

Apprentices are a real asset to our business

Having kick-started his own web development career 15 years ago as an apprentice at BT, Paul Hutson, our Director of Online Services, was keen to offer such a valuable opportunity to others with a passion for coding.

We employed our first apprentice, Luke Tubby, in August 2012 and have since taken Luke on as a permanent member of staff. In July 2013 we employed two new apprentice web developers, Jack Tearle and Alex Harvey.

Both 17 at the time, Jack and Alex were delighted to be given the opportunity to learn valuable skills in a real-world setting. Alex, who has now worked on a range of projects with experienced developers, says: "Working at De Facto as an apprentice is brilliant. I have gained lots of experience of working in a business environment and I have learnt a huge amount of



A trio of learning: Director Paul Hutson and Junior Web Developer Luke Tubby guide Jack Tearle, one of the company's current apprentices.

skills, including programming in C#, JavaScript, CSS, HTML, SQL and VB."

All apprentices are paid an annual salary and are given plenty of training time to complete their NVQ studies at Suffolk New College. Each recruit completes the scheme with a qualification and a year's worth of experience under

their belt.

The apprenticeship scheme benefits us as a company too.

"Employing an apprentice allows us to build somebody's skills up in line with the needs of the company, and we take on all apprentices with a view to offering them a permanent position at the end," says Paul. "Our apprentices are also very keen to learn and it is great to see them grow over the course of the year and beyond."

"Apprentices have proven to be a real asset to our business and we are looking forward to taking on additional recruits this summer," Paul concluded.

De Facto Software is a UK leader in ERP (Enterprise Resource Planning) systems and web development services including e-commerce and trade websites, SEO and responsive web design.

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