



company

2022 Update

Engineering Training



Topic

Intro & Challenges

New Format Notes

Curriculum

FAQ

Agenda

Intro & Challenges

- The Engineering training program has been our solution for providing new engineers with a solid foundation for over a decade now.
- Content has changed to support newer technologies, but general format has largely kept the same shape.
- In general a new engineer takes 20 weeks to complete the program, about six months in the role to feel comfortable, and an additional six months to feel confident and be independent.
- This “time-to-ready” is further extended for those who enroll in Sales training afterward.
- 20 weeks of material is a lot to retain upon exit from the program.
- The Lab Projects phase can also be a long, grueling experience when trying to remember & apply training from previous weeks.

Intro & Challenges

- Concepts learned during training aren't always exercised after a few months on the job. Even the best of us forget some things.
- Additionally, our combined growth has been filling (and overflowing!) our training programs for several sessions now—but these things shouldn't hold us back.
- We've listened to your call for decreased time-to-ready and more trained engineers per year.
- So I'm pleased to introduce you to a *new* lean, mean Engineering training program for September 2022!

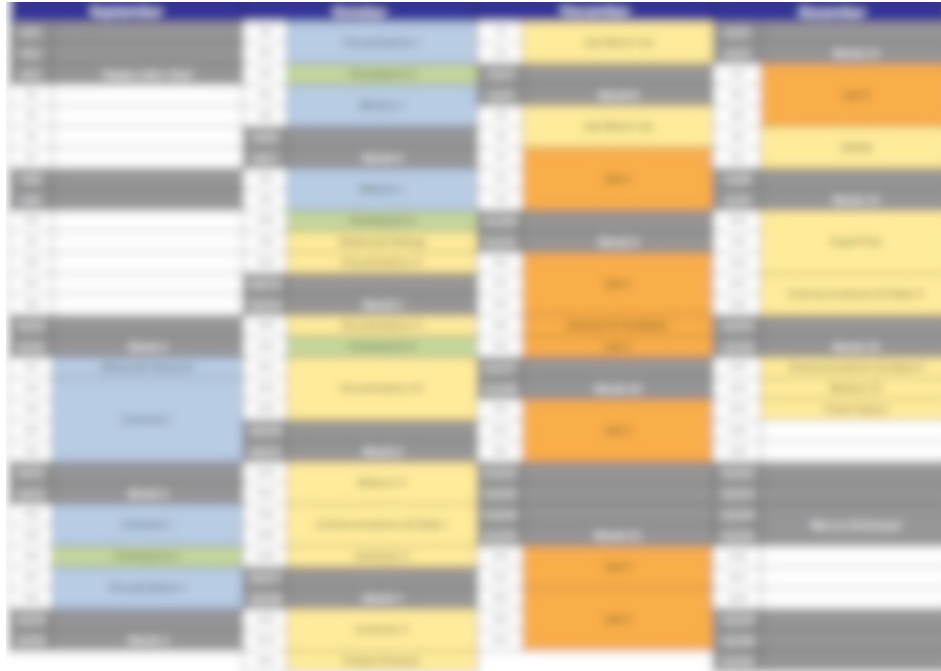
New Format Notes

- We will now be operating program sessions in January, June, and September each year.
- This both aligns with typical university graduation schedules and can help increase capacity with a third session per year.
- Our format is now 14 weeks of content that focuses on current & core technologies. It also places more focus on integrating newly-learned skills as we go along.
- The course promotes a more forward approach by dedicating more time to newly-released technologies.
- The primary focus has shifted toward building applications with the latest software tools. Older libraries will always be introduced as a supplement, not an alternative This allows us to utilize our training time differently.

New Format Notes

- We've also deferred some niche topics to prevent trainee "overload."
- Because of this, the lab phase has been trimmed to three projects. Of course, there is still a healthy, hearty mix of concepts to apply.
- Our most important Advanced topics have been shifted to follow the Lab Project phase for better retention.
- We will also be conducting one singular spring trip to HQ that includes all graduates for that year to promote networking and teambuilding.
- *Please note:* All modifications were carefully considered with all stakeholders in mind. We are still providing our new engineers with a solid foundation to begin their careers (albeit in a more compact, manageable package for them).

Curriculum Sample



The image shows a blurred curriculum sample table. It appears to be a grid with multiple columns and rows. The cells are color-coded, with some in blue, yellow, orange, grey, and green. The text within the cells is illegible due to the blurring effect. The table likely represents a curriculum plan or schedule.



FAQ

What are the start dates for 2018/2019?

- Sept 17, 2022
- Jan 7, 2023
- June 3, 2023
- Sept 9, 2023

FAQ

How can I enroll my engineer?

- Same as always! Just send an email to jen.vacendak@company.com with engineer's name & email address.

What's the maximum class size?

- Our new space has a hard limit of 10 trainees per session, so enroll early!
- If you find we're at capacity, we're happy to give your engineer some preliminary training so he/she can be useful around the office while they await the next session.

FAQ

What's missing?

- Topic 1
- Topic 2
- Topic 3
- Projects: Project 5, Project 6

How does my engineer get trained on missing topics?

- For upcoming projects that require expertise in a certain area, submit a request to director@company.com. He can select our best resource for the job!

FAQ

What's been added?

- Topic 1
- Topic 2
- Topic 3
- More information re: Software Design
- More practice integrating topics as we go along
- Projects: Project 1 & 2 will have combined hardware, which is more reflective of the real application

FAQ

What about Product Training?

- In order to prevent “overload” for this important topic, we’ve taken these 3 days and re-formatted them as “Product Spotlight.”
- Every Fri afternoon, a member of Sales or Engineering will host a short workshop on a particular product or product group.
- This will provide hands-on experience with our most popular products, which should be a more memorable activity (compared to its lecture-based predecessor).

FAQ

What else is changing with the Lab Project phase?

- The amount of work required to complete the projects has been reduced. The phase will still be challenging, but not as intense.
- 24 hour access will no longer be granted, in consideration of trainee wellness.

How can you host 10 trainees but only have 3 projects?

- Trainees will timeshare the hardware on two projects (2 setups each), and the third is a partner project.
- This promotes frequent use of simulation during development, which traditionally has not been a strong suit among trainees in the Lab Phase but is something we want to encourage.

FAQ

Why is there such a big gap in the spring?

- We preferred to schedule around typical graduation dates.
- Spring is when our trip to HQ takes place, which is easier on our hosts.
- This gap gives us time to take the program offline each year to reflect, realign, and implement any required changes.

Why do I still feel nervous about this?

- It's natural; change is scary. Especially since it's our first major change in over a decade!
- Once you see that we're still producing quality graduates with the skills they need to begin their new careers and blossom into confident, independent engineers, your mind will be at ease!
- *Feel free to reach out to jen.vacendak@company.com with any questions or concerns.*



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