Fast Lane

FAST LANE NEW HIRE TRAINING

Start Your Team Strong!

Award-winning **personalized** new hire programs

Achieve goals that matter to **your** organization

Instill your **company culture** from start to finish

Fast Lane

AGILE & DEVOPS PROGRAM

PROGRAM SPECIFICS

Fast Lane developed a new hire program for a Fortune 100 client that has been in use for the past two years. When Fast Lane stepped in, the program's Net Promoter Score (NPS) was hovering in the low 20's. As of the 2018 Fast Lane deliveries of the program, the NPS score has improved to a remarkable 70!

For this program, we created a case study approach where participants were challenged with a DevOps project similar to one they would face on the job. Together with mentors and managers from the customer's team, the Fast Lane team taught the new hire group Agile and Scrum methods, then supervised the participants through the case study using daily stand ups while teaching them DevOps processes. The NPS scores speak for themselves, and students were thrilled with the two weeks of training they received!

- Proprietary Platform
- Agile
- Sprints
- Cybersecurity
- Data Analytics

Welcome to the Case Study

This exercise operates in tandem with the competencies you are building in Agile software development to help hone the soft skills required to work with customers from project initiation through final product delivery. The business acumen required to effectively work with and for customers is critical to the success of any project. In other words, it is not enough to have competencies as a software engineer; one must also be adept at communicating one's vision to a customer, and in turn listening and understanding the vision being communicated to you.
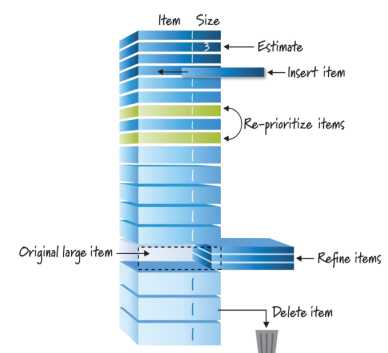
Case Study Overview

Your team has been tasked with creating a web-based application for Offshore. In order to properly understand Merkur's requirements, you engage in a series of interactions with a mock customer playing the role manager from Merkur Offshore.

Before each interaction, you will be given the objectives for the discussion each interaction, you will hold a debriefing session to assess how information from the meeting may or may not affect development decisions. At the end of the study, your team will present your final software solution to customer and his or her team.

The case study documentation provided an email exchange, voicemail recordings, and customer personas for participants to establish their rules of engagement.

Accompanying classroom content introduced key skills and concepts to reinforce the case study competencies

Backlog Refinement (Grooming)

✓ The PO clarifies each work item with the team and ensures that the team understands what needs to be done.

✓ The PO writes clear acceptance criteria in each work item.

✓ Backlog items are ordered by business value & classes of service

✓ Considerations include what will bring customers the most satisfaction or value, or drive the most use.

✓ The order may change as a result of customer feedback and collaboration.

Item Size
Estimate
Insert item
Re-prioritize items
Original large item
Refine items
Delete item

DEVOPS & PROGRAMMING TRAINING
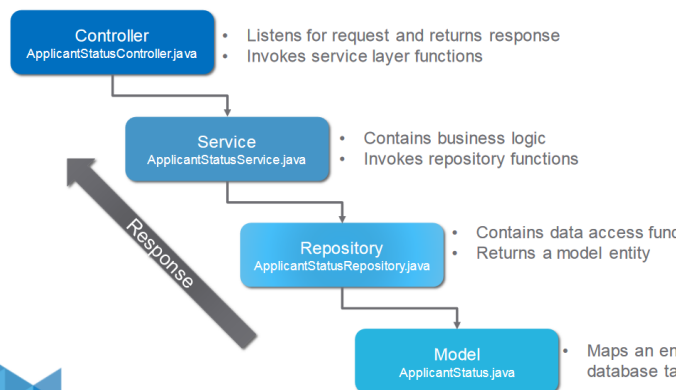
PROGRAM SPECIFICS

Fast Lane developed a new hire program for another Fortune 100 customer that was delivered in two five-week sessions to two incoming audiences. The customer's team needed their new hires to hit the ground running and understand the various programming languages, databases, and processes that underlie their daily operations.

