

Hey. I'm Sarah and I work for EmployAbility.

We support talented, neurodivergent and disabled students and graduates to ensure a level playing field when applying for roles.

We are so proud to be partnering with the FCA for the 16th year running. The FCA partners with us to ensure that disabled applicants are provided with the highest level of individualised and free support for their internship and graduate programmes. This is part of the FCA's commitment to being a Next Generation Inclusive Employer with genuine, barrier free access to roles. This means that your disability, neurodivergence, or health condition, whatever form it takes, will not have any detrimental impact on your chances of success through the recruitment process. And as part of this commitment, it means that we at EmployAbility will support you throughout.

We are here to discuss and advise you on any adjustments you may need. We will then advocate these on your behalf to the FCA, so that you can focus on demonstrating your skills and competencies in the tasks involved.

I, along with my colleagues, will be here to help you throughout the process.

There are four different steps to the FCA application process. You need to get through each stage before you progress to the next one.

I will go through each of these steps now, and explain how we can support you at each stage, and the sorts of adjustments that can be made.

So the four steps are: Step one. This is the online application form. This includes personal education and employment information. It's important that all of the information is correct: your grades, dates, email address, contact number, university information and so on.

My advice is that you double check everything before submitting your application.

Usually there are no adjustments required for this stage of the process, unless you have mitigating circumstances which may have impacted your profile compared to other applicants. For example, your disability has had an impact on the grades you were expecting or how long you've taken to complete your degree, or your ability to gain work experience. If so, you should have this on the application form.

Remember, you can contact EmployAbility to get advice on how best to word this type of statement, should you need help.

Step two: Captivate. This is an online strengths-based assessment test. Strengths-based assessments explore what motivates and energises you

rather than placing too much emphasis on what experience you might have in certain areas. The captivate assessment is designed to help you learn more about the type of work you might do if you were successful, and helps the FCA understand if you'd be a good match.

The assessment includes behavioural and cognitive assessment questions to understand how you behave in and approach a range of situations, as well as assessing your data literacy skills that are important for the role. You can also expect questions on logical, numerical and critical reasoning.

Before taking part in your online test. We recommend that you visit the FCA's assessment partner's Preparation Hub for advice and guidance and strengths-based assessments, and to complete some practice, behavioural and cognitive assessment questions. The assessment partner is Cappfinity and you can find the link to the preparation Hub in the application process information on the FCA Early Careers page.

Some important information. The online assessment itself is not timed, although the expected time to complete it is around 40 minutes. But please don't worry if you need longer than this to complete the assessment. The time you take is not scored or taken into account. You can take a break whilst taking the test and take your time to complete it, if you need to. However, you will have a deadline of five calendar days to complete the assessment, once you have received the online test invitation. If you require more time to complete the test, need an alternative format or any other adjustments? It is very important you contact the EmployAbility team before you start the test.

Step three: Simulate assessment. The simulate assessment is a behavioural assessment that includes video responses, giving you a great opportunity to show the FCA more about you as an individual. The assessment provides an insight into the type of work that takes place at the FCA. This assessment includes both timed and untimed elements and will take approximately 50 minutes to complete. You have seven calendar days to complete the test.

Possible adjustments. The video responses are timed, but you can have the time extended should you need more time to formulate and/or deliver your answers. Although it is recommended that you submit the completed assessment as soon as you can. You can also be provided with a few additional days to complete this. Importantly, you still need to make sure that you submit your answers before the overall deadline.

If you need advice or support for this stage, please contact EmployAbility and we will be able to advise you.

Step four: The assessment centre. Once you have successfully completed these earlier stages, you will be considered for the Assessment Centre.

There are a limited number of spaces at the assessment centres, and therefore not everyone can be invited.

Whether or not you are selected for the assessment centre will depend on your overall performance across the earlier stages in the process. So it is important you put effort into each one.

If you are selected for an assessment centre, EmployAbility will work with you to discuss your adjustments for the exercises involved. Assessment centre exercises could include a range of activities such as an interview, written exercise, a group exercise, or a short presentation.

We ask that you contact us at EmployAbility as soon as you are invited to the assessment centre stage. So that we can discuss each exercise with you and ensure you have any adjustments and support that you require to do your absolute best.

That's all from me for now. Please do apply and get in touch with us here at EmployAbility For any support we can provide. If you aren't sure of what this is, or you wish to have a confidential discussion with us before you apply, or at any point during the recruitment process, you can also get in touch. We will not speak to the FCA about any information you share with us without your express permission.

So I wish you the very best of luck with your application to the FCA, and look forward to hearing from you.