25G Mentor – Mentee
2 years Training plan
MIDDLE term review – after 1 year

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Mentee: Ho Quoc Tri (25G)

Date: Apr 17th, 2018
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AGENDA

I. Target and Training methods

II. Milestone and Plan for next year

III. Achievement

IV. Difficulties and Countermeasures

I. Target and Training methods

I. Target and Training methods

1. Target (1/5)

DFT/SCAN engineer			Target		
No.	Field	Skill	1-year	Current	2-years
1	BSD	Can do BSD insertion			2
2		Can do BSD verification			2
3	SCAN	Can do SCAN/LBIST insertion	2	2	3
4		Can do SCAN grouping considering routing, timing, power, test-time.	2	2	3
5		Can do SCAN/LBIST verification & make tester pattern	2	2	3
6		Can analyze SCAN/LBIST coverage result & give solution to improve it (such as: TPI analysis & decide TPI insertion configuration)	2	2	3
7		Can generate correct IDDQ pattern (bridge fault, stuck at fault) to get target coverage	2	2	3
8		Can make Burn-in pattern and analysis toggle result to achieve target	2	2	3
9		Can generate path-delay pattern (to check critical path)			2

I. Target and Training methods

1. Target (2/5)

DFT/SCAN engineer			Target		
No.	Field	Skill	1-year	Current	2-years
10	General	Can make DFT strategy (method, flow, circuit structure, circuit configuration,...)			2
11		Can make DFT clean netlist (if necessary)	2	2	3
12		Can do Test-cost estimation & test-cost calculation			2
13		Can do Formal verification (build env, check result, failure debug)	2	2	3
14		Can do Synthesis considering power, area, timing.	2	2	2
15		Can do SDF simulation			2
16		Can check wire congestion (Using Amateras)		2	2

I. Target and Training methods

1. Target (3/5)

Target not achieved:

Can do project Lesson Learn & PDCA

Reason :

I have not a chance to finish and complete for one PRJ, So the target also have not finished.

I will put more effort to cover this target in the next term

DFT/SCAN engineer			Target		
No.	**Field**	**Skill**	**1-year**	**Current**	**2-years**
17	Prj/Task Management	Can keep assigned schedule, and rise alarm if necessary	2	2	3
18		Can define input/output criteria for each design phase	2	2	3
19		Can make project plan (scope, target, schedule, in-output, resource)			
20		Can do risk assessment(identify the risk & make countermeasure, ex. method: DRBFM,…)	2	2	2
21		Can monitor & control project work			2
22		Can follow design procedure (make/apply checklist, do review, get approve before releasing) to guarantee output quality	2	2	3
23		Can make detail project schedule, including discuss schedule with related			2
24		Can do project Lesson Learn & PDCA	2	1	2

I. Target and Training methods

1. Target (4/5)

DFT/SCAN engineer			Target		
No.	Field	Skill	1-year	Current	2-years
21	Others	Can make plan to proceed the task (what to do, target, milestone, how to do)	2	2	3
22		Can make the report (prj report, weekly report,…)	2	2	3
23		Can make the document	2	2	3
24		Can do QC issue analysis (include PDCA)			2
25					
26		Can use scripting language (TCL, SCH, PERL, AWK, SED,…)	2	2	3

I. Target and Training methods

1. Target (5/5)

Final target after 2 years training program: Achieve level 2

(Based on map skill score from MiddleEnd Section)

Target for Mentor-Mentee			
Count for each level	**1-year**	**Current**	**2-year**
1	0	0	0
2	18	18	13
3	0	0	15
4	0	0	0
5	0	0	0
Final score	36	36	71

Map from skill score to role level	
Role Level	Skill score
1	<= 50
2	51-80
3	81-110
4	111-140
5	>140
6	TBD
7	TBD

I. Target and Training methods

2. Methods

MENTOR

- ❑ Prepare related document
- ❑ Prepare sample data for practice
- ❑ Make detail target for mentee and review
- ❑ Assign task and support mentee when needed
- ❑ Monitoring Mentee compliance and check/feedback Mentee’s report strictly

MENTEE

- ❑ Self investigate first, ask mentor for unclearly point
- ❑ Self practice sample data, just ask mentor it's necessary
- ❑ Feed back ideas and try reaching target by all means
- ❑ Take advises and do following mentor's guidance
- ❑ Follow design procedure and report in time

