



BPTN BLACK
PROFESSIONALS
IN TECH
NETWORK

2024 Cohort 7 OBSIDI ACADEMY HANDBOOK
JAN 20 - APR 17, 2025

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WELCOME

Life-Altering and Game-Changing

- Develop the software development lifecycle and coding skills you need to not only succeed but to SOAR!

Obsidi Academy OBJECTIVE

There is a network gap that adversely impacts Black talent and their entry into tech.

Obsidi Academy is a knowledge-based provider, by Black Professionals in Tech Network (BPTN), providing a career-launching and game-changing approach to recruit, upskill, and provide job placement for Black Canadians wishing to achieve career entry into tech, in just 3 months.

Obsidi Academy by BPTN Leadership



Lekan Olawoye
Founder & CEO
BPTN



Heather Katz, PhD
Head of Learning and Development and
Obsidi Academy
BPTN

Obsidi Academy Instructors



Sweytha Kannan
Lead Instructor



Carlos Zegarra
Lead Instructor

Obsidi Academy Instructors and Operations Team



Aquib Ajani
Lead Instructor



Saba Mushtaq
Learning Operations Lead

Obsidi Academy Assistant Instructors



Aakash Jiyani
Assistant Instructor



Hrithik Kumar Advani
Assistant Instructor

Obsidi Academy Assistant Instructors



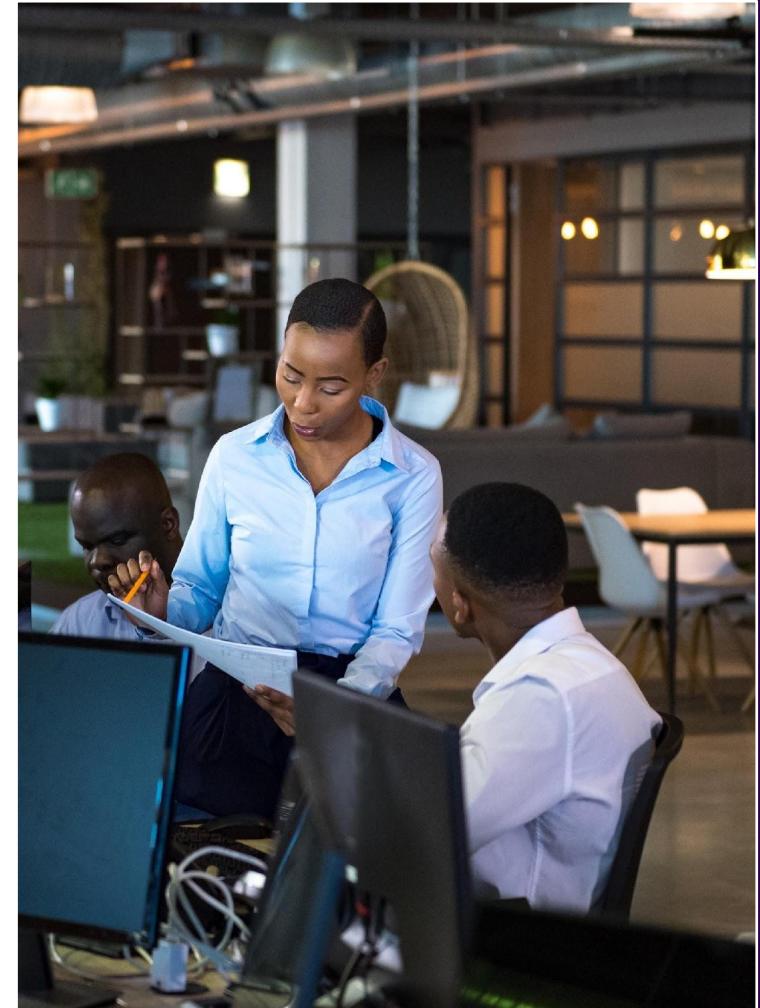
Jeff Bulmer
Assistant Instructor

OBSIDI ACADEMY

Partners

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Created in 2021 by BPTN, in partnership with TD, built a one-of-a-kind solution for employers of choice who want to diversify their talent pipeline with best-in-class tech talent.



