

## Questions & Answers from the EY Future Skills Webinar Answered by Harriet Jones, Student Recruitment Advisor at EY

### Skills

#### Are these skills ones that you will develop in the workplace, or do you have to have acquired them beforehand?

Although you may be new to the working world, you may have already started to develop the 5 key future skills we discussed. For example, playing in a sports team or helping to organise events at schools will give you the chance to collaborate with others.

#### How can I make myself stand out from the crowd aside from using my previous unique experiences to depict my skills?

A great way to stand out from the crowd is your commercial awareness. To do this, you can keep up to date with current professional services news, as well as all the key updates from EY. By doing this, you will be able to effectively advise our clients – a skill that is vital when working at EY.

#### How do you resolve a conflict?

When dealing with difficult situations it is important to remain professional at all times. The type of conflict will determine how you should deal with it but as a general rule you should always make sure that you listen to all parties involved to make sure you have the necessary information to make a decision. Try to keep an open mind to other people's points of view and work towards finding a compromise that suits all parties.

#### How easy is it to obtain these 5 skills?

The best way to develop your skills is to get experience in situations where these skills are essential to succeed. For example, you could develop your ability to solve complex problems by getting involved in school projects or activities that you currently find challenging. By doing this, you will push yourself find solutions, and therefore strengthen this particular skill.

#### How to be self-disciplined without burning yourself out?

With any task, whether it be your working day, or studying for an exam, preparation is key. To ensure you finish all your tasks in a timely manner, make sure you have a good understanding of timescales and prioritise your work accordingly. Managing your time efficiently will allow you to have a good work/life balance.

#### To school leaver. What creative idea did you come up to be more effective in your task?

Maayon had a great example in the webinar of how he used creativity in Audit, please listen back to the webinar for more insights.

#### I am not good at multi-tasking; how do you deal with being bombarded by multiple concepts at the same time?

The key to multi-tasking is time management. For each project you are working on, understand what the priorities are for each day and each week, and map out when you will

complete each task. By doing this, you will be able to keep on top of all of your projects and ensure you are keeping to any deadlines set.

### **How to not get shouted down when lumped into a flock of sheep where individual will, qualifications and personality don't matter?**

Standing out from the crowd can be difficult when in a big group and you want to make sure you are getting recognised for the right reasons. It's not always about being the person who shouts the loudest. In a group situation, like in an assessment centre for example, don't speak for the sake of speaking. Make sure your points add value to the conversation and don't be afraid to back up your idea if you get push-back from others in the group. It's important to be yourself and play to your strengths, don't try to transform into something that you think is the 'ideal', as this will come across as unauthentic.

### **What are the key transferrable skills that will not necessarily be developed in university but will be needed in the workplace?**

You should be able to develop all the transferrable skills you need to be successful in work whilst in education. Any projects you work on, societies you join, or part time jobs you have, will allow you the opportunity to develop yourself.

### **Which of these five skills are the most sought after in an employee?**

The five key future skills have equal weighing, one is not more important than the other. To find out more about future skills, please go to our website:

<http://ukcareers.ey.com/schools/futureskills>

## **General**

### **How important is the 'my profile' section in a CV?**

The 'my profile' section is a great place to highlight your key skills and experience, as well as why you are applying to a role. Remember to tailor this section to the role you are applying to.

### **How is EY different from Deloitte?**

In essence, there aren't huge differences between the type of work the 'Big 4' do, however the culture and company values at each firm will vary. It's important to do your research and attend events where possible to give you the opportunity to learn about the company and meet current employees. This will help you to choose the company that's right for you.

### **If you aren't exactly sure what you want to do as a career what would you suggest when deciding whether to do an apprenticeship?**

Apprenticeships are offered in a wide range of sectors, not just business/finance, so it's all about doing your research to see if there's an apprenticeship opportunity that appeals to you. Also, you don't need to choose one or the other, you can apply to both apprenticeships and university. You can then make your decision once you know all of the avenues open to you.

