Investment20/20 - Supporting Talent Programmes Through COVID-19

Dear Member,

I hope you’re well and settling into a good routine working from home.

We find ourselves in an unprecedented time making sense of the potential impact of Covid-19 and now more than ever there is strength as a collective. You are part of the Investment20/20 community, and as always, we are here to support you.

Over the coming months you will receive a weekly email from us, providing updates and information to support your organisation in managing your talent programmes within a new recruitment environment. This includes matters related to altering recruitment and selection practices, supporting young people in the workplace, and other good practice that will be useful as we acclimatise to the new business environment.

**Keeping the investment management sector visible: the talent pipeline**

We know that maintaining a visible presence in uncertain times will help maintain the interest of our future talent pipeline and strengthens our industry’s reputation with all of our stakeholders. Investment20/20 will continue to ensure investment management presents itself positively to young people who will become our next workforce, whether over the next few months or in the longer-term.

We will continue to support young people, even if this is not done physically in an education setting. We will continue our engagement with teachers and careers advisers at the more than 3,700 schools, colleges and universities registered with Investment20/20, who still remain in contact with their students. This is in addition to our engagement with the more than 8,000 young people who are part of our virtual community and receive information and vacancy updates as they prepare to join our sector.

Over the last week, we have been working with key partners including the Mayor’s Fund for London, ARK Academies Trust and Enterprise Coordinators among others to ensure that young people are best supported through the Covid-19-related changes to our industry. We have been clear in our message: investment management continues to be an attractive sector for young people and Investment20/20 is the first line of support for young people who want help in navigating their career options in the sector.

**GCSE and A level examination results**

Students’ academic world has changed and we have been doing everything we can to support them. The Department for Education and Ofqual, the examination regulator, have released guidance about how young people’s final assessments will be managed. This includes a combination of previous test results and assessments, teacher judgements and possible examinations in the new academic year. Ofqual are expecting final grades to be released at the end of July. For further information on possible changes to the academic process that may affect young people’s ability to meet employment grade requirements, you can read more here:

* <https://www.gov.uk/government/publications/coronavirus-covid-19-cancellation-of-gcses-as-and-a-levels-in-2020/coronavirus-covid-19-cancellation-of-gcses-as-and-a-levels-in-2020>
* <https://www.gov.uk/government/news/further-details-on-exams-and-grades-announced>

**Scotland**

* <https://www.sqa.org.uk/sqa/93598.html>

**University final examinations**

Similar to schools, universities are moving to online examinations, ‘seen’ assessments and other methods of testing. We have asked our key university contacts for examples of how their universities will be altering their final examination practice, the outcome of which may be useful to know if you have candidates holding offers for your graduate programme.

If you are an employer that has examination grades as part of your offer, you may be interested to know that UCAS has released an open letter to young people, reassuring them that universities are developing a flexible approach to offers. This is a positive move and one that we hope is echoed by employers who will reassure candidates that grades are only an indication of ability and that the recruitment process for our industry is not focussed on grades alone.

* <https://www.universitiesuk.ac.uk/news/Pages/Update-from-UCAS-and-Universities-UK-.aspx>

**Recruiting for potential: #recruitingforpotential**

Investment20/20’s ethos of recruiting for potential stands stronger now than ever before. We know that potential presents in many different ways. Some young people will be feeling anxious, unsure what the revised assessment methods will produce in terms of grades. Now is the time to demonstrate to young people that employers make recruitment decisions based on the whole person, on their potential and not solely on what they have achieved to date. Therefore, over the next few days we will release our new social media campaign **#recruitingforpotential**, sharing case studies of young people working in the sector, telling the Investment20/20 story and supporting young people as they navigate their way into careers. Please do share, like and support.

**Recruitment and selection processes**

If you are in, or on the cusp of, the recruitment process, you may be looking at alternative ways of progressing operationally due to remote working.  These include adopting extended video interviews and virtual assessment centres as part of your recruitment processes and we will be sending through information over the course of the coming weeks.

Please also see our [Recruiting for Potential Toolkit](https://investment2020.org.uk/news/guide-hiring-potential), which provides tips that will support you through this process.

**Maintaining a low risk solution to recruitment**

We know that employers are making difficult decisions regarding their programmes and whether to postpone them or to put them on hold. The 12-month Investment20/20 Trainee programme offers a low risk solution for investment managers. It enables great talent to be recruited in a cost-effective way, with agility and flexibility built into the programme. As the next few weeks evolve, please do let us know how the programme can help your organisation respond in an effective and agile way to resourcing changes.

I know that this has been an information packed update – lots to share which we hope is useful! We will be in touch next week with another update but please do get in touch if we can support you.

Stay safe and well,

The Investment20/20 team