

Let's go virtual!

Apprenticeships recruitment 2021

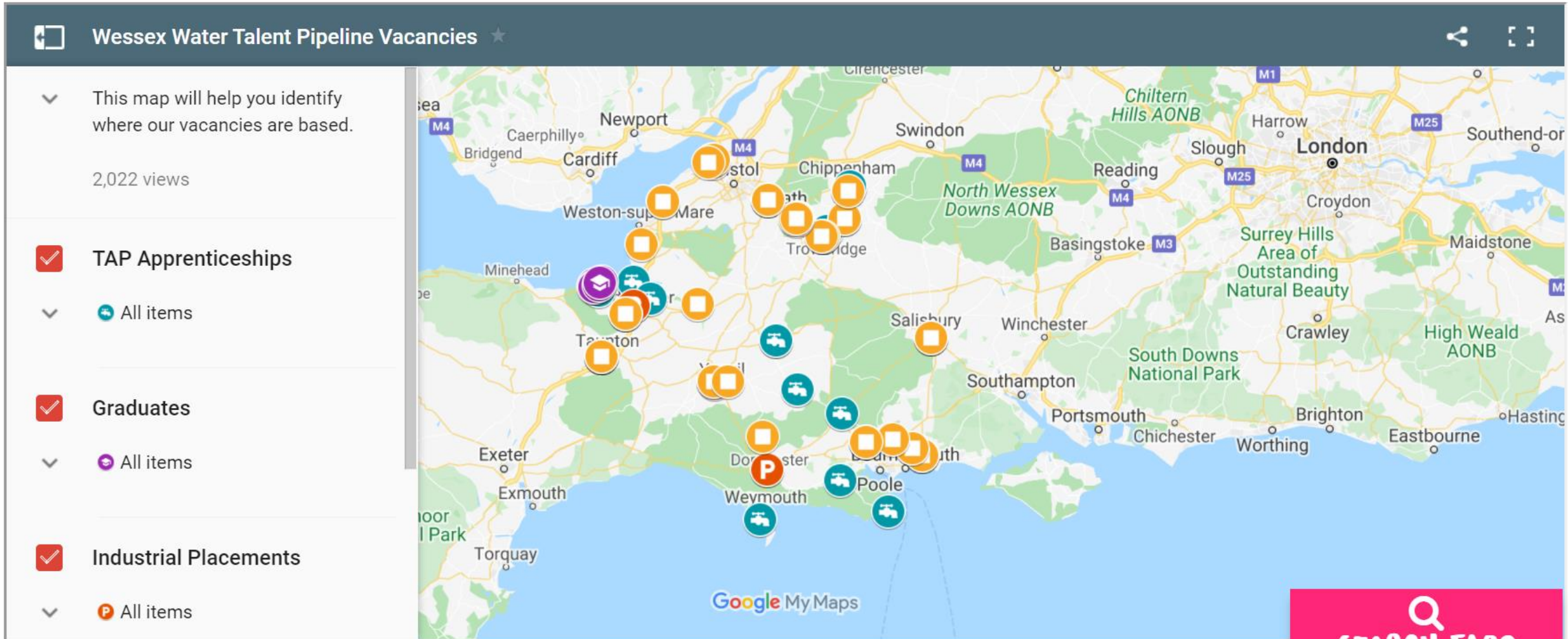
Becca Thurston: Early Careers Manager

Wessex Water

YTL GROUP

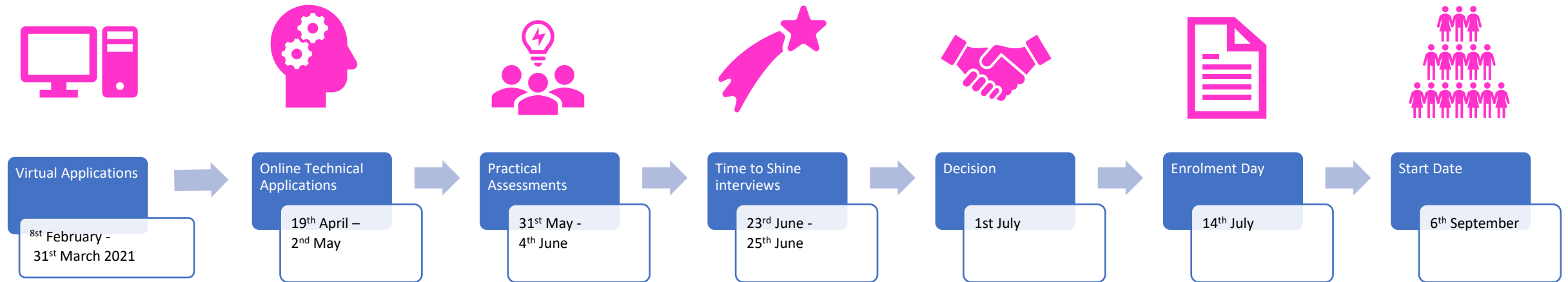


Overview



 **SEARCH FAQs**

Talent on TAP



Virtual application



Multiple choice questions

Linked to work skills

Values

Work environment

Team work

Transport & location

Education

Widening the workforce

Allows quick sifting

More relevant than CV

10. Using the same list, which are least like you, and you'd like to improve on. Again, just pick 5 *

- If I say I'll do something, then I do it (reliable)
- People often talk to me about problems (good listener)
- People trust me with belonging and secrets (trustworthy)
- If there are instructions for something I like to read them (logical)
- I like a good laugh (fun)
- I struggle to talk in groups of people (shy)
- I like to be around people (sociable)

17. I like to work at a desk *



18. I'd like to work the following types of hours (please tick all that apply) *

You will not be required to work overtime/standby/out of hours until you have completed 75% of your apprenticeship.

- Monday to Friday
- Weekends
- Nights/Out of hours
- Standby/Call out
- Overtime

Transport & Location

51. How long are you prepared to take to get to work? *

	15 minutes	30 minutes	45 minutes	1 hour
Walking	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cycling	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Using public transport	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Driving	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

52. List the towns that you can easily get to for 8am on a week day morning: *

54. What was your favourite subject at school/ college/ university and why? *

Enter your answer

55. What was your best subject at school/ college/ university and why? *

Enter your answer

Does this job appeal?

Construction Operative

Our in-house construction team is made up of operatives and site managers who build and maintain our assets.

