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A note from our MD, Bernard Melson: "I am absolutely delighted that we have expanded our service offering to the point where we now offer over 300 courses and certifications for IT Professionals. In the coming months, we'll also be adding new courses for professionals interested in VM Ware, Red Hat & Oracle



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Up Coming Webinars - Click to see more and register (all at 12:30)

Security ISTQB CTAL Security Tester Apr 28th	Agile Leading SAFe Certification May 6th	Security BCS Information Management Security Principles May 17th	Selenium iSQI Selenium WebDriver Jun 23rd
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Just how do we ensure skills availability to meet project demand?

What skills do we need to fulfil our corporate objectives? It's a point, but is it really the right one to ask as technology advances ever more rapidly? From my point of view, it is only half the question; the other half being blending skills to maximise capability, utilisation and economies of scale.

It is increasingly the case that today's employers must have and hire people who can bring multiple skills to the table. Such people add versatility and flexibility to existing teams through primary and secondary skills.

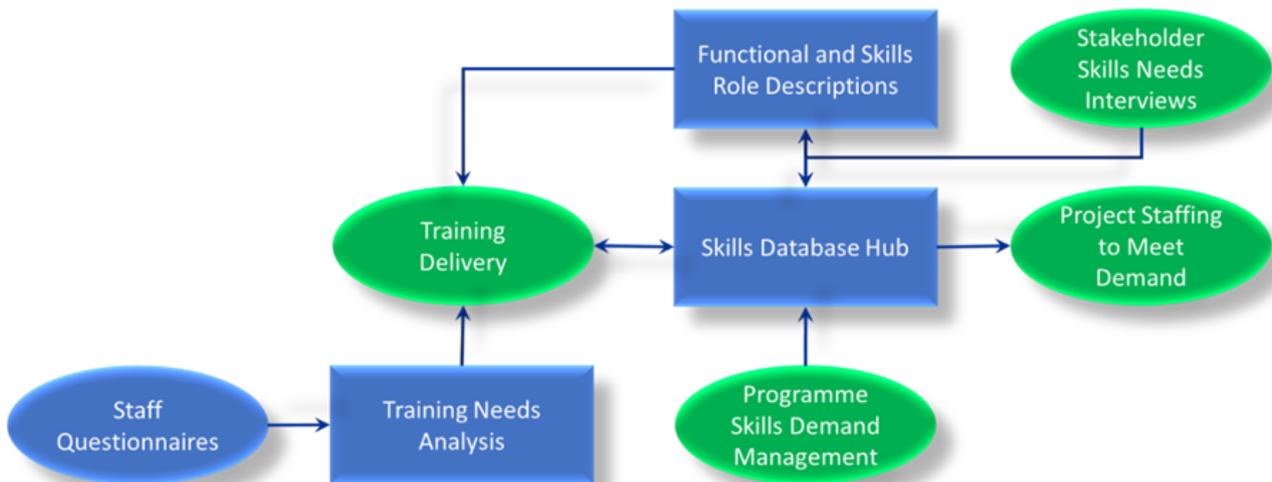
There are three skills imperatives for the employer seeking to deliver complex IT solutions:

- What are the skills, quantity and timeline needed to fulfil demand?
- How to imbue employees with the right skills to build capability?
- When and when not to hire to acquire skills?

A skills database will provide the answers, but building one is very much a collaborative activity that requires input from many different people. So, let's look at some key activities we might consider on the route to building and maintaining the ever-important skills database.

Built correctly, a skills database identifies all of the skills an organisation is required to support and will contin-

Skills Development and Management to Fulfil Corporate Goals



ue to support over time. Equally, it will identify employee skills and experience that we can match to demand to determine:

- If they can all be met – at the right time;
- If only some can be met;
- What training is needed and when, for example, demand is outstripping supply;
- What hiring is needed.

To find out more about the skills database and how we build and maintain it to ensure that we have the right skills available at the right time click [here](#). If you build a skills database you will find it such an organisational asset that you'll wonder how you managed without it before!



The Experiences of a Virtual Classroom Trainer

Learning has changed for you and it has changed for us, too. Here we talk about the experiences of one of our Principal Trainers and how they now prefer the model.

