



Third year internships: The first steps towards employment



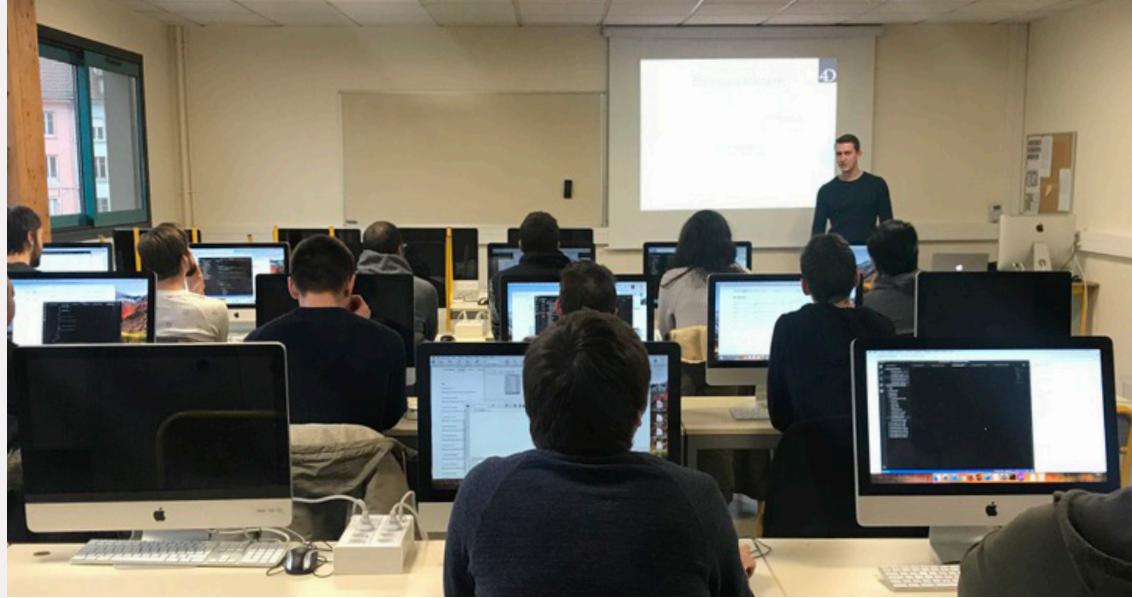
"An internship gives students a first experience which will help them find a job as a junior 4D developer in the region they want to work in"

Jean-Michel Biraghi
Chairman of BSPOKE
4D Silver Partner



"The recruitment system implemented by 4D with their partner developers and IUTs is really good for students as they benefit from special internship opportunities geared to their training."

Emmanuel Medina
a professional contract teacher in the IT department at IUT Saint-Dié-des-Vosges, head of the Internet and Mobile Media (I2M) professional degree course, 4D developer at Neotech



A "Business Apps with 4D" tutorial at IUT Saint-Dié-des-Vosges

Boost the 4D ecosystem by welcoming young talent; give students the opportunity to gain a first professional experience with 4D; enable them to add a 4D reference to their CV to stand out in the developers' community: this is what 4D's cooperation with university institute technologies (IUT) and its partners is all about.

Continuing the momentum of a first partnership with the IUT in Amiens, the partnership that 4D has initiated with the IUT in Saint-Dié-des-Vosges is headed for the same success. "In 2017, we offered students 16 internships throu-

ghout France, and in Belgium, Luxembourg and Canada. And three of those students were hired straight after their three-month placement by their host company under permanent or fixed-term contracts" comments Véronique Croizer, IUT partnerships manager at 4D.

Exchange platform

At the start of the academic year, it is her role to centralize internship offers received from partner companies and communicate them to students at IUT Saint-Dié-des-Vosges.

"I gradually receive their applications and, before I forward them to our clients, I contact the students to check their profile and assess their motivations. The company then selects the applicant interns after setting them some tests. We play a connecting role between our partner companies, the university institutes and students."

At the IUT in Saint-Dié-des-Vosges, Véronique Croizer's contact is Emmanuel Medina, a professional contract teacher in the IT department.

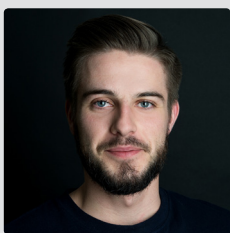
- **30 hours**
of lessons in 4D technology
- **16 internship opportunities**
in France and abroad
- **3 students hired**
by a 4D partner developer

Training the developers that communication-enabled businesses need

"The 4D Internet-based training included in our courses prepares the future developers that today's communication-enabled businesses need, i.e. professionals who build bridges between database environments and the Web, says Emmanuel Medina. The internships offered to students pursue the same goals. The feedback from students is really positive. They are satisfied with their experience as it allows them to discover professional applications in the 4D environment. Even though they do not always come away with a job, a three-month end-of-course internship with a 4D partner developer – i.e. with an IT professional – is a fabulous way to learn hands-on and discover the working world, in France or abroad. The worldwide 4D community gives students from Saint-Dié-des-Vosges (a town with 20,000 inhabitants) this great opportunity."

