

# Apprenticeship Case Study

## David at Cordant



**David Philips started his career as a Networking and Support Apprentice at Cordant Group - a recruitment and technical services company. At only 19 he has already proven his worth as a talented IT professional ready to step up to any challenge, and has moved up the ranks to an IT Support Analyst.**

Like most new IT Apprentices, David had no technical experience before coming to Just IT. However by halfway through the Apprenticeship he had already shown so much progress that Cordant knew they were going to offer him a full time position.

### Adapting to change

Yet David's development into a valued member of the Cordant team was not all smooth sailing. When the company went through a large scale restructure two months into his Apprenticeship, David quickly had to adapt to change and take on more responsibility.

"I was dropped in the deep end, but I enjoy a challenge. I broke a few bits and bobs whilst learning, but I always but came out on top. It's the best way of learning."

Quickly recognising his need for an on-site mentor, Senior Systems Engineer Lee Mothersele stepped in and made sure David had all the tools he needed to succeed. "There's been a lot of changes, but he's coped extremely well. We weren't intending to take someone on full time, but it soon became clear we were going to offer him a contract."

### The right support

After Lee stepped in as manager, David felt assured that he had a technical expert to learn from: "Although he doesn't have to, my boss travels about two hours in the morning just to support me, which I really appreciate. I'm not sure he realises how much that's helped me."

Lee doesn't mind taking on the extra work-load as it's rewarding watching David grow in this role: "At the end of the day it's just a bit of extra journey time. I want to support him in his job. We're friends outside of work too now, he's even invited me round for dinner with his parents."

"David is the first Apprentice we've had, but we would definitely have another. I think the scheme is great, young people leave school and often they don't know where to go. This is a foot in the door, and if like David you get offered a job after the year then what a great start in life."

### Extra pounds in your pocket

For David, choosing an Apprenticeship was not a difficult decision. He has always known university wasn't for him. "There's nothing wrong with education but I'm more of a hands on person. It's paid off as my role has progressed, I've just been promoted to IT Support Analyst."

"Not going to uni also means I'm more in pocket than out. Whilst my friends are struggling for cash I'm saving to buy a house."

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