



SOFTWARE TESTING ACADEMY

NATIONAL REPORTS ON TRAINEES QUESTIONNAIRS

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1. Demographic

Gender

Male - 26

Female - 3

No answers - 1

Age

Age: 15 to 56 years old, 34,8 on average.

Job

- Principal Test Consultant
- Learning Consultant
- Senior Consultant
- Agile Coach, ISTQB certified Tester
- Dev
- Agile Engineering Coach
- Qa specialist
- Working student
- Consultant
- college student
- students that are finishing high school
- developers
- architects
- waiters

Degree of education

Masters - 8

Bachelor - 1

Engineer - 1

High School Diploma - 3

No High School Diploma yet - 17

Others - 2

No Answer - 1



2. Learned-centred approach

2.1. What type of learning process is more efficient for the trainees as individuals?

- Studying in a class
- On the individual basis
- Self education
- Online
- paying attention to the class
- having a learning process that is more focused on the practical aspects
- Learning in small groups, present the learning topics to others, buddy-system
- Having a learn coach
- Workshops
- Short time learn goals, slow general intro
- have a lot of use cases
- a mixed learning model, self-learning at their own pace and with follow-up to resolve doubts

2.2. What were the challenges in the learning process?

- Lack of time - 18
- No suitable materials - 7
- Low motivation level - 17
- Goals that seemed unrealistic - 2
- What to learn was predetermined (e.g., by the manager) - 3
- Private stressors - 5
- The thing to be learned could be poorly integrated into the job - 3
- Others - 4
- Not completed - 3



2.3. What are helpful frameworks that supported the trainees in their learning process?

- Fixed learning time - 9
- Learning in your own focus time (e.g., morning or evening) - 14
- Sufficient education budget - 9
- Small motivating time slots (e.g., 1/2 hour or 1 hour per week) - 6
- Self-organized and independent learning - 14
- Learning networked in the community - 9
- Learning independent of time and place - 10
- Learning on demand - 5
- Mix of different learning methods and media - 14
- Mobile learning - 4
- Others - 1
- Not completed - 3

2.4. How do the trainees deal with challenges that arise in the learning process?

- Study during free time
- Trying to solve the issues by him or herself
- Use Internet resources
- Getting help/support from others
- Talking to the learning coach
- Trying to break things down
- a healthy balance between work and study
- They try to look information from another source; and if they feel very lost, they try to ask their peers. If they cannot make progress or do not fully understand, they turn to teachers or coaches.
- They approach difficulties from different perspectives to understand them.
- When they feel overwhelmed because they do not understand something, they go for a walk to clear their heads and then see things more clearly.



- Taking breaks and socializing with people who have the same problems.
- With patience, trying to solve challenges on their own or with their team. If they finally get stuck, they ask a superior.
- They tend to ask a lot of questions until things become clear to them.
- Support each other among colleagues.
- Proactively seek practical solutions to the problems encountered.
- It is necessary to have a learning objective and to find the best way to adapt the material to their needs.
- Looking for information on their own to continue.

3. Self-Regulated learning

3.1. The world of work has changed a lot in recent years (and not just because of the pandemic). What does this mean for the field of learning from the point of view of the trainees?

- Better access to the remote learning
- More opportunities available online
- Higher demand on remote trainers
- Better and faster access to the professional knowledge
- Disaster
- the learning experience must adapt to technological innovations
- upskilling and reskilling of those who work in the field
- Lack of social contacts, work life balance, unexpensive material...

Learning...

- is more complex due to private stressors and less time.
- is a lifelong story. Formal - Informal - Everywhere.
- became even more important.
- needs to be more informal (e.g. Agile methods).
- and upskilling must be.
- hasn't changed much (not enough access to material).



- They believe that by forcing the online modality, it has made them more intimate, so they can choose the environment where they feel most comfortable, as well as offering a lot of flexibility in schedules, as they are not dependent on a fixed timetable at any given moment. Access to teachers is also more direct. There are many communication channels available. For the majority of the respondents, this online modality offers many facilities.
- Continuous updating is necessary.
- They think it is good that companies and schools have had to adapt everything to the online method since it is more flexible, and you can learn at your own pace.
- Learning methods have been adapted to better reconcile work and personal life. New technologies have helped this process by facilitating access to training resources.
- E-learning has come to the fore. It is now easier to embrace a wider range of opportunities.
- Work environments and people need to adapt to change, whether through training on or off the job.
- It is always positive to continue learning.

3.2. What were the most agreed with statements concerning software learning?

1. I believe that this learning will take me further.
2. I think I enjoy this activity
3. I feel that this is something that is expected of me.



4. Agile Learning Approach

4.1. If the trainees could choose, what would an ideal learning process regarding software testing look like?

- Study in a class
- Access to the proper knowledge base
- Access to a professional with extensive experience in testing
- Online learning
- Good technological environment
- practicality of the learning process, a learning process focused on learning by doing
- Having a learning coach by your side, regularly inspect on goals
- Basic and tandem lessons
- Small iterations, Scrum-like with clear goals, building up skills in levels
- Create any piece of software with TDD
- Some activity to learn candidate's personality traits
- The best option would be to have a mentor and theoretical material.
- A lot of practice and not so much theory, since in the end it is a practical job.
- At my own pace, in short times
- Practical and technical at the same.
- Mixed, between guided and self-taught.
- Learning by working / practicing
- Before learning all the theory about testing, it would be good to show a bit of the functionality of the systems to be used, such as JIRA, TestRail... and then I would go into technical issues and processes.

4.2. How would the trainees assess their level of prior knowledge regarding software testing?

- I could roughly explain the topic - 9
- I have a good theoretical understanding of the topic - 11



- I have applied knowledge about this topic practically. – 9
- I have no knowledge about the topic – 2
- No answer – 4

4.3. What would the trainees like to learn regarding software testing?

- Tools for testing
- Any topic related to testing
- Better communication skills for negotiation with customers.
- AI approaches in testing
- Knowledge about this topic practically.
- More on BDD
- Becoming more aware of testing systems and the know how about it
- How to create good test cases - and how to do requirements engineering right so that software testing can work flawlessly.
- everything that they could learn concerning Software Testing
- They would like to be prepared to be able to carry out automatic tests with the different programming languages.
- Learning new languages and frameworks with which to carry them out, in addition to reinforce my knowledge
- Tester mentality.
- Learning everything they might be able to do.
- Deeper automation



5. Major conclusions

(In this part, please write the major conclusion that you found nationally with the questionnaire)

- People enjoy online form of education
- Lack of time and lack of materials are important challenges
- Sufficient education budget would always help
- the majority of the future trainees want very practical training, focused on learning by doing premises
- They also believe that is important to learn at their own pace and not in a completely structured way, so they believe it would be better for them to choose the time of the day to learn
- For them, different methodologies and resources are important in order to have a more holistic experience
- the great majority believe that learning this type of skill will be very important for their professional futures
- Social context is very important when it comes to learning. Especially group learning and connecting with peers has an impact on the learning progress
- A lot of people liked the idea of having an expert or learning coach by their side
- The pandemic changed learning for some people (e.g. private stressors, work life balance, lack of social contacts)
- The best way for trainees to learn would be a mixed learning model, between self-taught and guided, including planned sessions to answer questions, learning gradually and with confidence