



Cabinet Office

Welcome to the Junior pilot

8 Week experiment into community support

[#proj-supporting-juniors](#)

Welcome!

Plan for this hour

You might want to know:

- A bit of background about how we got here
- How is this summer going to work?
- Give you a chance to feedback / ask questions and shape the program

Grass roots group, focus on Developer DDaT Profession

We want:

- To make GDS a great place to start a DDaT career
- To ensure a good pipeline of talent to ease vacancy pressures
- Ensure new talent focuses on building the right skills
- Diversify our profession through hiring from outside existing industry mix

July 2021: User research

What can we improve on?

Tracked down all existing GDS juniors, apprentices, fast streamers and interviews about experience.

Also spoke to recently progressed, and equivalent roles at Home Office and Department for Education for comparison

July 2021: User research

Results ([jamboard](#), [presentation](#))

Learned a lot about what “good” looks like.

Where GDS had gone wrong (spoiler: key staff left)

TLDR: We used to be good at this, there are patterns we can resurrect that meet best practices.

Started #proj-supporting-juniors

Meeting fortnightly since August 2021

- Sharing information
- Identifying issues
- Assigning tasks
- Building support amongst leadership

Support outside of teams

Assigned learning time

Biggest learning from user research. Learning time is better when, structured, in peer-group cohorts, with senior support. We've proposed revising the process of assigned learning time (20% time) for early talent roles.

[Assigning Learning time Proposal](#)

[Delivery Plan](#) - [Resource request summary](#)

**We're trialing 20%
time**

Who is here today?

17 Early Talent Folks in GDS teams 2023

- x4 Apprentice Developers via Makers
- x2 Apprentice SREs via AWS program
- x2 CDDO Graduates
- Our existing Juniors
- The Deloitte MSP program

Initial cohort

Line Managers invited to enroll their reports

- x11 invited candidates
- x8 developers confirmed
- Also trialing this as a route for career switchers

How will the 8 weeks work?

8 week program focused on small projects

- Day 1 - Planning day
- Day 8 - Retros and show and tells
- x6 development days
- Starting Friday 5th May 2023
- Ending Friday 21st June 2023

What does a “normal” day look like?

- 09:30 - Standup
- Morning - Half cohort pairing / solo working
- Afternoon - Switch half cohort pairing / solo working
- Last thing - 1 hour “community” slot for Mobbing / Tech Talks and Show and Tells

What support will you get?

- Supporting dev will have appointment slots for both Morning / Afternoon folks to get help, pair or ask questions
- Peer support, help each other, share good ideas, demonstrate to yourselves that you understand what you've build by explaining it
- DM around all semester to help with the logistics

Evaluation Phase

Work out if this is helpful or not?

- Survey the candidates
- Survey Line managers
- Present evaluation data to Senior tech

A rolling program?

If all goes well

- Semester #2 - 12 weeks - July to September
- Semester #3 - 12 weeks - October to December
- Semester #4 - 12 weeks - January to March

Who is involved?

Community group via [#proj-supporting-juniors](#)

We've had support and engagement from

- Your Line managers
- Your Tech leads
- Senior tech and community members

Specific folks for Semester #1

Developer support:

- Huw Diprose (Primary Dev Support)
- Jon Hallam (Shadow Dev Support)

Specific folks for Semester #1

Delivery Manager Support

- Henny Bird
- Hong Nguyen
- Nila Patel
- Mara Zimmermann

What's next

Learning Profile docs

- You should be getting one shortly, summarising what we know about your learning needs, and suggesting some projects
- Think about these, bring them to planning
- Planning day, we'll do some fun stuff, decide on work, break it down and practice sizing work

We need you!



Cabinet Office

The End: Questions?

[#proj-supporting-juniors](#)