

## **Education and Training**

The best way to train your staff for optimal efficiency is to 1) give them formal training, and then 2) pair them with at least one senior person who can help them work through the difficulties of the real world corporate IT environment. I have found no better way to train a staff.

Progress Software's training is notorious for one thing; it's insufficient and the programmers go back home feeling overwhelmed and inadequate. Garrison Systems can get your software developers up-to-speed in a fairly short amount of time. DBA training can be offered along with programming but it is recommended that the programming training is attended before the DBA concepts are approached.

Training and Education can be contracted as part of another assignment, in-house, one-on-one, as a group, or whatever best fits your situation. Remote training isn't recommended since it is difficult to control the open floor questions and time spent on each topic.

### Notes:

- “As part of another project”: Sometimes training can be incorporated by the Consultant or Trainer into a live working version of an actual application. This is unorthodox but perfectly acceptable.
- As always, if software developed in a training environment is planning to be used in a live business application, all the steps of quality control, testing, code review, etc should be adhered to before that program is moved into the production environment. (See Topic on “SOX Compliance”).