



Strategic Value Driven Flexible Self-organizing And Adaptive IT Team solutions

Turn Early-Career Potential Into High-Value Performance

NextGen Talent Lab specializes in **helping growing companies strengthen their talent pipeline** through practical mentorship, Agile thinking, and autonomy-building structures. We bridge the gap between learning and doing, enabling new hires to ramp up quickly, adapt to fast-paced environments, and stay engaged for the long term — reducing turnover while boosting productivity and team stability.

WHY CHOOSE US?

- ✓ **Right-sized adaptive teams:** Every engagement is powered by evidence-based practices.
- ★ **Over 35 years of IT large-scale product delivery:** Getting your work done is your greatest strategic asset.
- ⌚ **Proven on-the-job methodology:** practices are designed to deliver, gather feedback, and respond to change. Customer needs take precedence.
- ⌚ **Cost effective:** We leverage workforce development grants to power our low-cost solutions, making high-quality expertise accessible without compromising on value. This approach allows you to invest in growth and development while optimizing your budget, ensuring that you get the most out of your partnership with us.

How The Program Works

Our *16-week workforce enablement program* is designed to help organizations confidently transition into new capabilities—whether by upskilling current employees or preparing new hires to step into critical roles. We combine assessment, skill-building, and mentoring into a streamlined process that strengthens performance while supporting long-term retention and growth.

1. Discovery, Goal Setting, and Training

We begin with a collaborative discovery session to understand the challenges your organization is facing and the outcomes you want to achieve. This allows us to define clear goals and create a focused plan that guides the entire mentorship experience.

2. Forecasting the team plan

As part of the process, we also implement tailored training programs that equip your team with the skills necessary to address the identified challenges. This training is designed to empower team members, enhance collaboration, and foster a culture of continuous improvement.

3. Ongoing mentorship and Integration

Through guided learning and hands-on practice, participants build the technical and behavioral skills essential for long-term success. Training is tailored to support immediate job performance while developing the adaptability needed for future demands.

Example Program for one apprentice

<u>Weeks</u>	<u>Focus Area</u>	<u>Description</u>	<u>Courses Included</u>
1-4	Intensive Training	Foundational learning through hands-on activities, guided practice, simulations, and early exposure to engineering practices. Candidate begins integrating into team rituals and development workflow.	<ul style="list-style-type: none"> • Applying Professional Scrum for Software Development(APS-SD) • Developer Foundations (Git/GitHub, CI/CD basics, DevOps fundamentals) • Jira for Agile Teams • Optional: Agile Leadership Essentials
5-8	Guided Practice	Developer begins taking on supervised tasks with reduced guidance. Regular feedback loops, pairing, and code reviews help reinforce good engineering habits and Agile thinking.	<ul style="list-style-type: none"> • Backlog Management Training • Intermediate Technical Skills (TDD, Agile engineering skills, DevOps workflows) • Optional: Additional Jira or workflow-specific practice
9-12	Independent Work	Gradual increase in autonomy with ownership of medium-sized tasks or components. Developer participates more directly with teammates, stakeholders, and product planning.	<ul style="list-style-type: none"> • Product Ownership Training • Skills-Based Engineering Courses (CI/CD pipelines, automation, cloud fundamentals) • Culture integration / product development workshop
13-16	Full Autonomy	Developer independently executes tasks end-to-end, applying all learned skills. Minimal check-ins as they integrate fully into team processes and deliver consistent business value.	<ul style="list-style-type: none"> • Agile Leadership Training • Advanced Developer/DevOps Workshop • Culture assimilation with standards