Start Date: January 20, 2025

- **Family Day:** February 17, 2025 - Obsidi Academy not in session
- **Obsidi Academy Partner Onsite In-person Visit Day** - Obsidi Academy not in session
 - CIBC: To be decided
 - TD: February 26, 2025
- **TD “Interview” Day Onsite In-person** - Obsidi Academy not in session
 - **TBD**
- **Religious Accommodations**
 - Obsidi Academy supports inclusivity and diversity and we work to meet religious accommodations (e.g., holiday, prayer, etc.)

End Date: April 17, 2025

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Accommodation Plan Request



“

Obsidi Academy provides accommodation plans for any student that provides medical documentation to support the accommodation plan request.

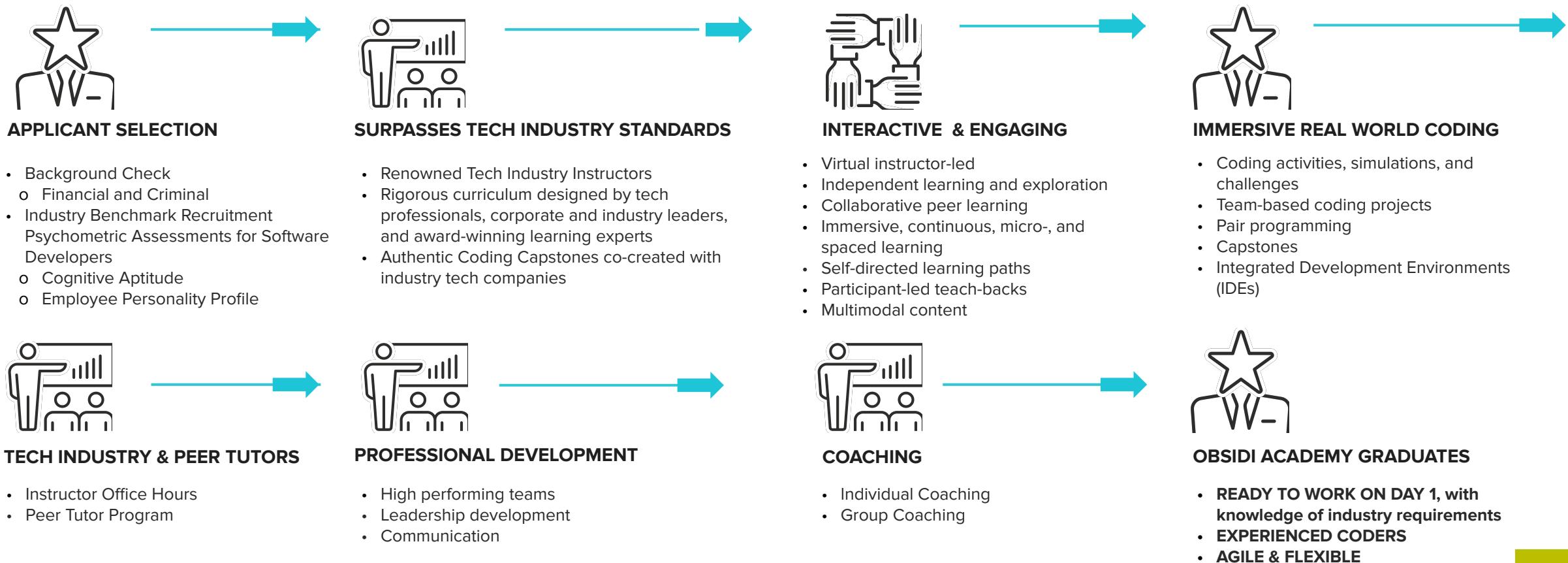
- Obsidi Academy Alumni with accommodation plans have successfully graduated and onboarded to their respective Obsidi Academy Partner
 - The Obsidi Academy Partners also offer accommodation plans for the workplace.