II. Milestone and Plan for next years

II. Milestone and Plan for next year

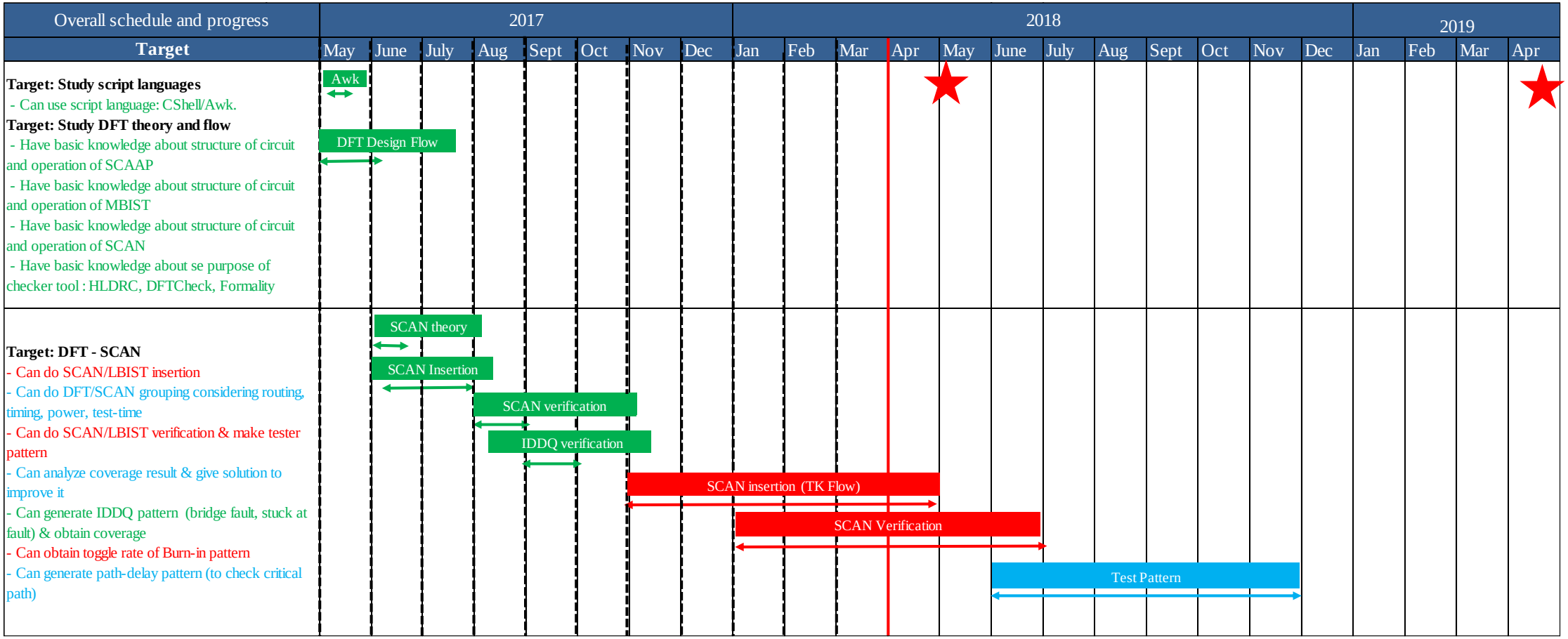
Non - Progress Target

Finished Target

In-progress Target

Company level review

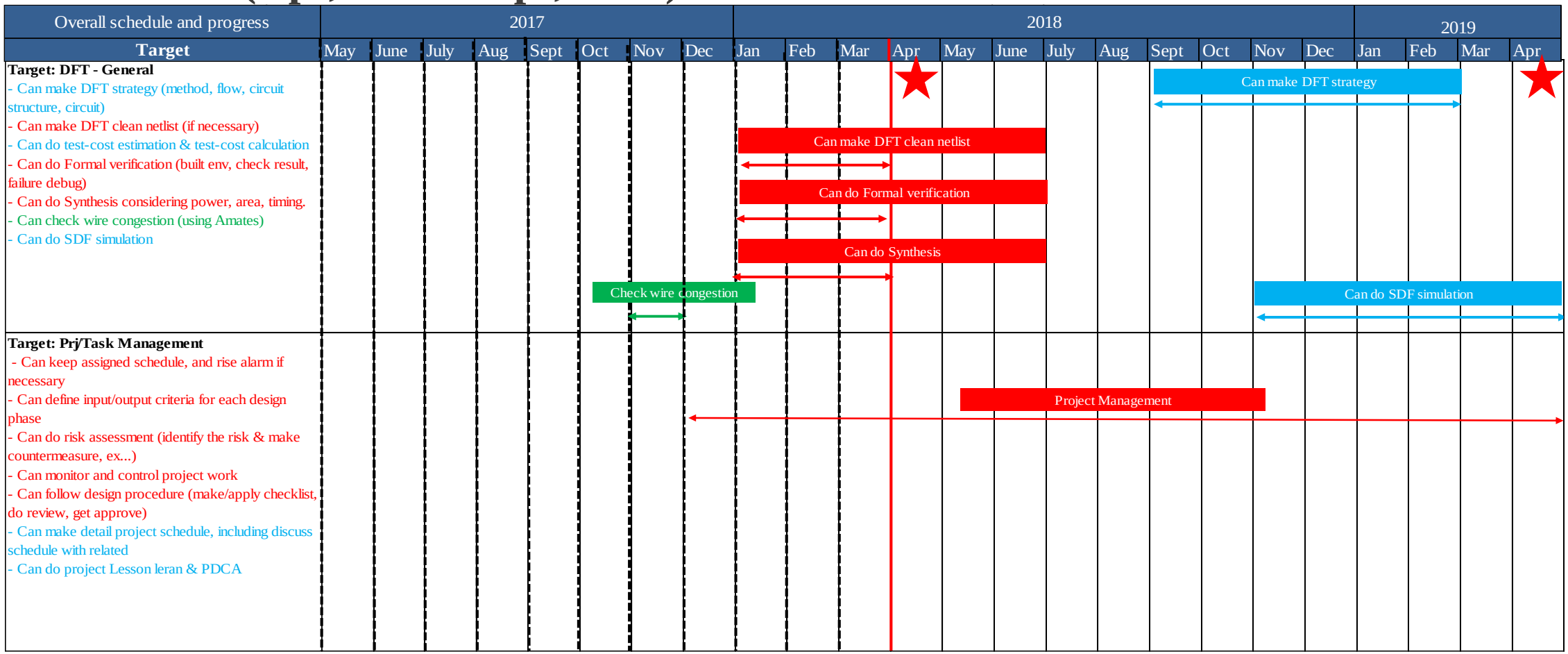
1. Milestone (Apr, 2018 – Apr, 2019)