For full details visit: www.wessexwater.co.uk/careers/early-careers/apprenticeships/technical-apprenticeships/construction-operative

This role is one of our more physical apprenticeships.

Each day you'll be outside labouring and getting your hands dirty on one of our large scale construction projects.

One day you could be doing excavation works or kerbing; the next day you might be being briefed on the next big project or making an inspection chamber. Each day will bring new challenges and you will be given new learning experiences.

Training for this post will be across all aspects of our practical construction business to ensure you become a multi-skilled, knowledgeable construction operative.

27. Does this role interest you? *

- I'm interested
- I'd like to know more
- Not interested

28. Do you think you could do this role? *

- I can do it
- I can learn to do it
- I don't think I can do it

Widening the Workforce

Widening our workforce

It's very important to us that our workforce reflects the community we serve. We constantly strive to improve the diversity within our work place. In answering these questions, you will help us to make sure we're reaching a wide range of audiences and supporting our applicants to ensure they can reach their potential.

Your responses to these questions will not affect your application, but will help us put in any support required throughout your application.

6. Do you have someone who can offer support and guidance throughout the recruitment process? *

Yes

No

7. Would you like a recruitment mentor to offer support and guidance throughout the recruitment process? *

Yes

No



Social Mobility
PLEDGE

Technical online assessment



- Specific to work area
- Based on internal iLearn model
- Designed by managers
- Allow knowledge assessment

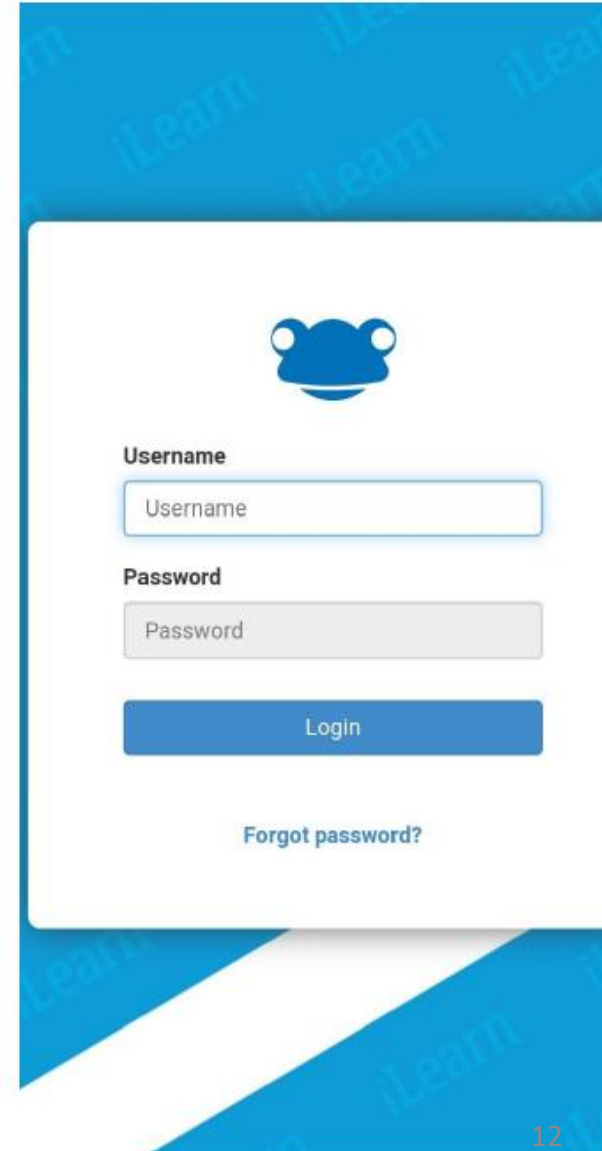
Frog is owned by Wessex Water's parent company YTL. It was originally designed as a schools education platform but the Training and Development team at Wessex Water has been working closely with them to develop the platform into a professional training portal.



