

Research, Research, Research

Where to start

What to look for

- An understanding of what the organisation does
- The company values; what does the organisation say about their employees, their stakeholders and their aims?
- Do their values stand out compared to other companies?
- What do they say about their apprenticeship programmes? Do they speak about progression, support and the value of apprentices to their business?
- What do their employees say about them? Have they got any quotes or testimonies from apprentices about what its like to work there?
- Get to know the history of the company. This can be invaluable ahead of an interview.
- What projects or organisations are they working on/with?
- Look at the vacancies page. Take a look at the kind of roles they offer throughout the year.
- Read the job descriptions in full. Gain an understanding of what they are looking for across their applicants.
- Does the vacancies page explain the recruitment process? Is there an option to sign up to be notified when new vacancies are live?



Step 4: Other considerations

Your child will also have other factors on their mind when it comes to choosing an employer they might like to work for, from how they would get there, the type of industry they would be in to what size a team they want to work in. It is important that they look into these questions when considering employers so that they know if the vacancy is suitable for them.

Help your child to start thinking about some of their preferences by considering some of the questions below:

TRAVEL

- How far away and how long are they prepared to travel?
- How will they get there?
- How much will traveling cost them?

STYLE OF WORK

- Do they want to be indoors or outdoors all day?
- Do they want a variation of practical and office-based work?
- Do they want to be customer facing?

HOURS

- Are they happy to work shift patterns?
- Would they prefer the same hours every day?

SIZE OF ORGANISATION

- Would they prefer to be in a larger or smaller organisation?
- What are the benefits of both?