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Participant Experience

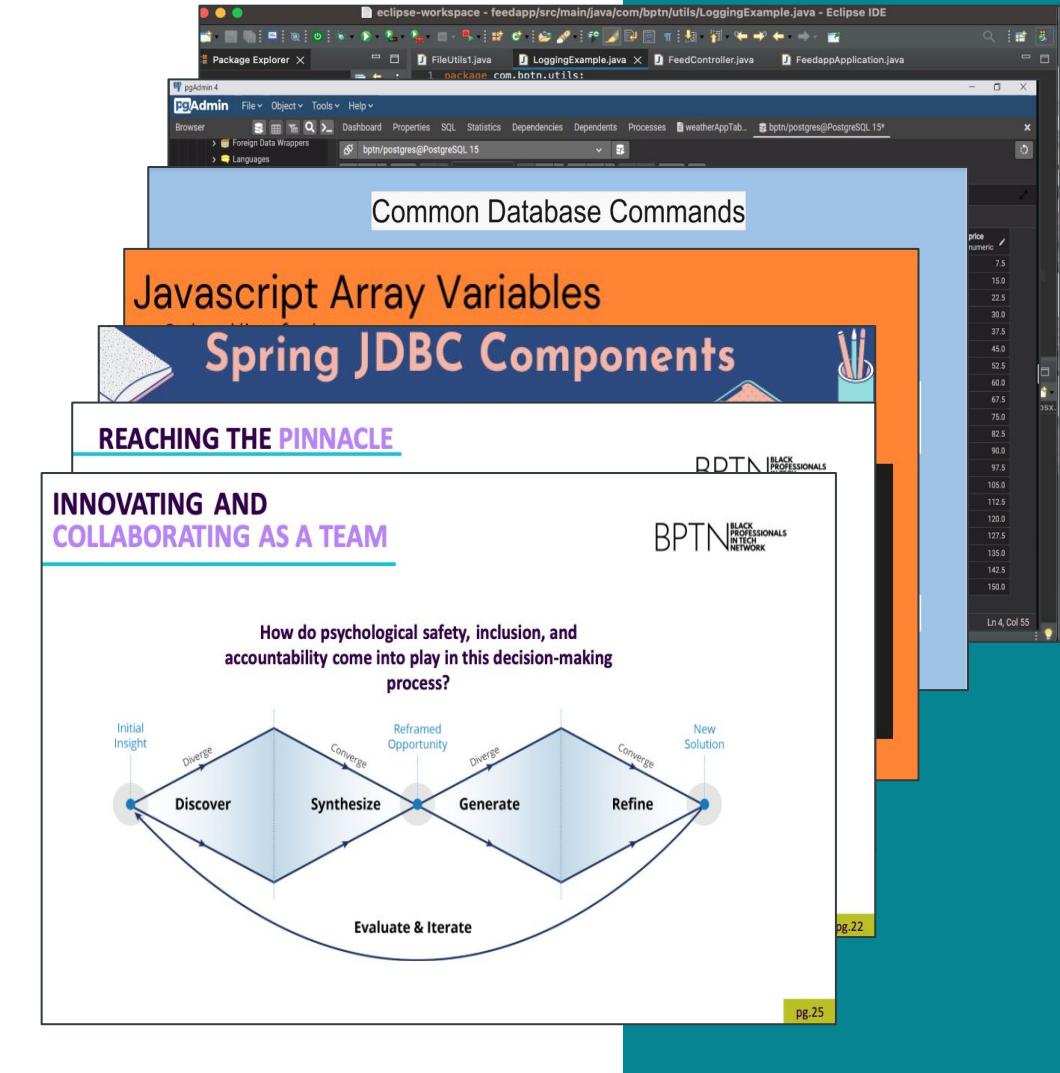
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*Real industry coding experiences produce agile and flexible
Graduates – prepared to work on Day 1 and drive results*



OBSIDI ACADEMY Learning and Engagement

- Agile Teams and Daily Scrum
- Interactive, Engaging, and Blended Learning
 - Virtual instructor-led
 - Independent learning and exploration
 - Collaborative peer learning and tutoring
 - Immersive, continuous, micro-, web-, and spaced learning
 - Participant-led teach-backs
 - Multimodal content
- Real World Coding and Certification Prep
 - Coding activities, simulations, gaming, and challenges
 - Team-based coding projects
 - Pre-requisite LinkedIn Learning courses on SQL, Spring, and React as self-learning path.
 - Pair programming
 - Capstones
 - Performance Check-in
- LMS with Integrated Development Environments (IDEs)
 - Full stack applications and testing
 - Frontend
 - Back-end
- Professional Development & Coaching



OBSIDI ACADEMY 3 MONTH* TECH BOOTCAMP CURRICULUM - Cohort 7

WEEK 1: Fundamentals of Java - 20 Coding Hours

- Introduction to variables, data types, arrays, strings, version control with Git and hands-on coding exercises.

