

Apprenticeship Brochure

FOR CANDIDATES





We strongly believe in **SUCCESS**

Kaleidocode Pivot gives you the chance to become a high performance software professional straight out of university.

Our mission is to bridge the gap between university education and commercial careers through our Software Development Apprenticeship Program™.

We work with high quality companies to provide you with training, software project experience and permanent employment opportunities.

Don't leave your career to chance. Get an active powerful start with a premier apprenticeship from Kaleidocode Pivot.

Our History

Kaleidocode Pivot (KCP) started our apprenticeship programs in 2016. Since then, we have run annual classes of increasing size.

We have trained 50 top end software professionals via our program to date.

We have worked with the following brands over these programs;

- LexisNexis
- Impro Technologies
- Games Global
- SA Home Loans
- ISE Bussiness Solution
- Barrows

Structure of the program

KCP offers two types of apprenticeships to suit your abilities and goals.



Automation/
Developer



Technical Test
Analyst

Our apprenticeship is a 12 month program, running from January to December.

During this time you are employed in a full time, fixed term contract paid a competitive salary. After the apprenticeship you are offered exciting opportunities for permanent employment based on your performance.

Our program is based on experience-based learning – i.e. practical learning interspersed with hands on coaching and experience working with software professionals.

The program offers:

- You get to complete **bootcamps** covering all skill areas within the software profession (Test, Coding, Automated testing, Professional skills, Business Analysis, Agile, Devops, and Secops).
- You join production **software teams** to start applying your skills.
- You are coached to build a full stack application, or coached to test a **full stack application** project and certify as a ISTQB Foundation Tester.





Bootcamps

The first 90 days of your apprenticeship will be focused on bootcamps to give you commercial skills and equipping you to work in a professional environment. Each of these bootcamps are experience based, giving you practical exercises to stretch your abilities.

Whilst you attending bootcamps you will start working in parallel on a commercial software project team giving you real experience applying what you have learned.

Details of our bootcamps is listed below:



Test Bootcamp

(full time, conducted during induction)

- The purpose of this bootcamp is to introduce candidates to enterprise software, enable them to immediately form part of a team and add value from an early stage.
- Contains Test plans, test cases, test methods and techniques, test logging



ISTQB Bootcamp

- Test SDLC
- Static testing
- Test techniques
- Test management and tool support
- ISTQB Foundation certification conducted in April



Coding Bootcamp

(part time)

- The purpose of this bootcamp is to engender clean coding practices, SOLID design principles, via TDD and problem solving.



Automated testing Bootcamp

(part time)

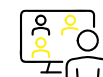
- CSS, Browser document object model, selections, web drivers, and scripting



Professional skills Bootcamp

(part time)

- SDLC process, Introduction to agile
- Documentation, Business communication
- Time management



Analysis Bootcamp

(part time)

- Requirements elicitation
- Analysis
- Design - UI mockups and prototypes
- Documentation including users stories



Project Bootcamp

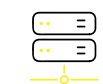
(part time)

- Agile software processes
- Scrum, Ceremonies
- Estimates
- Board management, team structures



SecOps Bootcamp

- HTTP, Burpsuite
- Injection Attacks
- Misconfig Attacks
- Penetration testing



DevOps Bootcamp

- Powershell
- Build servers
- Containerisation and Docker

Making you Stand out



Software Team Experience

Apprentices join enterprise software teams and receive coaching and direction from experienced industry professionals. You will remain with this team for the remainder of your apprenticeship, building experience and cementing your skills.

During this period you will gain the following experience:

- Conduct work on live Production software
- Learn how software is built in an agile team
- Learn the client business domain
- Learn about the client's software products and how they are used
- Learn about how corporate processes really work within a large organisation
- Put your stamp on a software product

Full stack Application Experience

After you have completed bootcamps successfully, you will move onto the full stack application stage of the apprenticeship.

If you are an automation/developer apprentice then during this part of the program you are required to build a 3-tier full stack application.

This application will fulfil a business function focused on a single data table built with modern technologies and software patterns, receiving direction, and coaching from an experienced software developer coach.

If you are a tester apprentice then during this part of the program you are required to comprehensively test a 3-tier full stack application.

This process will include test planning, test design, drafting of test cases, test execution and test reporting whilst receiving direction, and coaching from an experienced software tester coach.

The purpose of this experience is for you to apply everything you have learned during the bootcamp and the ongoing interactions you are having with your client software project team.



Our program results speak for themselves

Our apprenticeship program has been successful from its first inception, providing opportunities for permanent employment in the competitive software industry.

- Almost 100% of our apprentices have taken up permanent positions in the software industry with Kaleidcode or with one of our brand name clients after graduating.
- Our apprentices have taken up a variety of different roles after graduating; Test Analyst, Automated Tester, Junior Developer, Project Co-ordinator, Junior Business Analyst, and Junior Devops Engineer.

Why choose a **KCP** Apprenticeship?

Our apprenticeships will turbo charge your career, putting you well ahead of your peers. Our program is action packed and will push you hard whilst developing critical hard and soft skills. Invest in yourself, apply to our apprenticeship program to secure the following benefits:

- Earn a competitive starting salary for the software industry
- Work and learn on an experienced software team
- Turbo charge your skills in testing, coding and professional disciplines
- Build commercial experience for your CV working for recognised blue chip corporates
- Get coached by industry professionals
- Build a full stack web application (automation/development apprenticeship)
- Gain an internationally recognized ISTQB® Foundation Tester certification (test apprenticeship)