Interns develop real projects

Some interns develop real projects that will be used by their host company. For example, the student who worked in Luxembourg designed a software program to manage the appointments system for a physiotherapy practice. Similarly, Alexandre Ochsenbein, who interned at BSPOKE near Bordeaux, developed from scratch a working-time management application for tablets, for the workers of a construction company. *"I learned a*



"I've gained 4D skills that will help me stand out from other web developers. I'll be able to join a team more quickly than my colleagues, who all have the same basis of technical knowledge."

Alexandre Ochsenbein

Internet and Mobile Media Vocational Degree (I2M) student at Saint-Dié-des-Vosges IUT, final-year internship with BSPOKE



Time management app for tablets developed in 4D by BSPOKE

lot about 4D developments, and given my sensibility, I really appreciated the opportunities the platform gave me to create high-quality, modern interfaces. This internship really completed the 4D training I did in my third year at university and the skills I have gained will be a big asset for my future. It will help me stand out in the community of developers. What's more, I really like 4D: it's a versatile, user-friendly environment, open to both iOS and Windows."

And Alexandre also really liked the atmosphere at BSPOKE where, unlike his previous internships, he was closely followed by the team.

"The 4D Internet-based training included in our courses prepares the future developers that today's communication-enabled businesses need"

Emmanuel Medina, IUT St-Dié

The reason why BSPOKE founder and Chairman Jean-Michel Biraghi decided to take on an intern is simple. *"When I set up my company, it was obvious that I would soon need other people. My goal is to train a team, either by hiring confirmed developers or taking on interns. As I hired a senior developer on a permanent contract last year, this year I wanted to hire a junior. There were a number of possible solutions: a graduate, an intern or a student*

on a work-study contract. When 4D came to us with their internship program, I jumped at the opportunity."

Ability to learn: a criterion for recruitment

Jean-Michel chose Alexandre after an interview and a few programming tests. *"Of all the applicants we interviewed, he was the one who seemed to know the most and have the best ability to learn. He was also motivated and enthusiastic, something we had already seen by talking to him on Skype. We really hit it off. Through this experience, Alexandre showed us that he was able to learn – a vital aspect for a developer – and fit into the team. He was very dedicated and adopted our practices and our ways of working. He quickly understood our clients' needs and, thanks to what he had learned at university and then in our studio, he was able to develop projects. In this respect, it was definitely a success!"*

Even though, in the end, Alexandre is not staying with the company, he is leaving us with more experience and expertise than he had when he arrived and, therefore, with more "appeal" for the 4D development market. By training him, I feel I have made my contribution and helped to promote the 4D environment in the academic and economic world."

About IUT of St-Dié-des-Vosges

The IUT Saint-Dié-des-Vosges is a component of the University of Lorraine. Its IT Department trains applications developers in three streams breaking down as follows in 2017/2018:

- Two-year diploma (DUT) in Computing: 95 students (52 in the first year and 43 in the second).
- Professional degree in “Internet and Mobile Media (I2M)”: 18 students.
- Professional degree in “Sound and Image Techniques - 3D Computer Graphics”: 17 students.

Students on the DUT in Computing and the I2M degree course attend approximately 30 hours of lessons on the 4D environment and databases.

For the 2018/2019 academic year, the I2M degree course is becoming AMIO (Mobile Applications and Internet of Things), and will include more programming. And the second degree course is renamed IG3D (3D Computer Graphics).

Emmanuel Medina

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About BSPOKE

“It’s thanks to 4D that I have been able to build my business from 0 to 25 clients in production, in just four years, and hire developers, create a professional, quality service, embrace the future and drive my firm’s growth with enthusiasm”, says Jean-Michel Biraghi, BSPOKE Chairman.

Based near Bordeaux, his company develops applications for very small businesses and SMEs, non-profits and local authorities in France.

BSPOKE – a 4D Silver Partner – also takes charge of 4D applications that are either not maintained or too old to run on today’s machines. Without losing their customer data records, their applications get a new lease on life, with an updated interface, but still with 4D’s user-friendly technology.

Jean-Michel Biraghi

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<https://bspoke.fr>

About 4D

4D pursue a clear mission with their business applications development platform: to respond to the issues facing today’s businesses in a constantly changing market.

Based in the Paris region and boasting over 30 years’ expertise in databases and software, 4D provide high-performing, flexible solutions deployable for the Web, in client-server mode, and on mobile and desktop devices.

Active in over 100 countries, the group’s software are used by more than 10,000 software publishers and business solution integrators, serving millions of end users.

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