

NEW STYLES OF APPRENTICESHIP RECRUITMENT

Lots of companies are using new technology as part of their apprenticeship recruitment process. Read about some of the latest methods below:

ADAPTIVE TESTS (COMPUTERISED ADAPTIVE TESTING)

These short on-line tests that can last around 6 minutes adapt to how quickly you answer. The more that you get right, the more difficult the questions will become.

They can include numerical reasoning and verbal reasoning as well as critical thinking. Most employers using these tests, will have some sample tests available on their site. If they don't, you can search on the internet for free practice tests.



SITUATIONAL JUDGEMENT

A situational judgement test is a type of psychological aptitude test that assesses your judgement for solving work-related problems. The test will give you an example of a workplace scenario and present you with three or four options. You must select what you would most and least likely do in that scenario. They will typically link to the organisation's competency framework (which you can usually find on the company website).

BEHAVIOURAL QUESTIONNAIRE

These questionnaires focus on how you like to work. They are not concerned with your abilities, but how you see yourself in how you relate to others, your approach to problems, and how you deal with feelings and emotions. With this assessment, there are no right or wrong answers.

It will be very specific to the organisation's competency framework. You will be able to see the kinds of behaviours that the employer expects from their employee

