

**Apprenticeship Case Study – An Employer’s Route to Recruitment...**

**Novatech**



Novatech is a Portsmouth-based IT Solutions company with over two hundred members of staff. They work with over seven thousand businesses across the country who trust Novatech technology and service, making them one of the UK’s top mail order computer suppliers.

The company is extremely proud of its excellent staff retention rate which, they believe, is a result of their commitment to continuous people development. As the business was first established in Portsmouth, one of the organisation’s aims is to continue to provide employment opportunities for the local community and in 2013 Novatech made the strategic decision to provide Apprenticeships for young people.

This new initiative, developed in conjunction with HTP Training, has been a huge success, meeting the needs of the business and the individuals undertaking the training. Apprentices have demonstrated a strong work ethic, being

focused on successful performance in their job role, and dedicated to the achievement of their nationally accredited qualifications. As a result the Apprenticeship programme has surpassed all expectations.

Apprentices tend to be ‘mouldable’ and eager to learn from those around them. They bring a fresh outlook to work and can often see things that those who have been in the industry for many years miss. Apprentices have shown loyalty and commitment in all areas of the business. Going forward our recruitment strategy will definitely include Apprenticeships – we plan to recruit 10 apprentices at Novatech over the next two years

Keshia Austin, Recruitment Manager

**Apprenticeship Case Study – Succession planning**



**Wight Fire & Security**

Wight Fire Co Ltd specialises in all aspects of fire safety. Based in Sandown on the Isle of Wight, the company supplies fire equipment, intruder alarms and CCTV systems as well as carrying out all required the necessary servicing to keep businesses safe.

Wight Fire has three fire extinguisher engineers heading towards retirement. In readiness for this, they decided to investigate the feasibility of taking on an apprentice to provide cover and back-up for the existing engineers. This way the apprentice could learn on the job and gain experience from the ‘older heads’ around them.

Wight Fire contacted HTP Training in 2013 to find out more about how employing an Apprentice could help their business. Following this we arranged for them to meet with a potential applicant who they felt was suitable for the role.

Rhys came across as having a 'can do' attitude and seemed very keen to get started in real work, and Wight Fire quickly decided to take him on.

*We haven't been disappointed. Rhys has grown tremendously during the last twelve months and is now an integral part of the team.*

*HTP has been a tremendous help. They've carried out regular visits to our offices to meet with Rhys and go through his course work and to prepare him for his exams. They have also provided extra revision sessions as required which have been much appreciated, especially by me as it turns out that my maths skills have got a little rusty!*

*Our first experiences with Apprenticeships have been extremely positive. We will definitely be hiring more apprentices in the future.*

Steve Winter from Wight Fire & Security (Wight Fire Co Ltd)