Where, How and Why Virtual Classroom Delivery Began

Mid-March 2020: I'm on the way into the office to deliver day 2 of a 4 day classroom course; the coronavirus pandemic is upon us. On the previous evening I read that the UK Government has advised people to work from home if possible, but there's no talk of a formal lockdown yet. As I approach the Tube station, I get an email from one of my students who has decided to follow Government advice and not travel into London. He is prepared to self-study from his course materials if necessary; but asks me "is there any way I can join in using either Webex or Skype?" Its 8:10 am, I'm 20 minutes away from the office and the course starts at 9:00.

Welcome to the new world – virtual training delivery!

With the pandemic and lockdown upon us, I have no time to build the ideal remote learning package with custom built polling and quiz features to keep students engaged that I've used in the past. In fact, we don't have a dedicated remote learning platform with these kinds of features or virtual training rooms to allow group exercises/discussions to take place. What I have got are the PowerPoint slides, and the knowledge that my remote student has a copy of the same physical course materials as my other students, plus an active Skype account which will allow me to screen share... plus my personal experience as a trainer. So, I ask myself "Is it doable?" and after a few minute's reflection I decide: "let's find out!".

The problems I had to overcome (in my mind) were primarily:

- Maintaining student engagement and getting feedback from students that I can't see (watching body language is a real asset when classroom teaching)
- Managing the pacing of the course to include additional breaks (I know staring at a computer screen for extensive periods of time is extremely tiring)
- Replicating my personal teaching style (I'm a big whiteboard fan and I like to draw out examples and show how to solve problems in real-time)
- Facilitating set-exercises, especially group exercises when not everyone is in the same room

How did it go?

With some creative thinking and the willingness of my students (both remote and in the classroom) to participate and be flexible, we found a way to make virtual learning work—positively. It was all new for both them and me, but after 2-years we know our approach is effective, our exam results have remained consistent with our pre-lockdown metrics and our post-course feedback now tells us that participants prefer the virtual classroom approach.

Virtual delivery is so much more convenient for both trainers and students. My most geographically dispersed class was earlier this year where I had students from UK, Denmark, Finland, Germany and Saudi Arabia on the same course – that would never have been possible before. In March 2020 we switched to Zoom (customers told us this was their preferred platform), which more participants are familiar with and causes fewer installation/configuration problems, and as a trainer I now have a wider range of tools available to keep students engaged.

2 years on and I'm definitely a convert to virtual delivery, and find both students and trainers prefer the approach....and exam results remain consistent. Virtual learning is here to stay and in place for you to reap the benefits of more time at home, no travel, greater comfort. Read the full article [here](#).

Spotlight on APMG

We are continually adding to our portfolio of training courses, and this month want to focus on our APMG—Agile Project Management offering:



APMG Foundation

The APMG Agile Project Management Foundation course covers how to operate in Agile fashion within an overall project framework based on the DSDM Agile Project Framework approach. Through practical experience of the Agile style of working, case studies and example scenarios from a highly experienced trainer, it provides delegates with an understanding of how the Agile Project Management process can enable planning, management and control for predictable Agile project deliveries.

This 2-day course gets the aspiring or experienced project manager onboard with running projects in an agile environment. It has the following broad objectives:

- Understand the fundamentals of Agile Project Management
- Understand the key Agile Project Management practices and how to manage Agile Project teams
- Fully describe and relate the Agile Project Management process
- Understand project control in the Agile environment

Looking more at the syllabus, the course addresses:

- Agile Project Management Fundamentals
- The Agile Project Management Process
- Work Products and Deliverables
- Agile Project Teams
- Agile Project Management Practices
- Project Management and Control
- Other Agile Project Management Concerns

The Exam, taken at the end of day 2:

- Simple multiple choice exam – 40-minute exam
- 50 questions, pass mark is 25 (50%)

At just £1,095, plus VAT, the market-leading course has no entry criteria. See dates and book [here](#).

APMG Practitioner

This 3-day APMG Agile Project Management Practitioner Course covers how to operate in such an Agile fashion within an overall project framework. It is based on the DSDM Agile Project Framework. Through practical experience of the Agile style of working, case studies and example scenarios from a highly experienced trainer, it provides delegates with an understanding of how the Agile Project Management process can enable planning, management and control for predictable Agile project deliveries. It builds on objectives of the APMG Foundation course.