WEEK 3: Fundamentals of Java- 32 Coding Hours

- Collection frameworks including ArrayList, LinkedList, HashMap, LinkedHashMap, TreeMap, HashSet, LinkedHashSet, TreeSet, and an introduction to threads.

WEEK 5: Introduction to PostgreSQL- 30 Coding Hours

- Fundamentals of PostgreSQL—SQL commands (DDL, DML, DCL), joins, triggers, functions, stored procedures, views, ER diagrams, indexing, ACID properties, and normalization.
- Hands-on with the **FeedApp** ERD and database tables.

WEEK 7: Spring Framework and Backend Development- 38 Coding Hours

- Introduction to Spring fundamentals—Spring JDBC, JPA & Hibernate, Spring Security, and Spring Mail.
- Authentication using JSON web tokens
- Test API/web-services using Postman.

WEEK 9 - Capstone 2: WeatherApp Backend (Spring): 37 Coding Hours

- Advanced Spring Boot and web services - developing the Weather Application Backend and integrate it with external web APIs for real-time weather data
- Implement integration testing and CI/CD pipelines using GitHub Actions.

WEEK 11: Frontend Development using React 28 Coding Hours

- Developing Feed Application frontend using advanced concepts of React and integrating with the backend services
- Introduction to Behavior-Driven Development (BDD) using Cucumber
- Introduction to automation testing using Cucumber, Selenium and Rest Assured with Allure reports

WEEK 2: Fundamentals of Java- 30 Coding Hours

- Object-Oriented Programming (OOP) concepts such as classes, objects, inheritance, encapsulation, polymorphism, abstraction (interfaces and abstract classes), exception handling, wrapper classes, and static variables/methods.

WEEK 4: Fundamentals of Java- 32 Coding Hours

- jUnit testing, search and sort algorithms, Java generics, functional interfaces & lambda expressions, and method references.

WEEK 6 - Advanced SQL & Capstone 1: Weather Application : 30 Coding Hours

- Introduction to Java database connectivity (JDBC) and sub-queries.
- **Capstone 1-** Identify and create tables for weather App DB and work around advanced SQL queries
- Introduction to Spring fundamentals

WEEK 8: Spring Framework and Backend Development- 35 Coding Hours

- REST services, JUnit test case using Mockito framework
- Build and test REST API endpoints for the **FeedApp backend** with database integration
- Implement integration testing and CI/CD pipelines using GitHub Actions.

WEEK 10 : Frontend Development (HTML, CSS, JS, React JS): 26 Coding Hours

- Learn HTML, Tailwind CSS, JavaScript (ES6), NPM, and React JS . Topics include state management, hooks, props, Redux, react context, react routing, react cookies, form validation, and Figma for developers.

Week 12: BDD, Cucumber, Selenium, and RestAssured & Capstone 3

- Automate testing for FeedApp frontend using Cucumber and Selenium
- **Core Group**
 - Build the WeatherApp frontend using React.
- **Quality Engineering Group (QE)**
 - Automate testing of FeedApp backend using Cucumber and RestAssured.
 - Automate testing of WeatherApp using Cucumber and Selenium (frontend) and RestAssured (backend API testing).

OBSIDI ACADEMY 3 MONTH* TECH BOOTCAMP CURRICULUM - Cohort 7

Week 12+: Enrichment Instructor-Led Presentations

- As time permits the following topics will be presented:
 - Microservices
 - Deployment of feedApp to AWS

Exciting New Addition: GEN AI Course

We're introducing the GEN AI Course, where you'll learn how to interact with OpenAI's GPT models (GPT-3, GPT-4-mini, etc.).

- Crash course on Python
- Understand LLMs, prompt engineering, experiment with different parameters with chat completions API, and gain hands-on experience with AI-driven solutions.
- This course aims to equip you with valuable skills for integrating AI capabilities into modern software applications.

OBSIDI ACADEMY

Participant Expectations

Have Fun!

Learn by doing.

Be curious, agile, and fully committed!

