

Feedback from DYW Jobs Roadshow at the Corn Exchange, Edinburgh on 4 March 2020.

Audit Scotland

www.audit-scotland.gov.uk Run a school leaver programme offering training in chartered accountancy. Duration is five years. Usually one or two opportunities per year. Open at the moment for applications. Closing date 15 March.

Selection procedure: 1. Online application
 2. Informal interview
 3. Possible second interview.

Busy Bees Childcare

www.busybeeschildcare.co.uk . Recruits childcare apprentices. Assessments are carried out in the workplace.

Selection procedure: 1. Online application form
 2. telephone screening
 3. Stay and play session followed by a Q & A session (No formal interview – it's the interactions in the workplace that count).

Edinburgh Guarantee

www.edinburghguarantee.org. Now accepts applications from West Lothian. Opportunities usually also advertised with DYW.

M&G (formerly Prudential)

www.mandg.co.uk

Vacancies advertised on www.apprenticeships.scot

The M&G apprenticeship programme runs for 13-15 months and offers placements in Digital Marketing, Sales, Finance, Information Technology, Risk and Marketing. Apprenticeships will be advertised from 16 March and will be based at their two new offices at South Gyle. All training is inhouse and will be provided by either QA or BPP. Salary is £17,000 per annum and there's some flexibility to work from home (60-70% in office, other time can be home-based).

Selection procedure: 1. Online application form
 2. Telephone interview with training provider
 3. Online assessment: motivational and numerical. There's also an extra assessment for accountancy.
 4. Video interview (solo)
 5. Assessment Centre – Group exercises and competency based interview.

Forestry and Land Scotland

www.forestryandland.gov.uk

Vacancies are advertised on the .gov website, on facebook and twitter. Over the summer they are expecting to have a mechanical engineering (land based) opportunity and other opportunities in trees and timber and forest crafts. Training is usually by block release (but it depends on the framework).

Selection procedure: 1. Online application form
 2. Assessment centre with a group exercise and a practical exercise, followed by an interview (3 on the interviewing panel). Company is looking for the right attributes, attitude, keenness, work experience and aptitude.

Clark Contracts

<https://clarkcontracts.com>

Will be recruiting apprentices for the construction trade in the next two months. Apprentices will be paired up with a mentor who will (hopefully) pick them up to go to the jobs. Induction takes place in Paisley. Block release is to the nearest local college that offers training in the construction trades. There is no minimum qualification criteria. Apprentices are usually 16-19 but they will consider older candidates.

Selection: 1. Aptitude test
 2. Interview

Clark contracts will also be recruiting trainee quantity surveyors – study at university.

Selection: 1. English, maths (numerical estimation) and problem solving aptitude tests (diagrams).
 2. Interview

Candidates can score low but still pass the interview and be offered employment if they show ambition, drive and confidence.

Scottish Water

www.scottishwater.co.uk

Currently advertising apprenticeships and expect to offer more soon. Can receive 2,000 applications for one job. Company also updates their Facebook page with vacancy info.

Selection procedure: 1. Online application form
 2. Video interview (solo)
 3. Half day at assessment centre which will involve verbal, numeric reasoning, problem solving and maths aptitude tests.

MacTaggart Scott, Loanhead

www.mactag.com

Currently has ten vacancies for apprentice CNC machine operators and apprentice assembly fitters.

Selection procedure: 1. Application form
 2. Aptitude test
 3. interview
 4. Possible 2nd / 3rd interviews

Glenmorangie

<https://www.glenmorangie.com>

54% of the Glenmorangie workforce is due to retire in the next 5-10 years. To bring in new talent, the company now runs its own academy. They are planning to take on six apprentices after summer and SVQs will be offered in spirits and operations, and there may be the opportunity for go on to study to graduate level (for the right person). Areas of study can include business, electrical, mechanical, brewing and distillery, measurement and instrumentation.

Recruitment is via DYW. Applicants need to be 18+ - the oldest they have is 28.

Selection procedure: 1. Application form
 2. Site tour
 3. Assessment Centre
 4. Team Challenge and 1:1 interview
 5. Getting to know you session

More emphasis is given to the candidate's personality rather than the content of their CV.

Edinburgh Council

www.myjobscotland.gov.uk/councils/city-edinburgh-council/jobs

Although Edinburgh Council's foundation apprenticeships are ring-fenced for Edinburgh residents, their Early Learning and Childcare apprenticeships are open to West Lothian. The apprenticeships take two years to complete and the pay is £14 – 15k pro rata. Applications will open in April. Successful applicants start in August and are employed in term time positions in child and families centres or school nurseries. Training involves a half day per week day release to Wester Hailes Education Centre.

Selection procedure: 1. Online application form
 2. Interview at Waverley Court (this usually takes half an hour)

Spire Healthcare

www.spirelookingafteryou.co.uk

Only employ 16-19 year olds in their medical records department and in catering. Zero hour contracts are offered, with hours of work mainly evenings and weekends. Spire offer shadowing and work experience opportunities.

Historic Environment Scotland

www.historicenvironment.scot

Will be recruiting nine apprentices in the summertime. MAs will be offered in cultural venue operations and will be advertised on www.apprenticeships.scot. They are two years duration and will be (mostly) customer facing.

Selection procedure: 1. Online application (managed by Reward Training)
 2. Competency based interview. Company will be looking at capabilities and behaviours. Also looking for people who will go the extra mile to deliver excellent customer service.