Syllabus wise, the course addresses:

- Preparing for a successful Agile project
- The Agile Project Management Process
- Agile Project Management Framework
- Configuring the Agile Project Lifecycle
- Products and Deliverables for work, business work and management
- Technical Products and Deliverables
- Agile Project Teams and Management Practices
- Facilitated Workshops
- MoSCoW Prioritisation and Modelling
- Iterative Development and Timeboxing
- Agile Project Management, Control and Planning
- Risk Management, Estimation & Measurement
- Agile Configuration Management
- Agile Requirements and Testing
- Quality Management and Quality Control
- Ensuring Maintainability and Scalability

The Exam, taken at the end of day 3:

- Complex multiple choice – Objective Test – 2.5-hour exam
- Open book exam (reference to Agile PM Handbook allowed)
- Four questions worth 20 marks each (80 marks), pass mark is 40 (50%)

Just £1,295, plus VAT, see dates and book [here](#).

Foundation is a pre-requisite for sitting Practitioner

A sample of public schedule Courses running virtually



Sample Public Learning Schedule—Click title for a full synopsis

Course Title	Course Start Dates	Days	Cost From
APMG Foundation	Apr 26, May 23, Jun 20, Jul 18, Aug 15, Dec 12	2	£1,095
APMG Practitioner	Apr 27, May 25, Jun 22, Jul 20, Aug 17, Sep 21, Oct 19, Nov 16	3	£1,295
AWS Security Essentials	Apr 22, Jun 24, Aug 26, Oct 21, Dec 16	1	£645
AWS Systems Engineering	Apr 11, Jun 20, Aug 22, Oct 24, Dec 12	3	£1,999
AWS Technical Essentials	Apr 19, Jun 13, Aug 14, Oct 17, Dec 19	1	£645
BCS Business Analysis Practice	Apr 20, May 23, Jun 15, Jul 06, Jul 25, Aug 08	3	£1,045
BCS Foundation Business Change	May 09, Jul 20	3	£1,045
BCS Info Security Management	Apr 11, May 09, Jun 13, Jul 11, Aug 22, Sep 19, Oct 10, Dec 12	3	£1,350
DevOps Foundation	May 12, Jul 07, Sep 22, Nov 24	2	£999
Info Systems Security (CISSP®)	Apr 04, May 09, Jun 06, Jul 11, Aug 08, Sep 05, Oct 10, Nov 07	5	£3,095
Intro to Test Automation	Apr 14, May 13, Jun 10, Jul 21, Aug 01, Sep 09, Oct 07	1	£450
Introduction to Maria DB	Apr 12, May 30, Jul 18, Aug 31	3	£945
Introduction to Programming	Apr 20, May 23, Jun 20, Aug 14	3	£1,245
iSQI Selenium Webdriver	Apr 20, May 09, Jun 13, Sep 26, Nov 14	3	£950
ISTQB Advanced Agile Tester	Apr 25, May 23, Jun 20, Jul 11, Sep 19, Oct 17, Nov 21	3	£1,350
ISTQB AI for Testers	May 09, Jun 20, Sep 05, Nov 07, Dec 12	4	£1,350
ISTQB Foundation	Apr 11, May 16, Jun 13, Jun 27, Jul 11, Jul 25, Sep 12, Oct 17	3	£799
ISTQB Security Tester	May 03, Jul 04, Sep 05, Oct 31	4	£1,350
ISTQB Test Automation Engineer	Apr 25, May 23, Jun 20, Jul 18, Aug 22, Sep 19, Oct 24, Nov 21	3	£1,350
ITIL Foundation 4	Apr 11, Apr 25, May 09, May 23, Jun 06...more soon	3	£995
Python Programming 1	May 03, Jun 13, Jul 25, Aug 30	3	£1,645
Ruby on Rails	May 26, Aug 18	2	£945
SAFe for Teams	May 13, Jun 30. Q3 & Q4 schedule soon	2	£650
SAFe Product Owner	Apr 04, May 03. New schedule soon!	2	£725

Book any of these on our website [here](#) or call Paula on 08000 199 337

This is just a sample, so if you don't see what you want then go to our website and use our smart search for public, private and online learning by keying a few strokes to get you what you need