

**Accelerated  
Pathway  
Programme  
Overview**



## Overview

### Choose the direct path to a prosperous future in tech

Aotearoa is facing huge demand for tech skills. Those fortunate to be in tech are some of NZ's top earners, and the good news is there's a place in tech for everyone.

Rea is redefining the way we learn, transforming education from lectures and last minute essays to a real-world learning experience. In as little as 7 months, learn the technical skills you need to unlock a guaranteed job in tech, and the soft & cultural skills to thrive at work and in life, overcoming personal barriers. Our world-class virtual programme is designed to give you an internship experience; learning and applying your knowledge on real business challenges. You are supported in balancing work, family, and study, and we make choosing this learning pathway even easier by providing flexible payment options, and the ability to earn while you complete your internship with us.

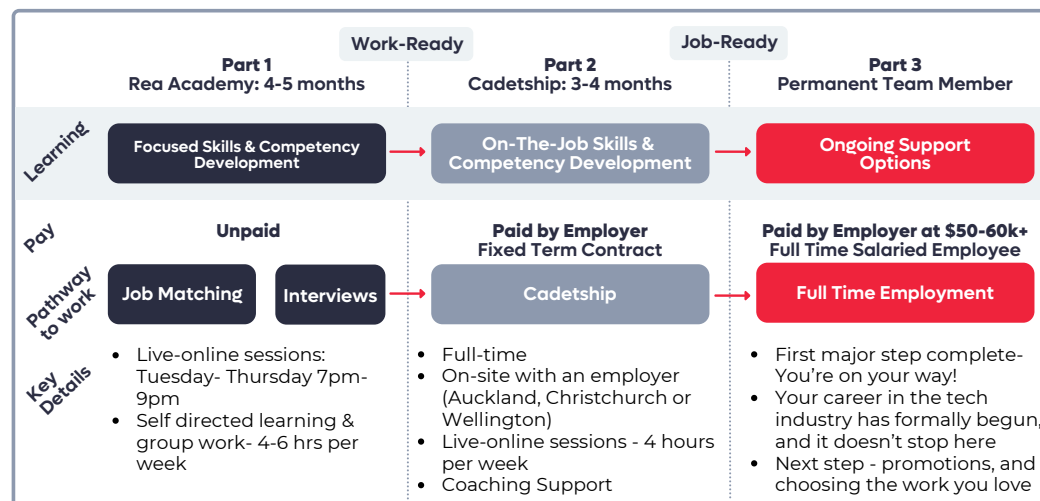
### Programme highlights:

**Core Skills:** uncover the best version of yourself; harness your psychology to shift behaviours & emotional patterns to lead a purposeful life.

**Business Skills:** learn how organisations work; solve problems creatively through design thinking, agile & business analysis skills.

**Technical Skills:** learn low/no-code technologies as foundations for specialised tech roles such as systems admin, software development and many others

## Rea Accelerated Pathway Programme



## The Journey

### Rea Internship Academy

Gain knowledge in the weekly discovery labs, and apply it to real-world business challenges in the delivery labs. Your internship experience will give you the confidence to move into your cadetship. All sessions will be live-online and delivered via Zoom. We have a physical office space open for the delivery labs should you wish to connect with others, or as a change of scene.

**Live-online Sessions: Tuesday – Thursday, 7 pm-9 pm**  
**Self-directed learning & group work: 4-6 hours per week**  
**Hackathons: 3 x Saturdays 9am-3pm**

### Cadetship

During this phase you begin working within an employer organisation. You'll be matched with an employer, begin your paid cadetship, and by meeting your commitments, be extended an offer of permanent placement at the end. We support your onboarding, hold 1:1 development sessions with you, and provide coaching throughout. You will continue to have live-online sessions with us, with delivery labs being an ideal way to connect as you progress through your cadetship.

**Live-online Sessions: Tuesday & Thursday, 7 pm-9 pm**  
**Hackathon: 1 x Saturday 9am - 3pm**

## Details

**Cohort 2 start date:**  
14th July 2022

**Cohort 3 start date:**  
5th September 2022

## Fees and funding options

\$5,500 fee, \$250 paid upfront

Maori & Pasifika scholarships

Interest free loan on the balance, income dependent loan - pay nothing until you earn

**If this sounds like you, apply now or book a call with one of our coaches at [www.rea.coach](http://www.rea.coach)**

**T&Cs apply. Visit our website for more information [www.rea.coach](http://www.rea.coach)**

## Entry

To succeed, the following statements will be true for you:

I understand Rea will be challenging, but I'm committed and know I will receive the support I need to succeed!

I understand the course is live and online - I'm comfortable connecting via computer / mobile device

I have access to a quiet workspace or will use Rea's spaces

I am a good communicator e.g. I am comfortable having a conversation with friends & family (IELTS score of 6.5+)

## Your Future Job- Options

**Junior Business Analyst**

- Work mostly with people
- Discover and define business problems, map processes and document solutions

**Junior Platform Developer**

- Work partly with people and closely with tech
- Create, code & automate Microsoft, ServiceNow or Salesforce solutions that help businesses

**Junior Systems Administrator**

- Work partly with people & closely with tech
- Configure, optimise & manage Microsoft, ServiceNow or Salesforce solutions that help businesses

## Capability Overview



Graduates of Rea's Accelerated Pathway Programme have emerging proficiency as professional problem-solvers, who are confident to use technology, design thinking & business analysis to solve everyday business problems. They have proven ability to acquire new skills & use those skills in real-world situations. Curious & open-minded, our graduates use questions & critical thinking to understand requirements & avoid the trap of assumptions. Rea graduates know how to self-learn & develop proficiency in how a new technology works, understanding also that a technology tool is not always the right solution to solve a given business problem.

