Dear Member,

We hope that this email finds you well and that you have found our weekly updates useful to help inform your planning of your talent programmes.

**Virtual assessment centres**

Along with moving from face to face to real time video interviews, some Investment20/20 partner employers are also implementing virtual assessment centres. Over the last two weeks the Investment20/20 team have attended sessions on developing virtual assessment centres, and have explored across our community the different approaches being taken by employers.

**Supporting candidates in the recruitment pipeline**

Continuing our work in supporting candidates to Investment20/20 Trainee and Apprenticeship positions, our latest guidance deck on virtual assessment centres is now available. You can download this here (<https://investment2020.org.uk/application/files/8015/8634/6479/Preparing_for_virtual_assessment_centres.pdf>) and please do share with your candidates due to attend a virtual assessment centre.

**Update from Ofqual on exam and assessment arrangements**

On Friday 3 April, Ofqual provided further guidance to students on how grades for GCSE and A Levels will be calculated. In their letter to students Ofqual outline that teachers have been asked to provide two pieces of information per student, per subject. This information includes:

* the grade they believe the student was most likely to get is teaching, learning and exams had happened as planned, and
* within each subject, the order of students in the school or college, by performance for each grade. This will be used to help standardise judgements.

Schools and colleges have been advised to consider coursework, mock exams, classwork and homework and any other assessments during the student’s course. Grades should be released by the time the standard dates for GCSE’s and A Levels (mid-August), although Ofqual do mention they may release these slightly earlier. You can read the full letter here: <https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/877830/Letter_to_students_-_Summer_2020_grading.pdf>.

**Meet the Employer Video Calls**

Last week we piloted a ***Meet the Employer Video Call*** session with an Investment20/20 employer and a small group of year 13 students from our Think Investments and Work Experience programmes. We were keen to understand the impact of this session, and whether there would be appetite to roll these out as part of our virtual careers programme.

It went superbly well! The students were very engaged, there were no technical issues, and the employer was able to communicate their brand and opportunities effectively. Feedback from the students was overwhelmingly positive – and that they want more of them!!

This is a great way to continue to position your employer brand and the industry during this time where physical sessions and visits to schools and colleges can’t happen.

**Can you please support our Virtual Careers Programme? All you need is 45 minutes of your time, your own experience of working in the sector, some information on your organisation, and perhaps a Trainee or Apprentice to share their journey on the Investment20/20 programme.**

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.

Have a wonderful bank holiday weekend.

With kindest regards,

The Investment20/20 Team