Visit [Frog](#) website

Our in house training platform used to train our employees on a variety of different topics from mental health to chemical delivery training.

Two way process; you will learn about our roles and we will learn about you.





Welcome to *iLearn*

My Learning

Catalogue

Calendar

Help

Feedback

Me

My Learning

Search

Sort By - Default

All Categories

Status - To Do

Mandatory

The screenshot displays a 'My Learning' dashboard with a search bar and filter options. Below, six assessment cards are shown, each with a 'Due in 2 days' badge and a 'Not Started' status. The cards are:

- Utilities apprenticeship... Welcome to your online assessment for our utilities apprenticeship.
- Water process technician... Welcome to your online assessment for our water process technician...
- Mechanical and electrical... Welcome to your online assessment for our M&E and EM&L...
- Engineering and sustainable... Welcome to your online assessment for our engineering and...
- Construction operative... Welcome to your online assessment for our construction operative...
- Science apprenticeship... Welcome to your online assessment for our science apprenticeship.

Different modules for different apprenticeships.
Can select which modules to send to which candidates.



Water process technician assessment

Not Started

Welcome to your online assessment for our water process technician apprenticeship.

This is an opportunity to learn more about the apprenticeship, the possible roles that you could be doing, and complete a series of short assessments.

First things first, you will need to read through the water process technician apprenticeship flyer. This will give you all the information you need to know about this apprenticeship.

As our water process technician apprenticeship is made up of many areas, your activity will include five parts:

- Sewerage
- Leakage
- Production
- Distribution
- Water recycling

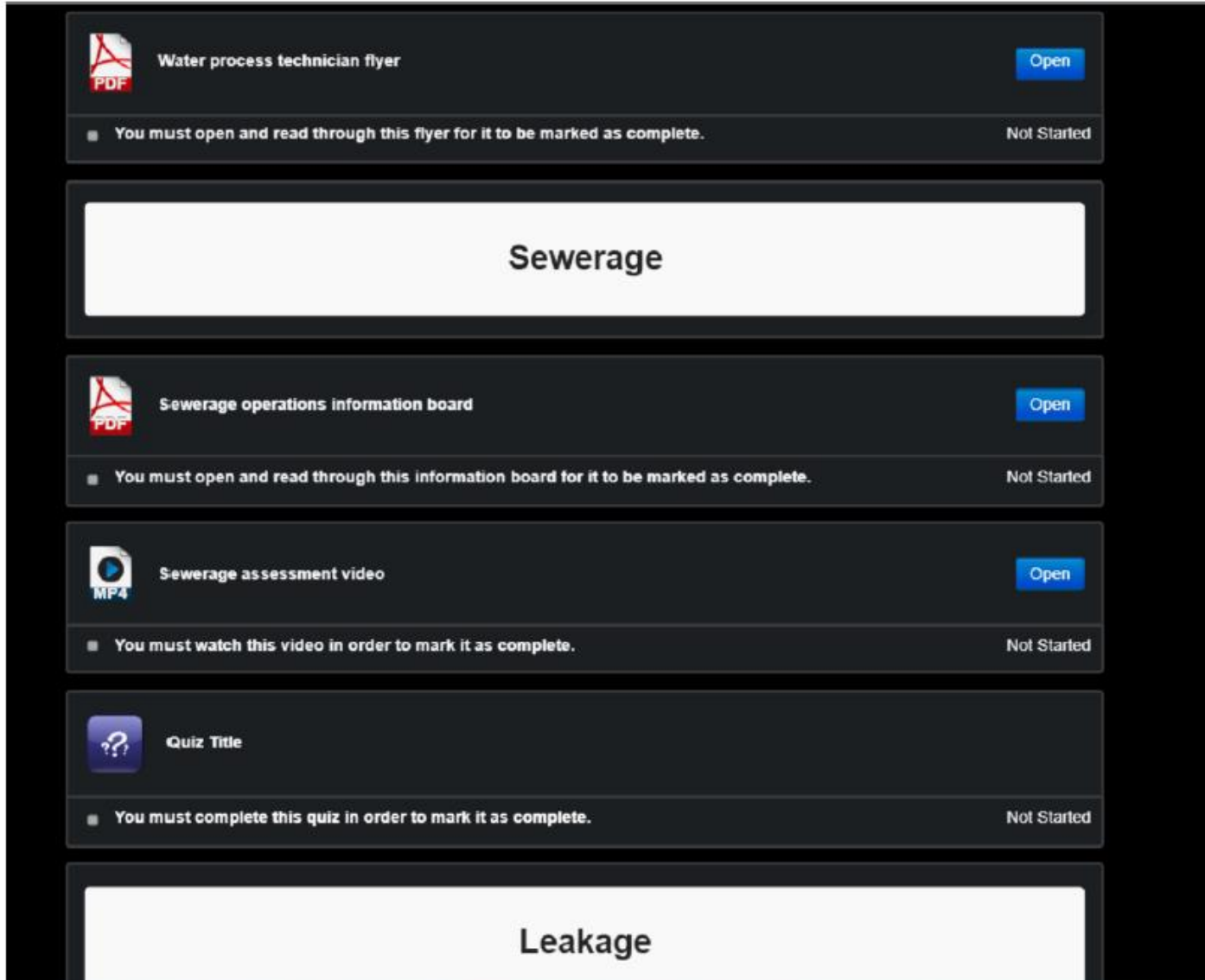
Each part will include:

