THE PROBLEM

- Employ junior team members.
- Limited info about their abilities.
- IQ is a poor prediction of job performance.
- Interviews have 12% prediction of success.

6 months   3 months

- Takes time for the employee to become productive.
- Takes time for the employer to realise the employee is not suitable.

R - Salary
R - Recruitment
R - Office Space
R - Equipment
R - Training
R - Loss of Productivity

= R245'000

16'000   42'000
10'000
26'000   31'000
120'000

- The cost of a bad hire is far greater than salary only.

Pick me   Pick me

- Uncertainty of the growth and future development of the employee.
- What and where is the best place for the employee in the organisation?

OR

RESIGNED

- Do you wait for a resignation from the employee?
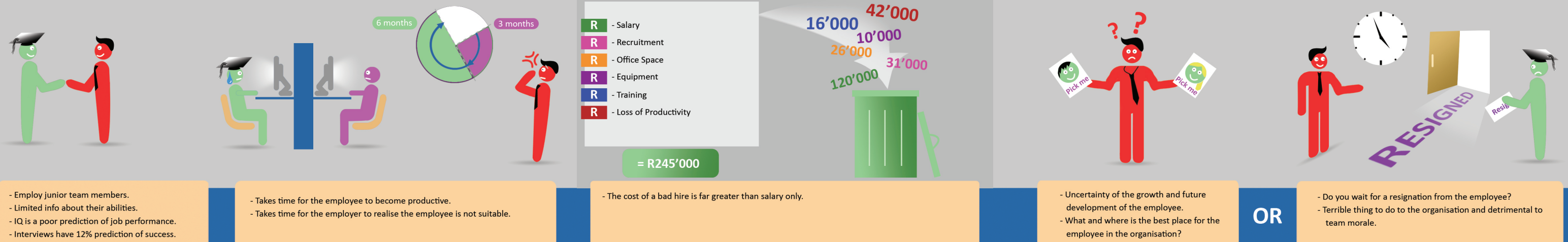- Terrible thing to do to the organisation and detrimental to team morale.

THE SOLUTION

This model is to outline the process as well as possible exit points for apprentices at the Developer Factory. It is not necessarily a progression model but indicates possible scenarios.

Developer Factory

Apprentices

Personal traits
Apprentices – to make them more suited for the real world of business and enterprise.

- Openness and flexibility.
- Negotiation and mediation skills.
- Self motivated.
- Self confidence.
- Appreciation of different cultural contexts.
- Have a willingness to learn.
- Be eager.
- Be hard working.
- Be able to contribute to a team.

Selection Process

Apprentices are carefully selected to be placed in the Developer Factory.
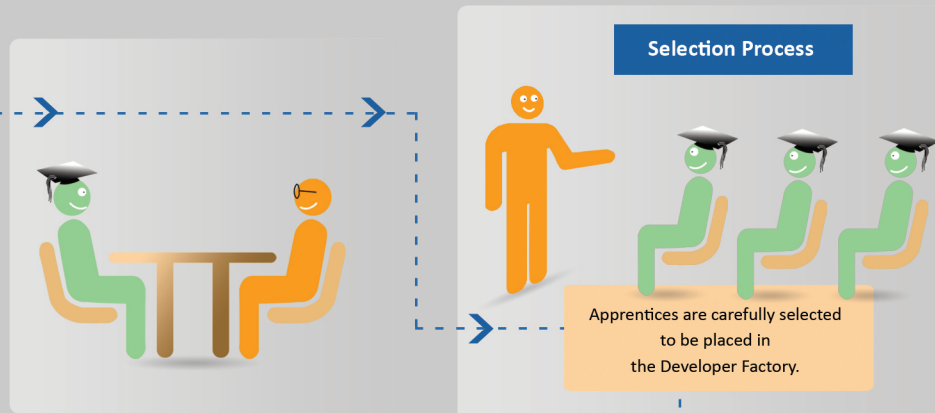
Sponsor/Client Organisation

Sponsor/Client benefits
- Quality apprentices to select from.
- Psychometric assessment and analysis of apprentice.
- Career assessments of each apprentice.
- No legal obligation until offer of employment is accepted.
- Apprentices can work on projects for sponsors while in the factory.

Apprentices exit the Developer Factory as employees.

Entrepreneurs

Entrepreneurs exit formal career ladder early in their career.

EXIT

If an apprentice is not selected for placement somewhere within the 6 month term at the Developer Factory, they are automatically referred to a recruitment specialist.

