



case study

Capital Capture

Alex Briscariu with his employer, Adrian

"Over the year he has developed from a keen student into someone who is quite confident and understands the workplace and technical side.

Alex has definitely added value to our company"

Alex Briscariu is a Junior Consultant at London's Capital Capture which is one of the leading providers of information and data management workflow solutions.

Like most apprentices, Alex chose to do an apprenticeship for the practical side and during his time on the programme, there has been no looking back. "I prefer being in the workplace rather than spending 5-6 years studying. The thing with university is that graduates are going to come out with experience in Windows 7, when our software is already two times ahead, so they will have to learn something new anyway".

Since Alex started his apprenticeship, he has noticed how much he has changed and what challenges he has overcome. "Before I joined I had a little bit of background in the field which helped me a lot. I have learnt how to speak with clients and face them, and have become more used to the work environment. First of all my job role is based around client communication, I thought I would just be fixing PC's, but I have learnt much more about customer interaction. Before I used to struggle, but now I enjoy it".

Not only has the year on the apprenticeship programme made him learn more about the company and communicating with clients, but Alex now has a clearer idea as to what he would like to do in the future. "I see myself here, if not, then I would like to stay in the same department. I didn't know anything about it, but now

it's just really nice. Before I was too scared to even touch a phone and now I do it all the time. I would even recommend consultancy jobs to others!"

Not only has Alex enjoyed himself on the programme, but his employer Adrian has found it really useful too. "It has been really good for us, he came in last year as an apprentice and had to start from the bottom. The scheme has been great because it has found us new talent and at a good rate, if we hadn't of had the scheme, we would not have got somebody in. Alex was out of college and straight into the world of business, it was interesting for him and when he started his role, he worked with the team to understand what we did as a company. He has already taken his exams and has progressed nicely throughout the year".

The programme changes young adults, it helps them adapt to the working world and along with that comes responsibility and independence. "Over the year he has developed from a keen student into someone who is quite confident and understands the workplace and technical side. Alex has definitely added value to our company".



case study GB & Smith

Keira with her employer,
Tomas

"It's really useful to have a trustworthy programme for young adults to follow their careers.

Overall we would definitely consider taking on another apprentice"

Keira is a web developer at GB & Smith which centrally manages and audits security policies across Enterprise Applications data. She has been working as a web developer.

Keira left college and wanted to get into something where she could start doing development. "In school we did a little bit, but it wasn't that in depth. I was 17 when I became interested and I began to use online videos to teach myself."

The programme is good for those who want to get hands-on experience within the industry they're interested in. Keira has stayed satisfied with her work and the environment she is in. "I enjoy meeting people from different places, there's a mixture of people in the office so I get to learn various words in other languages. But what I like the most about this job is that I am able to solve problems and that's what I really want to keep doing."

During the time on an Apprenticeship, young adults achieve so much, they strengthen their skill set and they are able to determine what works well for them and what doesn't. "I started off by creating the website's blog theme from scratch and getting it up and running. Every now and then someone will ask me to change something on the website, which will involve me going through different files and copying the data onto the website. If there is a bug, I will have to go and fix it. If it's happening in

internal browsers, I will have to go through the back-end and check it. I am also in process of putting up software instructions on the website as a support guide for customers to use."

Keira's employer Tomas is a strong supporter of the programme. "Keira brings a new mentality to web development. She has made our website look good and she has been responsible for making it appear modern. Our web developers are a bit older, and for us it's really important that our website looks good. Although it's not something we sell, it's what we use to draw in more customers. Keira gets really good feedback. When I was 18 I wasn't even thinking about getting a proper job, I was just thinking about university so I do think it's really useful to have a real trustworthy programme for young adults to follow their careers.

The one recommendation I give is for employers to take the time to sit down with Apprentices and help them learn. If you are constantly under stress then your Apprentice won't have the chance to learn everything. Overall we would definitely consider taking on another Apprentice in the future once our current Apprentices have completed the programme."



case study Transputec

Celdon with his employer,
Martin

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From a young age Celdon Silveria knew he wanted work in IT, but after seeing his friends struggle to find employment after finishing lengthy degrees he knew there had to be a better way.

Not wanting to suffer the same fate of forking out thousands to be left without a career, the 19-year-old sought out more information about Apprenticeships.

"I'd been to college but knew it was time to get some practical experience. I was nervous about going out to interviews but pre-employment sessions taught me how to make a good impression on employers. Nerves got the better of me with my first interview but I soon lined up a second and Transputec decided to take me on! I was so happy when I was offered the Configuration Engineer job, my friends and family even threw a party to celebrate."

As someone who would frequently take apart computers and mess around with new tech, a job in IT is a dream come true. "The best part of my work is installing software and finding drivers. I love problem solving."

Celdon's role is constantly evolving. "As I complete my training and become more confident with my skills, I gain more responsibility. I like everything about working at Transputec, but

the best thing is the people. After I finish my Apprenticeship I want to stay on with the company, and after a few years I hope to pursue higher qualifications."

Martin Mitchell, Celdon's manager, thinks that having an Apprentice in the team is a win-win situation. "Apprentices like Celdon are a great asset to any company. They bring a new lease of life, along with new ideas. Once they have training under their belt, they start thinking about the direction they want to take their career. We're happy that Celdon wants to progress here, and with Transputec being a full IT company, there are plenty of routes for him to move into."

Celdon hasn't looked back since he started his Apprenticeship. "I would always recommend an Apprenticeship over university, especially for the IT sector. The skills you need are constantly changing, and IT is a growing sector. In the past it was easy to get a job with a degree, but now you need real work experience first.

The bottom line is Apprenticeships give you experience, education and some money in your pocket."