This new hire program required deep programming insights targeted specifically toward company processes, not general or theoretical training. Establishing a relevant, focused case study with related lecture content and hands-on activities presented in the context of the customer's operating processes allowed participants to quickly understand the company's culture, resources, policies, and benchmarks for success.

- Agile
- DevOps
- Angular
- Java
- SQL
- Containers
- Security

Our Design Pattern

GET Request to /rest/applicantstatus

Controller
ApplicantStatusController.java
- Listens for request and returns response
- Invokes service layer functions

Service
ApplicantStatusService.java
- Contains business logic
- Invokes repository functions

Response

Repository
ApplicantStatusRepository.java
- Contains data access func
- Returns a model entity

Model
ApplicantStatus.java
- Maps an en
database ta

Web-Based I-9 Process Flow

Below is a description of the anticipated ADP Web-based I-9 Process flow. Some key assumptions are being made in this Case Study:

All I-9 Forms are being retained electronically (no PDF retention).
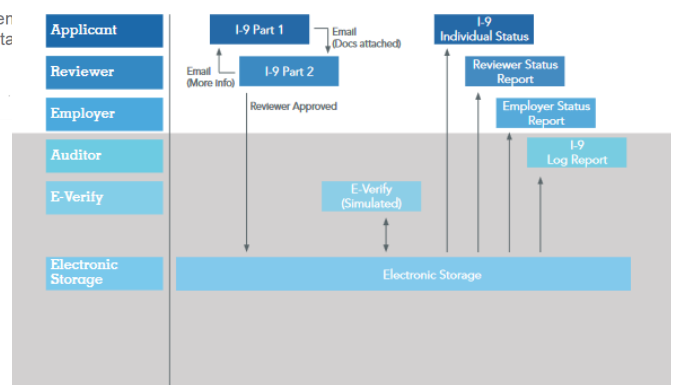
We will use a tool like jQuery UI Signature for electronic I-9 signatures. We are assuming that using such tools is an approved method.

All data in the training database is test data that has been manufactured for classroom purposes only.

E-Verify is our ADP Web-based I-9 System that will be simulated using an Oracle DB Procedure. Batch runs of our E-Verify system will be initiated on demand by the Web-based system.

I-9 Process Map

Applicant	I-9 Part 1	Email (Docs attached)	I-9 Individual Status
Reviewer	Email (More Info)	I-9 Part 2	Reviewer Status Report
Employer	Reviewer Approved		Employer Status Report
Auditor			I-9 Log Report
E-Verify		E-Verify (Simulated)	
Electronic Storage		Electronic Storage	

Processing incoming financial records forms a large part of new hire personnel responsibilities, so a detailed case study was developed to demonstrate the programming and database skills needed to succeed within the company
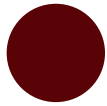
NEW HIRE TRAINING IMPACT

Employee Retention

69% of employees are more likely to stay with a company for three years if they experience great onboarding

Program Structure

New employees who go through a structured onboarding program are 58% more likely to be with the organization after three years

Productivity

Organizations with a standard onboarding process experience 50% greater new-hire productivity

Program Focus

Programs focusing on employee connections, relationships, and integrating new hires into information networks are most effective compared to compliance-focused programs

*Society for Human Resource Management

INCLUDE COMPANY CULTURE!

Effective onboarding programs support both new employees through socialization and professional support. Feeling socially accepted is a key factor in newcomer success, and promoting company culture demonstrates appropriate methods for getting needed help quickly. Integrating into the social network matters, in part, because it brings greater access to information and resources, and also to get a good feel for the way things are done 'here.'

New employees seek out more information when they feel connected to others in the organization. By connecting participants to people and resources from the beginning, successful new hire programs provide new hires with a robust toolkit to help them rapidly succeed in your workplace.

*Harvard Business Review

DEVELOPMENT TEAM

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