- **Obsidi Academy Bootcamp Expectations**
 - Contractual Obligations
 - Detailed in the Obsidi Handbook
 - Expectations deep dive on Day 1
 - Bootcamp emulates the corporate professional environment and expectations
- **Post Graduation Onboarding Expectations and Beyond**
 - Offer letter
 - Company background check
 - Job role, placement, and responsibilities



OBSIDI ACADEMY

Participant Expectations

COMMUNICATIONS

ACADEMY SLACK CHANNELS

- Logistics post about attendance, contractual, finance, etc.
- Obsidi Academy Section channel(s) for Participants and Instructors
- Team Specific channel(s) where you can chat with your teams about the day's challenges
- Pinned Pages important documents will be pinned to the tops of channels
- Directly Slack your instructor and Leadership for non-content, non-course, or off-topic questions

PARTICIPATION AND ENGAGEMENT

FULLY PARTICIPATE

- In all synchronous virtual instructor-led classes
- Remember that Academy is a full-time job, *and then some*
- Online teaming and participation is a contractual requirement
- Attendance is mandatory.
- **No recordings** will be made available

DISTRACTION FREE

- Do what you must to make sure you are in a distraction free zone
- When you're on, you're on—no looking at your phone or handling other business
- If you care for a dependent, you must arrange to be free of those responsibilities
- Headphones are **highly recommended**
- Must contribute to Daily Scrum feedback sessions

Key Clauses in the Participation Agreement:

- Residence requirements [clause 3(e)]
- Full Academy Virtual Engagement [clause 4(b)]
- No other employment [clause 4(d)]
- Dependent care [clause 4(b)]
- Your Commitment to the Academy [clause 6]

***Please refer to your signed agreement for all Academy requirements.**

DAILY SCHEDULE

START on TIME

- Class starts 8:15AM EST (MON-FRI)
- **Section Huddle**
Check-in with your section via Zoom

RETURN on TIME

- Show up and check-in on time at the start of each day and after each break

OFFICE HOURS

- 4:15 PM – 4:45 PM (ET)
- Tuesday, Thursday
- Meeting Links
 - Links will be pinned to the Section Slack Channels

Bootcamp Prep

Welcome & Onboarding Email

- You will receive a welcome and onboarding email prior to the first day.
- This email will have instructions for downloading and signing up for the various applications that support Obsidi Academy.
- Please follow the instructions carefully.
- Prerequisite learning
- Suggested review

OBSIDI ACADEMY

Daily Schedule (EDT)

Start Time	End Time	Event
8:15am	8:30am	Zoom Section Gathering with Interactive Q&A + Morning Team Huddles in Dedicated Breakout Rooms
8:30am	9:00am	Teach-back Sessions: Designated team deliver presentation on any given topics
9:00am	Noon	Morning Zoom Sessions (Optional) with Lead & Assistant Instructors, mandatory Self-Led Learning, and knowledge checks in Zoom team breakout rooms. Note: Self-Led learning is time-bound and must be completed by noon EST on the assigned day. Late submissions receive 0 points.
Noon	1:00pm	Lunch
11:00 am	4:00pm	Instructor-Led Sessions: Please note that start times may vary on some weeks, especially when topics require extended attention.
4:00pm	4:15pm	Daily Team Scrum with reporting on Successes and Struggles, followed by the publication of the Team Bug Journal.
4:15 (Tues. & Thurs.)	4:45pm	Lead instructor and assistant instructor office half-hour for open questions on the day (by Calendly links provided in Codio).
Bi-weekly Wednesdays 1:00pm	2:00pm	Employers will present webinars on a biweekly basis in this timeblock, starting the first week.
		Academy will periodically conduct professional development sessions aimed at enhancing essential soft skills beyond coding. These sessions may be scheduled on days other than Wednesdays and may occur during the first half of the day, contingent on the intensity of the topics covered on that specific day.
Evening		The self-led content for the upcoming day will be released by 4:30 pm. Consider engaging with the optional Challenge Activities. Explore the "Extra Resources" available in Codio and supplement your learning by searching the internet for additional materials. Take time to review the concepts covered during the day and get a preview of the next day's content in Codio.

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Prerequisite Learning

As a preparation requirement before the commencement of Cohort 6, participants are expected to successfully complete three essential courses.

- These courses aim to build foundational knowledge and skills crucial for collaborative and efficient project development.