### **Would you say working is more like uni or school?**

In short, neither! The world of work is often a whole different ball game. However, the skills you learn at school/uni will help to prepare you: teamwork, time management, adaptability etc. Extra-curricular activities that allow you to take on new responsibilities are also really helpful!

### **What roles are there in the company for people who enjoy Economics? Any specific interview tips?**

An understanding of economics will be beneficial in several areas of our business. The maths element lends itself to Assurance (our audit area), but the problem-solving skills would also be helpful in Consulting or Transactions. I would recommend researching our 4 service lines: Tax, Assurance, Consulting and Transactions, to see which area sounds most appealing to you. You can also try our new game EYandYOU, which will help here:

<http://ukcareers.ey.com/EYandYOU>

For interview tips please see our website: <https://ukcareers.ey.com/schools/how-to-apply/application-tips/top-tips-for-school-leavers>

## **Opportunities**

### **Any insight days or work experience programmes for year 13's?**

Our EY Choices open evening is open to year 13's and is a great way to learn more about the business and our programmes, as well as having the opportunity to meet lots of current apprentices and hear about their experience. For upcoming events, please see here:

<https://ukcareers.ey.com/schools/events-and-contacts/events/face-to-face-events?>

### **How can I at first year of A level become a candidate that the Big 4 would look for in the future?**

Start to build your network and grow your profile early on by attending events at the companies you're interested in. Please see upcoming events at EY here:

<https://ukcareers.ey.com/schools/events-and-contacts/events/face-to-face-events?> In

terms of skills anything that will help you to gain responsibility and enhance your people skills will be a great help. This could be through extra-curricular activities, volunteering or work experience.

### **What is more important grades or work experience? Is work experience even credible?**

At EY specifically, we do not have any grade requirements for our programmes, however it's important to still work hard to achieve your full potential. Work experience is a great way to develop skills that will be useful in the work place. Experience does not necessarily need to be in the sector you are interested in; any experience that gives you the opportunity to take on new responsibilities, develop teamwork/communication skills or take a leadership role will be helpful.

## **Qualifications**

### **Does it matter if the qualifications are over two sittings?**

The minimum requirement for our apprenticeship is 3 A levels or equivalent – these do not necessarily have to be gained at the same time. Entry requirements will vary company to company, so it's important to check your eligibility before starting an application.

### **How important are GCSE's at firms like EY?**

We have removed academic criteria from our requirements, so we won't look at your GCSE grades. That being said, if accepted onto our programme you will continue to take exams to obtain your professional qualifications, so being able to detail any learnings from your GCSE's around how you set out your revision/prioritised your time will be helpful examples during the interview process. Entry requirements will vary company to company, so it's important to check your eligibility before starting an application.

### **What is more important: GCSE/A Level grades or the subjects taken?**

We have removed academic criteria from our requirements, so we won't look at the grades you achieved at GCSE or A Level. You are also able to apply regardless of what subjects you chose e.g. you don't need to be studying Maths & Accounting! It's more important to choose subjects that you enjoy and are interested in, by proxy you're more likely to be more successful with these subjects and you'll gain more by spending your time studying a subject you are enthusiastic about. At EY, we assess you based on your strengths (something you do well, do often and enjoy doing) because we want to make sure that your strengths are aligned to the type of work you will be doing in the company. We believe that this will benefit both us and you, the individual, helping you to have a more fulfilling career.

### **Why are EY lenient when it comes to grades nowadays?**

We removed our grade requirements to increase our talent pool and the diversity of our workforce. We believe that having a diverse range of employees working for the firm will improve the service we are able to deliver to our clients. Our application process is designed to ensure that we recruit the best talent, so don't be fooled into thinking the process will be easy as we don't have grade requirements! We still want to test you and make sure you're the best candidate for the role, as well as allowing you to see whether we're the right firm for you!