


SPECIALISTERNE 
Passion for details


SPECIALISTERNE
SCOTLAND
GENERAL MANAGER
DAVID FARRELL-SHAW




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BACKGROUND


- Lars, son of Thorkil Sonne, diagnosed with autism.
- Thorkil joined Danish Autism Association
- Was convinced that people with ASD could contribute more to society if they could be given the opportunity to do so.



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BACKGROUND

- Thorkil re-mortgaged his house and set up Specialisterne (The Specialists) as an attempt to tailor a working environment for people with ASD in order to let them solve valuable tasks for the business sector at market terms.
- Gerry Higgins, CEO at CEiS, meets Thorkil at a conference and the seeds for Specialisterne Scotland were sown.



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Specialisterne Foundation Goal


To enable 1,000,000 meaningful and productive jobs, globally, for people with autism and similar challenges.

1 MILLION JOBS

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Live Companies
Specialisterne Denmark
Specialisterne Scotland

Coming in 2011
Specialisterne Germany (Berlin)
Specialisterne Iceland

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What is software testing?

- Software testing is an investigation conducted to provide stakeholders with information about the quality of the product or service under test.
- Software testing also provides an objective, independent view of the software to allow the business to appreciate and understand the risks of software implementation.


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Types of Testing


- **ACCEPTANCE TESTING**
Testing to verify a product meets customer specified requirements. A customer usually does this type of testing on a product that is developed externally.
- **BLACK BOX TESTING**
Testing without knowledge of the internal workings of the item being tested. Tests are usually functional.
- **COMPATIBILITY TESTING**
Testing to ensure compatibility of an application or Web site with different

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- **CONFORMANCE TESTING**
Verifying implementation conformance to industry standards. Producing tests for the behaviour of an implementation to be sure it provides the portability, interoperability, and/or compatibility a standard defines.
- **FUNCTIONAL TESTING**
Validating an application or Web site conforms to its specifications and correctly performs all its required functions. This entails a series of tests which perform a feature by feature validation of behaviour, using a wide range of normal and erroneous input data.

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- **INTEGRATION TESTING**
Testing in which modules are combined and tested as a group. Modules are typically code modules, individual applications, client and server applications on a network, etc. Integration Testing follows unit testing and precedes system testing.
- **LOAD TESTING**
Load testing is a generic term covering Performance Testing and Stress Testing.
- **PERFORMANCE TESTING**
Performance testing can be applied to understand your application or WWW site's scalability, or to benchmark the performance in an environment of third party products such as servers and middleware for potential purchase. This sort of testing is particularly useful to identify performance bottlenecks in high use applications.

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- **REGRESSION TESTING**
Similar in scope to a functional test, a regression test allows a consistent, repeatable validation of each new release of a product or Web site. Such testing ensures reported product defects have been corrected for each new release and that no new quality problems were introduced in the maintenance process.
- **SMOKE TESTING**
A quick-and-dirty test that the major functions of a piece of software work without bothering with finer details. Originated in the hardware testing practice of turning on a new piece of hardware for the first time and considering it a success if it does not catch on fire.
- **STRESS TESTING**
Testing conducted to evaluate a system or component at or beyond the limits of its specified requirements to determine the load under which it fails and how. A graceful degradation under load leading to non-catastrophic failure

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- **SYSTEM TESTING**
Testing conducted on a complete, integrated system to evaluate the system's compliance with its specified requirements. System testing falls within the scope of black box testing, and as such, should require no knowledge of the inner design of the code or logic.
- **UNIT TESTING**
Functional and reliability testing in an Engineering environment. Producing tests for the behaviour of components of a product to ensure their correct behaviour prior to system integration.
- **WHITE BOX TESTING**
Testing based on an analysis of internal workings and structure of a piece of software. Includes techniques such as Branch Testing and Path Testing. Also known as Structural Testing and Glass Box Testing.
- **BLACK BOX TESTING**
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Website Design

Bad design – samples from the worst of 2010

ONE
TWO
THREE
FOUR

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Cost of "doing the right thing"

"the cost of "doing it right" is far higher than the cost of only responding when someone does find a problem"

John Viega: CTO McAfee: *The myths of security*

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Sapient Testing

A sapient process is any process that relies on skilled humans.

This is where software testing is heading - so Specialisterne is ideally placed.

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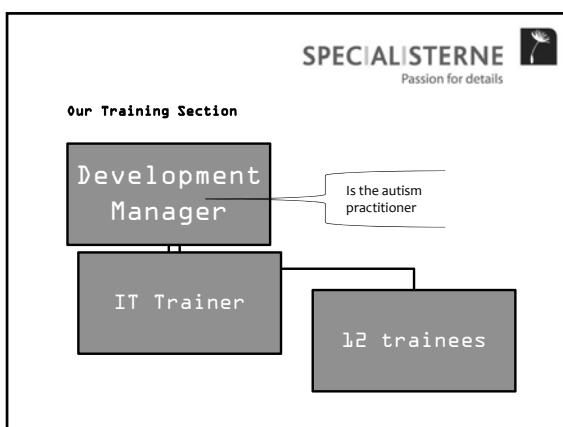
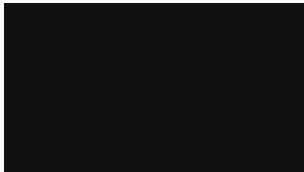
Recruitment Process for Specialisterne Scotland

- 120 applications
- 50 Interviews
- 12 trainees appointed - started 29.11.2010

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38 people interviewed and didn't gain a place

- Thanks to Glasgow Works we have been able to provide IT training for all 38.
- Training is Online via Lynda.com the IT industry's top provider of IT trainer.



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Our Training Schedule

- 4-5 months of training
- Social skills training - coping with the working environment
- IT skills training
- Software testing training - including mock projects
- Formal software testing qualification

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Sopra
group

SOPRA Academy Train
7 week programme
Software
Project Management
Job Application ski
Mock Interviews

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Our Work Section

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Thorkil Video

<http://player.vimeo.com/video/11360535>

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Autism Friendly Environment

- Office spaces with natural light
- Full spectrum lighting elsewhere
- Quiet atmosphere
- Odd behaviours - aren't odd
- Feedback allowed - let's make it work for everyone

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HOWEVER!

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The project has to work

It has to make money -like any other business

Has to be a sustainable model that can be used in other countries

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Further information
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Visits by appointment only!

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Questions?

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