Connecting & building professional relationships with people is a priority for our graduates, whether it be one-on-one, in a team or working with external stakeholders. Graduates have the skills to provide & receive constructive feedback, manage themselves through agile / changing situations & resolve conflict & misunderstanding. Comfortable working productively in a remote-work environment, our graduates have the tools to manage their wellbeing & create a foundation for professional performance.

### Emerging Proficiency

Individuals have shown sustained improvement over time in most skill & competency areas. They have a proven ability to acquire new skills quickly & apply them with some oversight across a range of different business situations. They can work independently on tasks however feedback & calibration are necessary to meet standards.

## Skills & Competencies

### People

#### Remote-Working: Performance & Wellbeing

- Engages & focuses on tasks
- Confident managing strengths & weaknesses
- Open-minded & curious
- Manages emotions
- Maintains wellbeing

#### Collaboration

- Puts the team first
- Demonstrates empathy
- Fosters team cohesion
- Listens attentively
- Accepts others

#### Communication & Relationships

- Maintains good working relationships
- Manages conflict
- Speaks clearly
- Engages others when speaking
- Develops cross-functional awareness

#### Adaptability & Resilience

- Adapts to change
- Manages emotions
- Copes with setbacks & criticism
- Copes with uncertainty

#### Initiative

- Strives to achieve
- Takes action
- Focuses on self-development

#### Leadership & Decision-making

- Makes quick decisions
- Takes responsibility
- Receives & provides feedback

### Business

#### Delivering Results

- Works to a high standard
- Stays focused
- Puts customer first
- Works systematically
- Shows commitment to the organisation

#### Learning, Creativity & Innovation

- Learns quickly
- Generates new ideas
- Embraces new ideas
- Gathers information

#### Critical Thinking & Writing

- Analyses information
- Critically evaluates
- Offers practical solutions
- Understands written information

### Tech

#### Applying Expertise & Technology

- Communicates using technology
- Applies functional expertise
- Operates job related technology
- Builds, designs or creates new tools or systems

## Methods

What business methods & frameworks can our graduates use?

### People

- DESC Feedback Model
- Goal Setting
- Professional Development Planning
- State Management Models

### Business

- Process + User Journey Mapping
- User Persona Mapping
- Gap Analysis
- Human Centred Design Method
- Design Thinking Method
- Requirements Gathering
- User Story Writing
- Lean Canvas + Basic document writing
- Stakeholder Mapping + Interviewing
- RACI Accountability Model
- Agile: Kanban, Scrum & Retrospectives
- SWOT Risk Analysis
- ADKAR Change Management
- Data, Privacy & Ethics Models

### Technology

- Data Analysis via Excel / PowerBI, data mapping, table design & data cleansing
- Wire-framing & Prototyping
- Agile development & Bug reporting

## Real-World Capabilities

What can our graduates do?

### People

- Work effectively in teams, in a remote-working environment
- Provide & receive feedback, to ensure personal & team growth
- Learn new skills, methods & digital tools & apply them to real-world situations
- Adapt & be resilient in the face of change
- Take action & get things done
- Leverage strengths & manages weaknesses
- Be coached; capable of learning through reflection
- Be loyal & act with integrity

### Business

- Understand a problem quickly & capture it on a page
- Map out a current process, identify problems & make suggestions for improvement
- Identify stakeholders & interview them to elicit information
- Identify risks & communicate them

### Technology Foundations

- Develop wireframes & prototype a low-code solution
- Digitise a paper form using Forms & PowerApps
- Develop workflows using a workflow engine like PowerAutomate
- Visualise data using Excel & PowerBI
- Configure a low-code system like PowerApps for others to use
- Critically evaluate an existing app & makes suggestions for improvement
- Suggest system designs for implementing a solution using low-code platforms like PowerPlatform

### Technology Specialist Pathways

- Respond to real-world problems using a specific platform technology e.g. MS Power Platform, ServiceNow, Salesforce or Software Testing

## Digital Tools

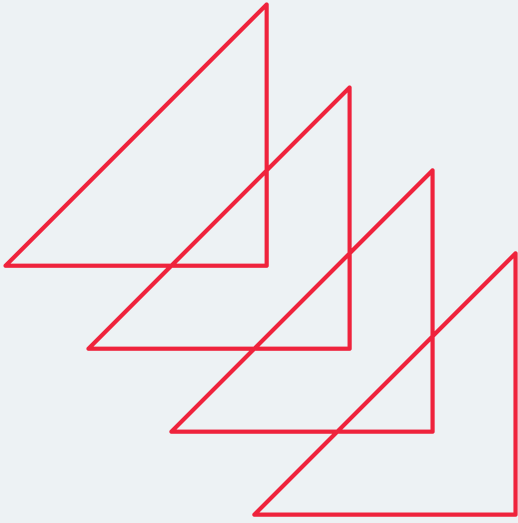
What tools can our graduates use?

### Business

- Miro
- Zoom
- MS Teams
- Word
- Excel
- Powerpoint
- Sharepoint
- Loom

### Technology Pathways

- MS PowerPlatform
- ServiceNow
- Salesforce
- Software Testing
- + more



VISIT OUR WEBSITE FOR  
MORE INFORMATION  
[WWW.REA.COACH](http://WWW.REA.COACH)



**Thanks** for being  
**curious!**

NOW LET'S GET TO WORK.