Apprentices enter the Developer Factory where they participate in real projects and are provided with on-the-job skills training and improvement in technical ability.
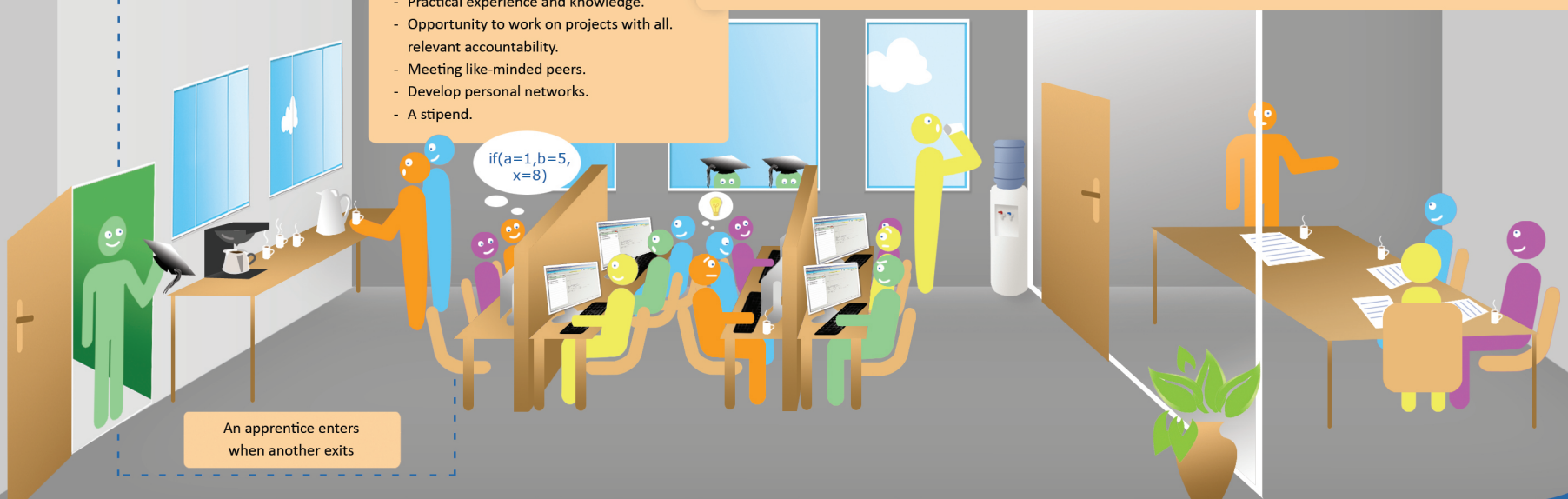
The Factory

ENTER

Apprentices
- Tangible skills development.
- Improved CV.
- Practical experience and knowledge.
- Opportunity to work on projects with all relevant accountability.
- Meeting like-minded peers.
- Develop personal networks.
- A stipend.

Skills development
These are the skills required by corporate South Africa as identified by industry players:
- Ability to find and access information.
- Written and oral communication skills.
- Good oral presentation skills.
- Technical ability.
- Proficiency in the English language (effective communication is key).
- Having a knowledge of the industry landscape and understanding it.
- Ability to socialise and network.
- Ability to use new information.

if(a=1,b=5, x=8)

An apprentice enters when another exits

The Paterson Grading
Bands

A	B	C	D
A Upper A Lower	B Upper B Lower	C Upper C Lower	D Upper D Lower
A1	B1	C1	D1
A2	B2	C2	D2
A3	B3	C3	D3
A4	B4	C4	D4
A5	B5	C5	D5

Technical Specialist Level
S1=low   S5=High

S1	S2	S3	S4	S5

A Upper Basic Programmer	B Lower Basic Programmer	S2 B Upper Advanced Programmer	S3 C Upper Advanced Programmer	S4 D Lower Advanced Programmer
C Lower Basic Programmer	S3 C Upper Basic Programmer	S3 D Lower Advanced Programmer	S4 D Lower Advanced Programmer	Entrepreneur S5 D Upper Expert Programmer
B Lower Basic Programmer	S2 C Lower Advanced Programmer	S4 C Lower Advanced Programmer	S5 C Lower Expert Programmer	S5 C Upper Expert Programmer
B Lower Basic Programmer	S2 B Upper Advanced Programmer	S3 C Lower Expert Programmer	S4 C Upper Not Technical People	S5 D Lower Not Technical People

1 month	3 months	6 months	12 months	24 months

TIME LINE