- an information board for each department
- a video from each team within utilities showing you what they do day-to-day
- an individual assessment set by each team

This assessment will determine whether or not you move onto the next stage of recruitment.

We hope you enjoy our presentations wish you the best of luck with the assessments!

Content



The screenshot shows a learning management system interface with a dark background. It features a list of tasks for two categories: 'Sewerage' and 'Leakage'. Each task entry includes an icon, a title, a description, and an 'Open' button. The 'Sewerage' category has three tasks: a PDF flyer, an information board, and an assessment video. The 'Leakage' category has one task: a quiz.

Category	Task Title	Description	Status
Sewerage	Water process technician flyer	You must open and read through this flyer for it to be marked as complete.	Not Started
	Sewerage operations information board	You must open and read through this information board for it to be marked as complete.	Not Started
	Sewerage assessment video	You must watch this video in order to mark it as complete.	Not Started
Leakage	Quiz Title	You must complete this quiz in order to mark it as complete.	Not Started



Documents
Flyers
Factsheets



PR Videos
Apprentice
Videos



Spot the hazard
Multiple choice
Tests/ exams – auto marking!
Fill in the blanks
Watch a clip and answer questions
Prioritising/ ordering

Content: example Questions

Reinstatement quiz

You have just turned up to a job. You have read the risk assessment, and the job was explained to you that morning.

After arriving on site and having had a look at the job, you feel that it would be unsafe to start work.

What would you do?

Phone your supervisor for advice.

Leave that job and go on to the next one.

Start the job anyway.

Question 1/10


Pause Skip Check Answer

Repair and maintenance - supply quiz

Below is an image of a workshop.

Find 5 hazards in this picture.

List them and explain how they could cause harm.



Type your answer here.

Leakage quiz

Please list in order of preference:

Working in an office

Working outside

A combination of both working in an office and outside

1 2 3

Leakage quiz

How would you describe yourself with the use of technology?

Advanced IT skills, able to use Microsoft packages unaided and to an advanced level

Able to write software programmes

Interested and have a basic knowledge

Not really interested in technology

Very interested and keen to learn new software packages

Technical practical assessments



- Specific to work area
- Based on previous assessment centres
- Completed on power app for quicker sifting
- Allow skills assessment

Virtual Work Experience

- We weren't prepared in terms of budget
- Want to be strategic
 - Working with connectors

• Careers and Enterprise Company	• Tomorrow's Engineers
• Engineering UK	• Local schools and colleges
• Local Enterprise Partnerships	• Training provider networks

- Meet the 'meaningful' of Gatsby benchmarks
- Pilot with Devizes school
- Talent on TAP: Live

Virtual Work Experience

Creating a virtual work experience (VWEX) portal:

A site for students, teachers, and parents to access at their leisure to download classroom or project materials, work through virtual activities, watch videos, read blogs and complete projects at their own pace that strive to explain the career opportunities within the water industry. Content should be created with both a technical and industry specific view as well as an employability perspective (CV development and interview skills). This will require the creation of a platform as well as the production of interactive content – imagery, videos, activities.

Live virtual engagements – via Microsoft Teams:

A range of **off-the-peg technical projects** designed for different academic levels will be ready to deliver; we will lead classes/groups through a technical project to replicate a real-life working project and the processes involved.