Software Training

With a focus on cross-experiment training

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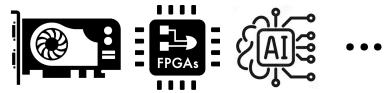
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The need for software training

- As we collect more and more data and perform increasingly complex analyses, our software is mission critical
 - → need to follow industry standards & best practices
- The broader data analysis ecosystem is evolving faster than ever, but these changes are driven by industry → we must keep pace



- (Almost) all scientists write software but few have formal software education
 - → almost every scientist needs to be trained



Much is being done already...

Experiment onboarding

Recent <u>talk at CHEP</u> from the HSF Data Analysis and HSF Training WGs (proceedings in progress)



Common challenges for all initiatives:

- Supporting self-study and events (virtual, in-person, hybrid)
- Maintaining up-to-date materials (unit testing and regular updates)
- Consolidate different resources (Sphinx, doxygen, twiki, forums, ...)
- Interactivity & active learning
- Sustaining educator workforce

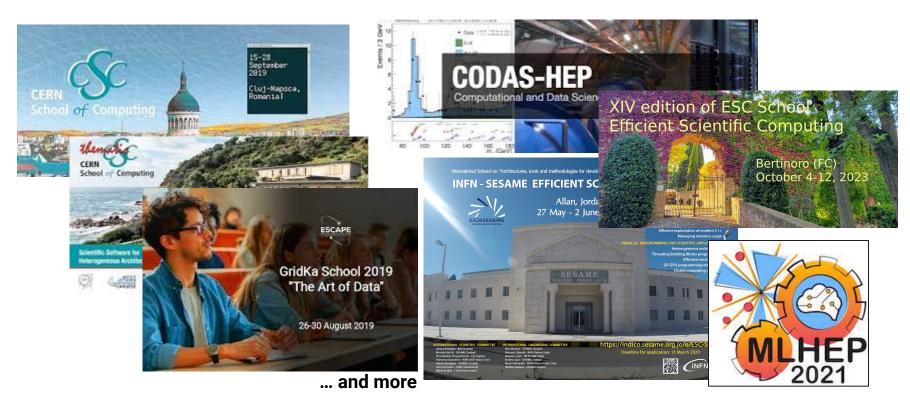
No two experiments have the same strategy; every experiment excels at certain aspects; not the focus of this talk



Much is being done already...

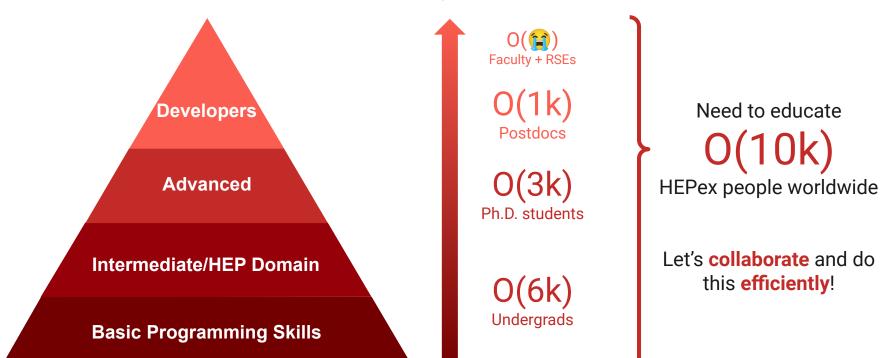
Cross-experiment training schools

Unsurpassed for hands-on training and networking, but **limited #participants** and **self-study support**





Much is being done already... but we need to scale!



We need a unified, scalable, and sustainable software training framework



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Unified

- Material and events should be centrally listed & discoverable
- Concentrate efforts by developing cross-experiment content
- A **community** must guide, support, and coordinate

Scalable

- Material must be teachable by multiple instructors
- **Self-study** must not be an afterthought

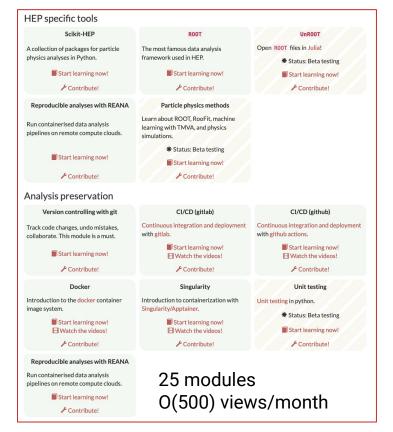
Sustainable

- Material must be open source and maintained collaboratively
- Incentives & recognition important motivators

The IRIS-HEP/HSF Training group is building a community around these principles



A unified Training Center for HEP



- HSF Training Center currently lists 25 training modules of various authors
- Want to become focal point for all HEP Training activities
- Central <u>list of training events</u> (everyone can

add)