II. Milestone and Plan for next year

★ Company level review

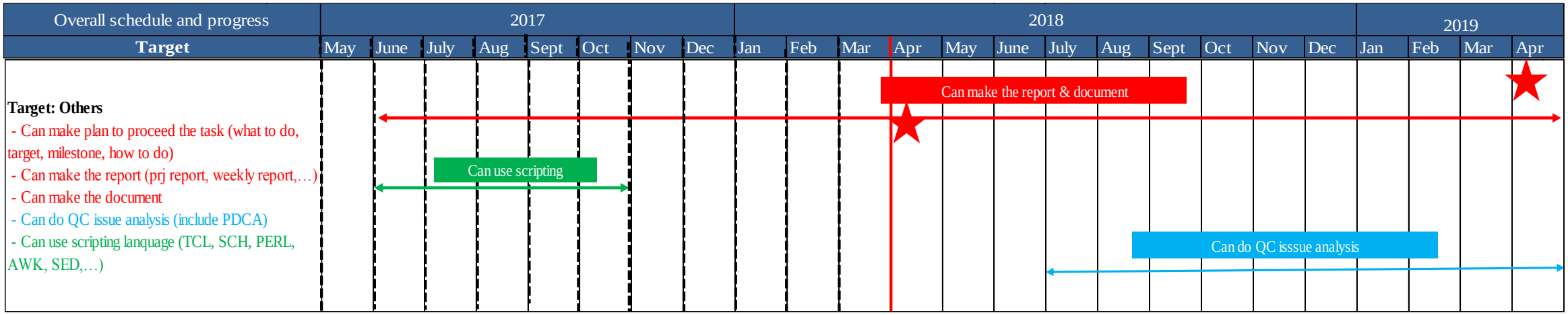
1. Milestone (Apr, 2018 – Apr, 2019)



II. Milestone and Plan for next year

★ Company level review

1. Milestone (Apr, 2018 – Apr, 2019)



II. Milestone and Plan for next year

2. Plan for next years – Second stage (Apr, 2018 – Apr, 2019)

DFT training target

- Can do DFT/SCAN grouping considering routing, timing, power, test-time.
- Can obtain toggle rate of Burn-in pattern.
- Can generate path-delay pattern (to check critical path).
- Can make tester pattern.
- Can do BSD insertion.
- Can do BSD verification & make tester pattern.
- Can make DFT strategy (method, flow, circuit structure).
- Can do SDF simulation.
- Can do Test-cost estimation & test-cost calculation.

Common training target

- Can make plan to proceed the task (what to do, target, milestone, how to do).
- Can do QC issue analysis (include PDCA).
- Can make detail project schedule, including discuss schedule with related group.

III. Achievement

III. Achievement

❖Achievement:

- Be able to do SCAN insertion & verification with support.
- Be able to solve simple problems usually meet in SCAN insertion & verification tasks.

IV. Difficulties and Countermeasures

IV. Difficulties and Countermeasures

Difficulties	Countermeasure
❖ Have difficulty when solving issue (SCAN issue) because of understanding not clearly	➢ Improve knowledge by investigating documents and confirm my understanding with experience engineer.
❖ Have difficulties with tasks parallel: task arrangement and time management	➢ Set priority for tasks based on the information already have. According to priority, follow and complete one by one task within deadline or other constraints.
❖ The target: “Can do project Lesson Learn & PDCA” can not achieve in the first term. Because I have not a chance to finish and complete for one PRJ, so this target have also not finished.	➢ I will put more effort to cover and complete it in the next term when the milestone L&L of PRJ RX72M coming (Sep/2018).

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THANK YOU FOR YOUR ATTENTION!