



Accelerator programme



What is Accelerator?

For many employers, finding the exact skills they need in new hires is increasingly difficult. To overcome the risks and resources, we use the Accelerator programme to match the perfect people to the perfect roles, with any extra training and support needed.

Applying to an Accelerator role is much the same as applying for any other role. The major differences are that they come with months of pastoral support from us, and often a few weeks of bridge training to make sure you smash the role from day 1.

The employer gets the benefits of bespoke training, and you get the benefits of continued support from us on-the-job while kick-starting your career in tech. Win-win!

Hire

Whenever we can, we only offer Accelerator roles to people who have completed the 16 week bootcamp.

Train

We design a bespoke pre-skill course (if necessary) tailored to the employer's technologies and skill gaps.

Deploy

Developers are deployed on an initial 12 month contract, supported with ongoing technical and EI coaching.



Bespoke skills training

We offer fully bespoke pre-skilling training so you can be certain that you'll be well equipped to tackle any obstacles that come your way.

Bespoke training plans are delivered within 2 -4 weeks depending on the training required.

We have provided training in....

- Assorted languages / tech stacks
- Cloud Services (Azure, AWS)
- Salesforce
- Data Engineering
- DevOps (Docker)
- iOS
- Site Reliability Engineering (SRE)
- Software Testing
- Solutions Architecture
- Technical Operations
- Test Automation
- Niche technologies



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Made to Measure
Pre-skilling Curriculum

Cloud Data Engineering

Three week 'bridge training programme'



The intent of this course is to train learners to be able to:



- Write procedural data-processing programs using C#.
- Navigate the Azure Cloud and its relevant tooling using an investigative approach.
- Design basic ETL pipelines using Azure Data Factory (ADF).
- Use more advanced SQL concepts to perform data analysis tasks.

We propose to deliver this as a three week training programme to take place after our standard software development immersive programme.

Throughout our courses we adjust the activities and on occasion the timings to ensure effective learning is achieved given normal variances between groups and in particular with customised curriculum. As such, the following activities are illustrative, and may be adjusted to achieve the learning objectives outlined.

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Curriculum




Approach
Learner Experience <ul style="list-style-type: none">• Kickoff session on C#.• Series of exercises designed to train the basics of C#, following a TDD approach and using relevant testing frameworks/libraries.• Regular coaching availability to unblock and clarify, demonstrate ideas as the learners arrive at them.• Retrospective session.
Learner Experience <ul style="list-style-type: none">• Kickoff session on C#.• Series of exercises designed to train the basics of C#, following a TDD approach and using relevant testing frameworks/libraries.• Regular coaching availability to unblock and clarify, demonstrate ideas as the learners arrive at them.• Retrospective session.
Learner Experience <ul style="list-style-type: none">• Kickoff session on SQL module objectives.• Series of exercises to train the following concepts<ul style="list-style-type: none">• SQL Server: Stored Procedures• Functions• Views• Triggers• Regular coaching availability to unblock and clarify, demonstrate ideas as the learners arrive at them.• Retrospective session.

...engineering expertise, but also a body of practical skills and experiences that they can apply immediately in roles in software engineering teams.

PRE-SKILLING

Salesforce curriculum



Module	Timing	Objective	Approach
Salesforce CRM Platform	Weeks 1 & 2	Learners can: <ul style="list-style-type: none">Build and change no-code Salesforce applications using CRM platform features.	Learner Experience <ul style="list-style-type: none">• Kickoff workshop on Salesforce & the low-code approach.• Series of exercises developing practical skills working with the CRM platform no-code aspects, including objects, fields, validations, relationships, reports, lightning pages, and flows.• Daily coaching sessions with a technical coach to unblock and clarify, demonstrate ideas as the learners arrive at them.• Retrospective session.
Apex	Week 3	Learners can: <ul style="list-style-type: none">Build and change simple Apex Web Services and Event Triggers.	Learner Experience <ul style="list-style-type: none">• Kickoff workshop on Apex, when to use it and what for.• A series of small exercises training the basics of the Apex language, including SOQL & DML.• A project building a simple event trigger.• A project building a simple web service using Apex.• Daily coaching sessions with a technical coach to unblock and clarify, demonstrate ideas as the learners arrive at them.• Retrospective session.
Lightning Web Components	Week 4	Learners can: <ul style="list-style-type: none">Build and change simple Lightning Web Components.	Learner Experience <ul style="list-style-type: none">• Kickoff workshop on LWCs and how they fit into the page designer.• A series of small exercises refreshing Javascript & the basics of the LWC framework.• A project building and deploying a simple lightning web component.• Daily coaching sessions with a technical coach to unblock and clarify, demonstrate ideas as the learners arrive at them.• Retrospective session.

Through this course, the learners will gain not only the use of Salesforce both as a no- and low-code platform, but also a body of practical skills and experiences that they can apply immediately in roles in Salesforce engineering teams.

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Placement support

Deployment is on a 12 month contract with the option to extend

For this initial period, you will be hired by Makers and contracted out to the employer. You can then usually be converted to a permanent employee after the contract ends (or sometimes earlier).

Partnership Support

Your employer will be assigned a Client Partner who will deliver quarterly reviews and reporting, as well as facilitate and unblock as necessary during the programme.

Accelerator Coaching

We want you to thrive in your team and deliver maximum value. During your placement, you will receive 12 months of career coaching that will propel you from junior to mid-level within 12 months.

Accelerator Coaching Curriculum

Month 1	Stakeholder Mapping Communication Channels Approaching Issues Effective Meetings
Month 2	Feedback Estimations Workflow
Month 3	Goal Setting & PDP plan Wins tracking
Month 4	Prioritization Stress & Resilience Networking
Month 5	Focus Pomodoro Technique Productivity
Month 6	Half-Year Review PDP Review Breaking Down Problems
Month 7	Cost-Benefit Analysis Gap Analysis Pareto Principle
Month 8	Time Management Building Your Personal Brand
Month 9	Influencing Conversion Process
Month 10	Well-being Attitude Can-do Mentality
Month 11	Tailored session for building specific skills identified for the individual
Month 12	Reflection on Past Year What's Next? Building a system to help stay on track

70%

of our developers progress to mid-level in 1-2 years.



Tech Coach Support

You will have a designated Makers tech coach to provide technical guidance when required.

Placement Support

You will meet with a Makers placement coach every 4–6 weeks to provide support and mentoring.

Timeline

Initial Training

The 16-week bootcamp you know and love.

Selection

2 weeks

Using our knowledge of the employer to build a shortlist of applicants.

Pre-Skilling

2–4 weeks

Bespoke bridge training

Placement

12 months

Initial 12 month placement; we hire you to start with, and you will work for the employer as a contractor.

Conversion

At contract end

Doing everything we can to ensure a smooth transition for you from contractor to full employee, and watch your career accelerate!



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