Building a community

Weekly meetings



Increasing our reach

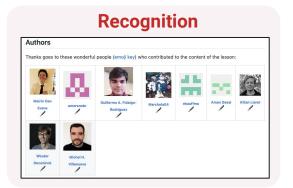






Monthly Hackathons



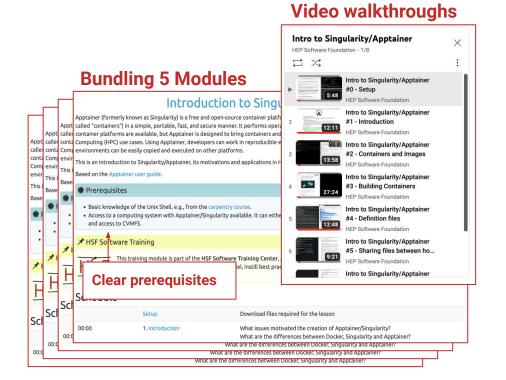






Scalable & sustainable trainings

Example 1: HSF Analysis preservation training (5 individual modules)



Many of our modules embrace the framework of The Carpentries

- Built from markdown files (easy & maintainable!)
- Rendered as a webpage with <u>Jekyll</u>
- Verbose and self-study ready
- Events use combination of self study with videos + live lectures + small-group virtual mentoring sessions



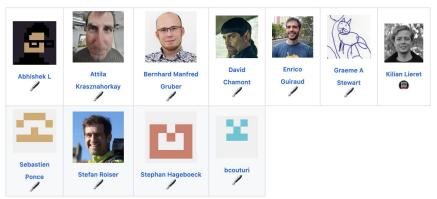
Scalable & sustainable trainings

Example 2: HSF C++ course



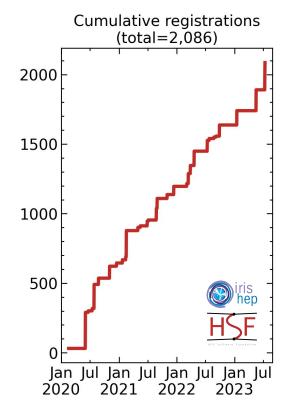
- Slides generated from LaTeX source
- Has been taught in-person, virtual and hybrid
- Life lectures and exercise sessions
- Full videos available from events.

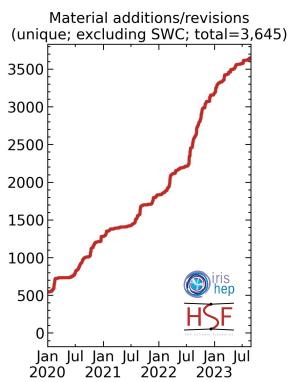
Originally developed by **S. Ponce**, now community effort driven by B. Gruber, S. Hageboeck et. al.

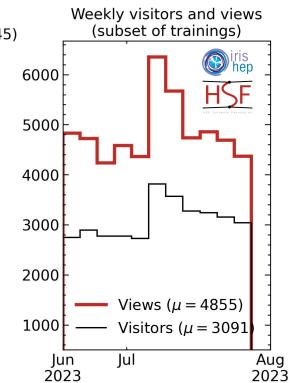




We scale!





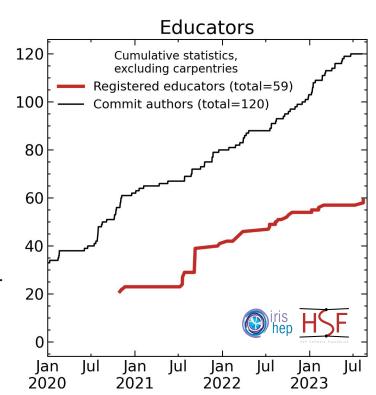






Training is mission-critical and costs significant resources → Efforts must be incentivized:

- Acknowledged: HSF credits contributors both on our community page and on individual lessons, but could more be done?
- Encouraged: Supervisors must motivate and push their students/ employees to contribute
- Rewarded:
 - Service work credits should be given for all contributions (including cross-experiment training)
 - Hiring discussions should acknowledge and push for contributions





Conclusion

- Software training efforts are central
- Experiment-specific training initiatives differ vastly between experiments (let's learn from each other's strengths!)
- Experiment-independent topics are the foundation on which to build; we need to scale up training in this area
- The HSF Training WG built a community of educators around training material that is open source, verbose and sustainably maintainable

- Scaled to > 2000 learners and more could be done
- Our <u>training center</u> aims to be a central entry point to all relevant material
- We need buy-in from the experiments to grow and sustain our efforts:
 - Need instructors & mentors
 - We welcome & support new material
 - Cross-linking our training center/ material will increase readership
- Contributions to training must be
 - encouraged (by supervisors)
 - rewarded (service work credits, hiring,...)

Thank you!













Much is being done already [WIP] WILL BE REPLACED BY COMPLETELY DIFFERENT SLIDE

Mentoring & hands-on experience:

TAC-HEP, WATCHEP, IRIS-HEP, GSoC, other internships

Advanced

Developers'

Networking & catch up with recent developments:

CSC, GridKA, CoDaS-HEP, MLHEP, INFN ESC, ...

Intermediate/HEP Domain

Impart best practices & HEP domain knowledge:

HSF Intermediate Training, experiment StarterKits, ...

Basic Programming Skills

Democratize science:

HSF software basic training, University courses, Self-study, ...