

Interview with an Apprentice



A Double Hiring, Apprentice Style

Finding people who are passionate about developing young talent and matching them with our enthusiastic LMPQ apprentices is what our jobs are all about. So, when Midlands based CSCM selected not just one but two of our IT apprentices we were delighted.



Providing IT solutions for over 20 years, the Directors of this dynamic business love working with young people and supporting fresh ideas. A partner of Coventry University's internship programme and a strong advocate for apprenticeships, their dedication to nurturing IT talent is clear to see.

In at the deep end

As part of the busy technical department, our two young techies have been learning on the job from day one. Following a few days initial training, they have been solving technical

issues for CSCM customers on the IT Helpdesk. In addition to the Helpdesk, Logan has also been developing an additional set of skills as he assists with onsite cabling at customer's premises. He has even helped with the cabling of the new CSCM office.

With the full support of their assigned mentor and of course the experienced CSCM team behind them they have both gone from strength to strength.

"They have both approached their roles with considerable enthusiasm and a great work ethic. It has been great to see

them develop, both of them have been a hit with our customers and they have received lots of positive feedback." Tom Gibbery, Helpdesk Manager

Business impact

When we asked Tom Gibbery whether our two bright techies have made a difference he told us that their impact has been "considerable". Tom went on to say "They have fitted into the team very well and now form a vital part of our Helpdesk team, resolving a lot of tickets each week."



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You're (both) Hired

With such positive feedback it certainly seems that CSCM's initial impressions of Rahul and Logan were correct.

"The LMPQ apprentices impressed us all at interview with their maturity, indeed they impressed us so much that despite only setting out to hire one apprentice we couldn't choose and made the decision to hire both!" Says Tom about going all Sir Alan Sugar and hiring not just one but two new additions to the team.

As a busy, fast paced department CSCM were keen to avoid having to 'baby-sit' the new apprentices. So, they were delighted to come across our two driven, intelligent young men and complimented the level of confidence with which they presented themselves.

Hands-on approach

When talking to Tom about the successful placements he praised the support we offer to our apprentices and the difference that this makes in the workplace.

"The support they receive from LMPQ is very reassuring. LMPQ are very hands-on with the apprentices and this together with the regular, structured time in college is a benefit to everyone."

Jenny from CSCM also praised the confidence and maturity displayed by Rahul and Logan and talked about the importance of showing the right attitude, just as they did at interview.

A word from our apprentices

"During my apprenticeship LMPQ have provided me with the essential knowledge to start a career in IT. I have received the empathetic support that I need to help develop my professional knowledge as well as aiding my personal growth. The tutors at LMPQ have a wealth of knowledge and have shared with me what they know about the industry to ensure that I make an impression on my employers and start my career with strong foundations. As the lectures are taught by IT professionals that know the industry inside and out I find that while at work my classroom knowledge comes into play more than it has before, I would pin this to receiving relevant education tailored for the job role." Logan

"Before joining CSCM I didn't know what a print Spooler was and I hadn't even opened up a PC, so I really was learning from day one. As time went on I learned more and more about servers and networking and I also gained tier one technical skills that I am still developing. LMPQ have helped me in so many ways." Rahul

When we asked Rahul if he would recommend apprenticeships he said

"I recommend being apprentice to young people who do not want to go to university because you are getting hands on experience instead of learning everything from books and never applying what you have learned. First-hand experience means you see how things are actually done, you learn a lot faster and can correct any mistakes you are making. Getting paid to learn also motivates you to learn more and earn more."

Attitude for success

Here at LMPQ we work hard to develop our apprentices, not just in terms of skills but also confidence and attitude. And these bright young men are fantastic examples of the results we achieve and the quality of candidates our clients receive.

We are delighted that Rahul and Logan are developing their skills so successfully and that CSCM are seeing real business return from their double hiring.

This win-win scenario is exactly what top quality apprenticeships are all about; young people getting paid to reach their full potential and businesses developing talent that may otherwise have gone unseen.

We look forward to seeing Rahul and Logan's careers soar.

About LMPQ

LMPQ is an approved provider of Apprenticeships in Information Technology and is a Certified Microsoft Imagine Academy. Its mission is to support employers in the identification, recruitment and training of some of the best young talent in the region.

LMPQ is part of the Leaping Man Group

The Leaping Man Group of companies' is one of the largest and most successful providers of work related vocational

training in the Midlands. And has supported more than 9,000 people attain work related qualifications improving their ability to contribute more effectively and efficiently at work.

LMPQ provides a fresh and invigorating approach to recruiting young people. Providing young people with skills that go beyond the requirements of the Apprenticeship and qualifications they receive... making them an asset to their employer today and the key to long-term growth and success of UK business.



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