What went well?

* They were eager to help us with any problem that occurred (like finding some adapter that we didn’t had)
* They informed the crowd about the place and time of the trainings, keeping them involved

What can be improved?

* They should ask for logistic
  + E.g. what do you need
    - Whiteboard
    - Video projector
    - Should they have a room with blinds so that you don’t have problems (the sun was a real problem and we projected on the wall)
* They should be prepared with information about the crowd that is going to attend the event (have their resumes in order to go over them so that you can teach them something)
* They should engage more the crowd in asking more questions from the trainers, we are there to help them learn, we do not grade them (or at least we do not grade them on the questions they ask)
* They should ask for a more detailed description from us in order to better advertise the idea (I forgot to give it on time, but maybe if they have pushed for having it early we would have had more participants).
* Organize the practical sessions in a laboratory (like in one of the FII laboratories, if possible)
* Feedback was asked too many times, and was more than generic, they should have worked with the trainers to construct a feedback form with a better approach on the training the trainers held

How to tackle the problem?

* Ask for a list of skills for each participant ( talk with the crowd that it’s organizing the event to get this for you)
* Think about a presentation for your audience, do not assume anything because you are more than likely to fail in your assumption
* Prepare your theoretical presentation and present it at least once to a non-technical person
* Prepare your project, if it’s coding based I suggest to go with code along, be prepared for the simplest mistakes from your audience
* Try to do your project before presenting it to them, and check what issues you have so that you can get a good answer for your audience
* Do not try to do a huge project, usually your audience is not that well technical prepared, keep to the basic and try to explain the concept by using simple examples, give examples from the real world, not from the books ☺
* Prepare in advance startup projects with some configuration xmls because these created the most problems. Give these projects at the beginning of the training and explain what is already written and what needs to be done. Their feedback said that some of them wanted to do things on their own, not copying from the video projector.
* In the implementation don’t use hard java topics, like maps of integers and lists, they’ll just panic. We implemented an inmemory dao with collections and from that moment we lost them.
* Most of them won’t have a grand perspective of the project and they will be interested in details that we as working and paid developers find not important for the moment. Expect stupid questions like why we don’t have a login page