



THE QA RECRUITMENT SERVICE

When it comes to hiring the correct apprentice for your company, a recruitment partner with hands-on experience is invaluable. Someone like QA who has been working with young people in Scotland for over 10 years. Every year we successfully place around 1,000 young people with employers like yourself. Our recruitment service is second to none.

Our Recruitment Model

1

Niche focus

Because we only work with young people, we understand how to select for potential. This specialist knowledge allows us to match your needs with the correct young person. Each vacancy is distinct, and we seek out individuals who fit into your company ethos and bring enthusiasm and commitment to their apprenticeship training.

2

Professionally written job adverts

Our Account Managers work with you to define the role. A professionally copy written advertisement is placed on no fewer than seven job sites as standard. This can extend to 11, and your job further promoted to bring in more candidates.

3

An unrivalled talent pool

20,000+ candidates in Scotland apply to join our apprenticeship programmes every year. In addition, we have a robust pipeline of candidates from our school and college careers fairs. Our Ambassador programme also allows candidates to engage with people currently on an apprenticeship with QA to bring the experience to life.

4

Go Live within 24-48 hours

Our Service Level Agreement ensures your vacancy is advertised within 24-48 hours from copy submission.



5**All the major recruitment platforms**

We leverage platforms such as Adzuna, Apprenticeships.scot Indeed, UCAS, Monster, Reed, Careermap, Milkround, NotGoingToUni, and GetMyFirstJob to ensure maximum visibility. This increases our chances of finding the perfect fit.

6**Leveraging the power of social media**

In addition to job boards, we understand the power of social media in reaching and engaging with potential candidates. By leveraging platforms like LinkedIn, Instagram, Facebook, TikTok and Twitter, we can tap into our substantial social following of over 74,000 followers.

7**Working with strategic partners**

Strategic partnerships with organisations such as DYW Scotland (Developing the Young Workforce), career networks, youth groups, local authorities' employability services, and Jobcentre Plus ensure job opportunities are visible to a diverse pool of qualified candidates.

8**Candidate Screening**

Our 6-strong recruitment team screens every single applicant for your open vacancy. We estimate, to select the best young people to put forward for interview, that we screen an average 20 candidates for each vacancy. Screening is robust, averaging 30 minutes per candidate.

9**Profile Building**

To save you time and expense, our recruitment team works with suitable candidates to build a profile that helps you understand their outlook and what they can bring to your organisation.

10**Interview Preparation**

Young people are often inexperienced at interviewing. To help you gauge their potential our team of account managers prepare them for interview. We also handle feedback after interview.

⇒ The Recruitment Contribution

Our recruitment service is not covered in the funding received from Skills Development Scotland (and there is a lot involved in finding the right people for the right roles!)

As a general rule, recruitment agencies charge between 15% and 20% of a candidates first annual salary. It costs QA approximately £1,700 per candidate recruited. Should you wish to utilise our services, we would ask for contribution towards this. Your Account Manager will be happy to discuss this further with you.

You can of course recruit someone yourself, provided they meet the correct criteria.



⇒ Our Guarantee

This contribution is only payable once a successful candidate has started in the role. If, for whatever reason, the apprentice leaves within the first three months, we will replace free of charge.