

# Installing Java Skills Management

	1. Discover	2. Startup	3. Calibrate	4. GAP	5. Learn	6. Evaluate/ Adjust
Overview	<i>No-charge consultations on installing Java skills management into the organization</i>	<i>Install EE Platform</i>	<i>Measure skill level of each developer on key technologies</i>	<i>Identify skills gaps, develop learning/staffing plans</i>	<i>Developers learn and take exams</i>	<i>Evaluate program</i>
Duration	<i>1-2 days</i>	<i>1 week</i>	<i>1 week</i>	<i>1 month</i>	<i>3-6 months</i>	<i>1 week</i>
Highlights	<p>JBB explains possibilities, explore priorities, establishes extent/timeline</p> <p>Managers* describe organizational make-up, skills champions, existing training methods, employee review/reporting needs</p> <p>Developers describe missions, key technologies</p>	<p>Perhaps focus on group, project, ...</p> <p>Create company and developer's accounts</p> <p>Communicate plan to developers with open Q/A and feedback</p>	<p>Set individual and organizational goals</p> <p>Developers take Learn Exams</p>	<p>Managers meet each developer</p> <p>Agree on present skills versus goals</p> <p>Define exams to be succeeded within the next period</p> <p>Define learning plan</p> <p>(JBB consultant available)</p>	<p>Typically, blended learning: instructor-led, eLearning, books, ...</p> <p>Managers view progress via online reports</p>	<p>JBB reviews program and presents to management</p> <p>Did we achieve skills goals?</p> <p>Was the program successful?</p> <p>Loop to 3.</p> <p>Expand program to larger group, more projects, integrate with LMS, make continuous, ...</p>

\* Java4Managers Course Requirement