoing delivery - Continuous Delivery - of new qualities.

Continuous Delivery graduates can soon be delivered

The recipe for the right training for the right candidates are already in place: Lars Kruse has long been a guest lecturer at e.g. the IT University of Copenhagen and CPH-business in Lyngby. Here he has experienced a great openness from both students and faculty towards the new methods and tools in the curriculum. So when the four university camps include a train-the-trainer program, it comes with complete study material for interested teachers to take over for free. The project is extensive and will cost Praqma an summer's worth of work that could otherwise be billed to customers, but neither Praqma or the sponsors have any doubt that the project is worth investing in: "At Napatech we are always working on developing the newest processes and tools, so that we can be at the forefront of offering smarter data delivery solutions to the market. Naturally, this makes continuous delivery a core element of the Napatech DNA. That's why we are proud to support Praqma's efforts in conveying this concept to the next generation of software developers."