Morgan Sindall

www.morgansindallgroupcareers.com

Planning to recruit apprentice quantity surveyors, civil engineers and site/construction managers in the summer. Will accept applicants aged 16+. Candidates can register for alerts. Apprenticeships will take 4-5 years with day release to Heriot Watt University.

Selection procedure: 1. CV
 2. Interview with operations manager

Schuh

www.careers.schuh.co.uk

Will be opening a new children's store in Almondvale Centre (in the old Specsavers store). Currently employs school pupils from Inveralmond, Deans, Bathgate and Whitburn in their call centre in Deans. Accepts applications from young people aged 16+.

Blue Arrow

www.bluearrow.co.uk

Currently recruiting for business banking administrators and business banking advisors at Lloyds Bank on a temporary basis. Applicants need to be 17+.

Lloyds Banking Group

www.lloydsbankinggrouptalent.com

In addition to Blue Arrow, Lloyds is also carrying out its own recruitment.

Selection procedure: 1. Online application form
 2. Interview – will involve 1:1 and two role plays.

Interview is competency based and they are looking for examples from applicants of working in a group and delivering great customer service. It would be beneficial for applicants if they can give

examples of putting the customer first before themselves. Customer service examples can include situations like voluntary care of the elderly rather than paid employment.

Must be 16+. No qualifications required.

ICAS

www.icas.com and www.becomeaca.org.uk

Training opportunities for school leavers appear on the ICAS website. At the moment they are advertising opportunities for Chiene + Tait and EY. 150 companies use the ICAS site but mostly to advertise graduate vacancies. School leaver opportunities are advertised from November / December onwards. RBS does not advertise on the ICAS site, but do also recruit CA trainees. Employers advertise directly on the ICAS site. They do not get involved in recruitment.

HMRC

www.gov.uk

HMRC is opening a new office in Edinburgh. They intend to recruit apprentices for their Operational Delivery Apprenticeship Scheme.

Selection procedure:

1. Online application
2. Online multiple choice, written communication and psychometric tests
3. Interview

The Civil Service also operates a fast track apprenticeships scheme. Any available opportunities will be advertised on www.gov.uk/government/organisations/civil-service-fast-track-apprenticeship. There are six schemes covering policy, business, commercial, digital, data and technology, finance and project delivery.

Mulholland Contracts

<https://mulhollandcontracts.com/careers/apprentice>

Currently recruiting apprentice groundworkers (laying foundations, roads, slabbing, pipeworks). Have been told this a rolling recruitment. Applicants must have sat and passed the CSCS test before applying (although this isn't mentioned on the vacancy page). Company is currently working at 40 different sites throughout the central belt, Edinburgh and Fife. Training will take place at Edinburgh College (Granton).

Selection procedure:

1. Apply
2. 1:1 interview

Baillie Gifford

www.bailliegifford.com/apprenticeships

Currently recruiting for their 2020 Modern Apprenticeship programme. Closing date 15 May. Vacancies advertised on company website and www.apprenticeships.scot. This year the opportunities are in information systems, finance, human resources and travel team. Hoping to recruit one apprentice for each business stream.

Selection procedure:

1. Online application form
2. Interview

Standard Life Aberdeen

<https://www.standardlifeaberdeen.com/careers/early-careers/investment-2020-trainees>

Will be recruiting trainees in May for their Investment 2020 Schoolleaver Programme. Age = 16+. There will be 'batch' recruitment where all trainees start at the same time.

Selection procedure:

1. Apply online
2. Game on mobile phone
3. Telephone interview
4. Assessment Centre

University of Edinburgh

www.edin.ac/youth-talent

Apprenticeships will be advertised from May 2020. It is planned that opportunities will be available in business admin, life sciences, creative and digital marketing, IT and telecommunications, customer services, accountancy, hospitality, projects and facilities. Age = 16-24 years. Opportunities advertised on www.apprenticeships.scot and the Edinburgh Guarantee.

Selection procedure:

1. Online CV
2. Sift via training provider
3. Interview and tour

McLaughlin & Harvey

www.mclh.co.uk

Plan to advertise their trainee scheme in June. Recruit trainees for civil engineering, quantity surveying, estimating and construction management. Currently have three projects running in Edinburgh – at Edinburgh University, St Crispin's ASN School and the new Moxy Hotel in Haymarket. Looking to take on eleven apprentices. Inductions will take place in Glasgow (2 days) and Belfast (1 day). Accommodation, travel and food allowance paid by company.

If a trainee is on a job that is more than two hours away from home, company will pay accommodation costs. Study is still being organised and may be Glasgow Caledonian University or Heriot-Watt University (depending on apprentice location). Age = 16+.

Also subcontract for the trades. Advertise on www.joinedupforjobs.org

Venesky-Brown

www.venesky-brown.co.uk

This company is an employment agency. They advertise vacancies on Facebook, Instagram, their company website and Go Construct. Will accept applications from 16-19 year olds who are looking to move into construction, office based roles and sales. Have advertised apprenticeships in the past. Company covers all of the UK. Even if they do not have a suitable vacancy, they are interested in hearing from young people.

Selection procedure:

1. Register on website
2. A staff member from Venesky-Brown will call.

NHS

www.nhs.scot.nhs.uk

Run three campaigns a year for modern apprentice clinical support workers. They have just finished advertising their first campaign – the dates for the other two are 1 June – 12 June and 14 September – 25 September.

Selection procedure:

1. Online application form
2. Information session which will result in a shortlist being drawn up
3. Selection day – this is a full day and includes a 1:1 interview, literacy and numeracy tests and a group activity.