1. [Agile Methodology Course](#)
2. [Git and GitHub Basics Course](#)
3. [Java Fundamentals Course](#)

These courses collectively provide a solid framework, ensuring participants are well-equipped with essential skills for successful collaboration and project development.

Participants will receive **course completion certificates, which participants are required to upload to their respective assignment folder in the learning management system (Codio) prior to Day 1 of the Cohort.**

- Instructions are provided during the Welcome letter.

**CONGRATULATIONS on
your PEER TUTORING
PAIRING!**



BOTH Tutor and Tutee will stretch,
grow, and develop from this
partnership!

Exchanging knowledge is reciprocal
• **TUTORS AND TUTEES LEARN
FROM ONE ANOTHER**

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EXPECTATIONS FOR OBSIDI PEER TUTORING SESSIONS

TUTOR: SHARE YOUR KNOWLEDGE to SUPPORT and GUIDE your TUTEE!

TUTEE: COMMUNICATE your TUTORING and LEARNING NEEDS.

- Tutors will model effective problem-solving skills for the Tutee
- Tutors will support Tutees to understand the concepts behind Academy content/topics
- TUTORS will NEVER just give TUTEES the answer
 - TUTORS and explain the concepts/process to EMPOWER the TUTEE to solve the challenge so that the Tutee can arrive at the answer themselves
 - TUTEES and TUTORS have open communication, honest feedback for growth, and encouraging language.
 - TUTEES and TUTORS must come PREPARED to the sessions
 - TUTEES clearly state their challenges to the TUTOR
 - TUTORS clearly explain concepts, methods, processes, etc.

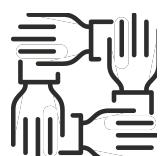


OBSIDI ACADEMY

Peer Tutoring Experience



*Real industry coding experiences produce agile and flexible
Graduates – prepared to work on Day 1 and drive results*



TUTOR | TUTEE PAIRING

- Once a match is made, it is expected for the Tutor to reach out to the Tutee to confirm the date, time, and location for their sessions.
- If a Tutee does not confirm or attend the tutoring session, notify your Instructors IMMEDIATELY
- Tutors and Tutees are BOTH EXPECTED to maintain communication.



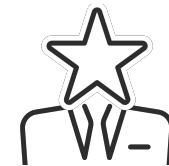
INITIAL SESSION

- Tutor asks the Tutee what they want to get out of the sessions.
- Tutor and Tutee make sure they have a consensus on the goals for the tutoring sessions, and both communicate if and how they can meet the goals.
- Agree upon and confirm the general session schedule (days, times, locations).
- Clarify the best contact information for each of you.



ONGOING SESSIONS

- Be on time for every session!
- If Tutor/Tutee must cancel a session, give as much advance notice as possible (preferably 24 hours).
- Set clear goals at the beginning of each session
- At the end of each session, review what you have covered, Tutor explains the tutees' next steps and describes learning/study goals
- Confirm date, time, etc. for the next session.



FOLLOW UP & FOLLOW THROUGH

- The Tutor is NOT to solve assignment problems for the Tutee.
- Focus on the Academy concepts and problem-solving methods/coding process.
- BOTH Tutor and Tutee should complete the Tutoring Log file..
- If the Tutor or Tutee is experiencing any issues/has concerns, which they feel is not covered by the Tutoring session or goes beyond what the Tutoring is to provide, please contact your Instructors IMMEDIATELY.
- If a Tutor or a Tutee feel the Tutor | Tutee pairing is not working, either should contact your Instructors IMMEDIATELY.

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Peer Tutoring RESOURCES



Peer tutoring involves the collaboration among students in order to master content, skills, and abilities.

- [Benefits of Peer Tutoring In The Virtual Classroom](#)
- [Peer Learning: Overview, Benefits, and Models](#)
- [The Benefits of Peer Tutoring & Cross-Age Tutoring](#)
- [How to Be an Effective Peer Tutor](#)

Let's Soar!

Obsidi Academy is

- A bespoke experiential and **engaging** learning opportunity
- Loaded with **team collaboration, hands-on coding** that mirrors **real-world, industry agile** environments
- Your opportunity to show up, develop yourself, and advance to the next level in your professional career

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