



Training Outline for Probationary Employees

Software Department

Week	Training Focus	Backend Development	Involved Teams/Personnel	Methods/Tools
Month 1				
Week 1	Company Orientation & Creative Processes	Introduce company culture, mission, vision, values, and the Software Dept team's role. Role of BE (your domain) team in the SDLC	HR, Team Lead	Presentations, Team Meetings
Week 1	Project Overview and Technical Stack	Project Introduction and Team Structure High-level overview of the project's goals and objectives. Introduction to the team members and their roles. Overview of the project's codebase and architecture. Technical Stack Deep Dive Detailed exploration of the frontend and backend	Stack Lead	Daily Scrum, Sprint Planning, Retro Meeting
Week 2	Core Concepts and Practical Implementation	Backend Fundamentals Database concepts (SQL or NoSQL). API design and development. Introduction to a backend framework (Node.js, Django, or Ruby on Rails). Version Control with Git Basic Git commands and workflows. Collaborative development using Git.	Stack Lead	Daily Scrum, Sprint Planning, Retro Meeting

Week 3	Practical Project Work	Pair Programming and Code Reviews Pair programming on a small feature or bug fix. Code reviews to learn from experienced developers. Continuous integration and deployment (CI/CD) pipeline introduction. Independent Task Assign a small, independent task to test	Stack Lead	Daily Scrum, Sprint Planning, Retro Meeting
Week 4	Knowledge Consolidation and Future Planning	Knowledge Assessment Quiz or code challenge to evaluate understanding of core concepts. Review performance and identify areas for improvement. Long-Term Goals and Career Development Discuss individual career goals and how the company can support them. Create a personalized development plan.	Stack Lead, Tech Lead	Daily Scrum, Sprint Planning, Retro Meeting
Month 2				
Week 1	Assignmnet of project on going tasks under lead supervision and Code Review			Daily Scrum, Sprint Planning, Retro Meeting
Week 2				
Week 3				
Week 4				
Month 3				
Week 1	Independent tasks assigment and Code Review			
Week 2				
Week 3				

Week 4	Additional Considerations	Mentorship: Assign a senior developer as a mentor to provide guidance and support. Regular Check-ins: Schedule regular one-on-one meetings to track progress and address any concerns. Flexible Learning: Offer a mix of self-paced learning and instructor-led training.		Daily Scrum, Sprint Planning, Retro Meeting
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