

## Test Academy Services

As the commercial and technical landscape evolves to support the ever-growing appetite for digital services, organisations are faced with an increasing need to deliver 'digital ready' services that are of the highest quality in shorter timescales. In order to respond to this rapidly changing landscape, organisations increasingly recognise the need to recruit and develop their own capability.

**Edge Testing Solutions Ltd trading as Resillion** provides an SQA certified training programme that ensures organisations develop their own 'super-charged' testing resources as a cost-effective alternative to building their own in house or relying on the external market.

The key principles of the Academy can be summarised as follows:

- Resillion recruits an agreed number of Academy participants on behalf of its client. These participants are permanent Resillion personnel, recruited locally to their client nominated workplace
- Each participant will join as part of a dedicated client programme if the client requirement is for six or greater Academy participants or as part of a broader Regional Test Centre intake in the requirement is less than six participants
- The Academy participants will then go through an intensive, world class training programme that blends classroom training with real project experience and a Personal Development Plan. This is based at a Resillion location
- Upon successful completion of the training, each participant will commence their allocated roles at the client site. Whilst fulfilling this role each participant will continue to further develop their skills, liaise with other Resillion personnel, receive a structured mentoring programme and validate progress against their peers
- Upon completion of the programme the client has the option to offer any of their Academy personnel permanent roles, within their organisation, at no additional cost.

The Resillion Testing team has a wealth of experience providing this service. The Academy is derived from the approach Resillion takes when recruiting and developing its own personnel. We have successfully developed over 180 Test Analysts via this route over the last eight years.

### Benefits

By utilising the Resillion Academy, our clients are in a great position to flexibly develop their own testing capability in the most efficient, low-cost manner. We can demonstrate that all potential clients can enjoy the following benefits:

- **Rapid productivity:** We have an effective selection process and proven fast-track development approach for the Academy personnel
- **Reduced costs:** This provides a significantly more cost-effective alternative to buying in third party flex staff or contract staff to cover for core roles
- **Strategic resourcing approach:** This could form part or all of a solution to address the current resource shortfall within client organisations
- **Confidence and Surety:** Resillion has a wealth of experience in recruiting, developing, and mentoring personnel into Test Analyst roles.

## Training Overview

The approach to training is to provide an intensive, SQA certificated programme that blends formal classroom training reinforced with practical experience. The training summarised below is a sample of the tailored training programme Resillion builds for each Academy:

| Training Type                             | Description                                                                                                                                                                                                                                                                                                                                                                                                                                             |
|-------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Testing Skills and Techniques</b>      | Classroom based training covering: <ul style="list-style-type: none"> <li>• Script writing, concepts of software testing, standards and methodologies</li> <li>• Testing across the lifecycle</li> <li>• Techniques and test design including - exploratory testing, requirements analysis and risk-based approaches</li> <li>• Agile methodologies and testing in agile</li> <li>• Test management.</li> </ul>                                         |
| <b>Technical Skills and Tools</b>         | Classroom based training covering: <ul style="list-style-type: none"> <li>• Introduction to test automation, including practical application with Selenium and Frameworks</li> <li>• Introduction to Object-Oriented programming; Java &amp; JavaScript</li> <li>• Introduction for APIs; Rest &amp; SOAP</li> <li>• Introduction to performance and load testing</li> <li>• SQL</li> <li>• Introduction Platform and Infrastructure skills.</li> </ul> |
| <b>Professional Skills and Behaviours</b> | Through workshops and mentoring we cover topics such as: <ul style="list-style-type: none"> <li>• Essentials of professionalism and Consultancy</li> <li>• Flexibility and adaptability</li> <li>• Problem solving skills</li> <li>• Teamwork and leadership</li> <li>• Work ethic and accountability.</li> </ul>                                                                                                                                       |

This gives all new recruits coming through the Academy a firm foothold as to what is expected of them as a test professional, whilst also giving them the self-confidence within the role via the support of the dedicated Mentor.

## Pricing

The costs couldn't be simpler and more transparent. The price for this service is £280 (excluding VAT) per Academy participant per day whilst onsite with you. This includes the cost of all training, expenses whilst on your site, mentoring and management. If at the end of the agreed period you wish to offer some or all of the Academy participants a permanent job within your organisation, we are happy to support this as part of the service at no additional cost. If you do not wish to offer them a role, they remain employees of Resillion.

## Doing the right thing

There has recently been a great deal of adverse press about similar services run by other organisations questioning the quality of the training, non-payment whilst undertaking a 13-week training programme and 'tied servitude' method of clawing back training fees from the trainee amounting to £20,000.



Resillion is a responsible and fair employer. All Academy participants are paid their full salary and enjoy employee benefits from the first day of their training and are not subject to the excessive methods of clawing back training fees.

#### **About Resillion**

Resillion is a global quality engineering and cyber security partner from initiation to launch, with best-in-class technologies, leading solutions, and industry recognised services to support our clients throughout the digital lifecycle. By leveraging the latest technologies, an innovation-first mindset, and industry best practice, we are advocates for staying ahead of the competition and achieving strategic objectives.

The company delivers end-to-end solutions to support clients throughout their strategic digital initiatives offering a holistic offering across software and hardware.

Thanks to an invaluable pedigree across multiple different industries, we are proud to partner with leading brands to resolve issues and provide quality driven outcomes. We empower our clients from the world's leading organisations within the Public Sector, Media, Energy, Healthcare, Finance, and B2C industries amongst others, to deliver measurable business value and unleash their full potential.

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