Dear Member,

We know, from conversations with our employer partners, that many have moved to virtual methods of recruitment and selection during COVID-19. We will be sharing resources and examples of good practice over the coming weeks to support employers in their planning around this.

**Support for candidates**

It’s important that we support candidates who are in the recruitment pipeline, and find themselves taking part in a video/telephone/skype interview instead of a face to face one. This support is particularly important for Investment20/20 candidates, as it may be their first ever experience of the recruitment process. We are sending top tips to all young people registered with Investment20/20 and all those who have taken part in our insight days, work experience and Think Investments programmes.

The link to the decks is here: <https://investment2020.org.uk/news/tips-preparing-different-types-interviews>

Whilst they are aimed at Investment20/20 Trainee and Apprenticeship Programmes, they would also be useful for candidates for other early careers programmes, for example a graduate scheme if you offer one. Please do share with candidates as you feel appropriate. Top tips for Virtual Assessment Centres will be covered next week.

**Update on exam and assessment arrangements**

We promised that we would keep you updated on decisions regarding exam and assessment arrangements, which may be interesting for those of you that have a grade requirement for Apprenticeships.

* ***GCSE’s and A Levels***

On 26 March Ofqual released a statement indicating that they will be releasing further details at Easter on processes for final assessments and grade allocation. You can read more here: <https://www.gov.uk/government/news/further-update-on-2020-exams>

* ***Universities***

We’ve been speaking to our university partners and much like schools and colleges, there is a mixed approach to assessments and final exams. Many universities are moving to online teaching and exams. We are working with universities to ensure investment management continues to be a career of choice by participating in virtual careers activities where relevant.

**Connecting with year 13 and final year undergraduate students**

We continue to connect with students, through our strong relationships with schools, colleges and universities. We are working to support students in exploring careers in investment management whilst they are not physically in school, college or university. ***In response to this, we are developing short ‘video calls’ with employers enabling them to connect to small groups of students who are interested to know more about the organisation.*** This is both a great way for employers to support students during this time of uncertainty, and for employers to stay connected to a future talent pipeline. If you are interested to learn more please do let me know.

**Connecting with current Investment20/20 Trainees and Apprentices**

We will be communicating with our Investment20/20 Trainee community tomorrow. Trainees and Apprentices will be asked to complete their case study, if they haven’t already, as well as supporting our new social media campaign **#recruitingforpotential**. We will be 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 let us know if there are ways in which we can support you, your Investment20/20 Trainees or Apprentices, or those candidates in your recruitment pipeline.

With kindest regards,

The Investment20/20 team