The Interview

Morning Agenda

EPA Interview

- The Why, The What & The With Whom
- Preparation
- Best Practice Techniques
- Grading

Afternoon Agenda

Interview Practice

- Introduction
- Question checking
- Structuring your answers
- Positive confirmation of evidence

Interview Prep

- Creating an individual action plan

Activity

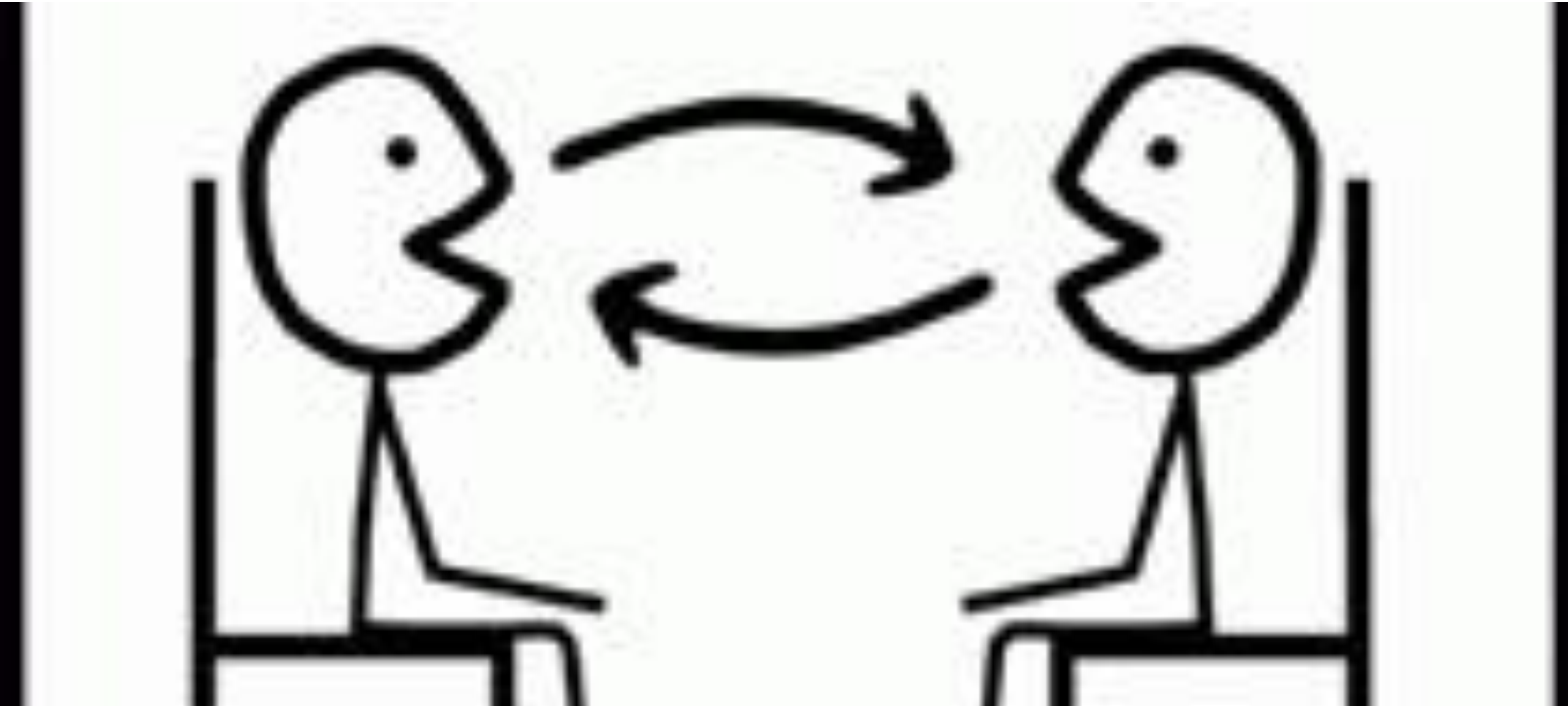
What do you want to learn from today?

Activity

What has been your best and worst interview experience?

The Interview

What is an interview



The purpose of the interview is to:

Clarify any questions the independent assessor has from their assessment of the portfolio and the project;

Explore any comments raised in the employer's reference;

confirm and validate judgements about the quality of work;

Explore aspects of the work, including how it was carried out, in more detail;

Provide further evidence for the independent assessor to make a holistic decision about the grade to be awarded.

Interview

Key Facts

- 1-2hrs
- Industry professional
- Where the gradings happen
- Bespoke
- Competency based
- Video Interview

A structured interview with an assessor - exploring what has been produced in the portfolio and the project as well as looking at how it has been produced

The interview will cover

- What you have submitted in the portfolio
- What you have produced in the project
- The standard of work; evidenced in the portfolio and the project
- How you approached the work submitted in the portfolio and the project

The interview can draw on broader experience from the workplace, but the initial and the primary focus is on the work presented in the portfolio and the project.

BCS Say:

The interview is to clarify any questions that the assessor has from their initial assessment of the portfolio, project and employer reference

Provide further evidence to the assessor, to support the holistic decision about the grade to be awarded The interview will normally be conducted remotely

What the Assessment Plan Says:

The interview is designed to assess;

technical competence

technical knowledge and understanding

underpinning skills

attitudes and behaviours.

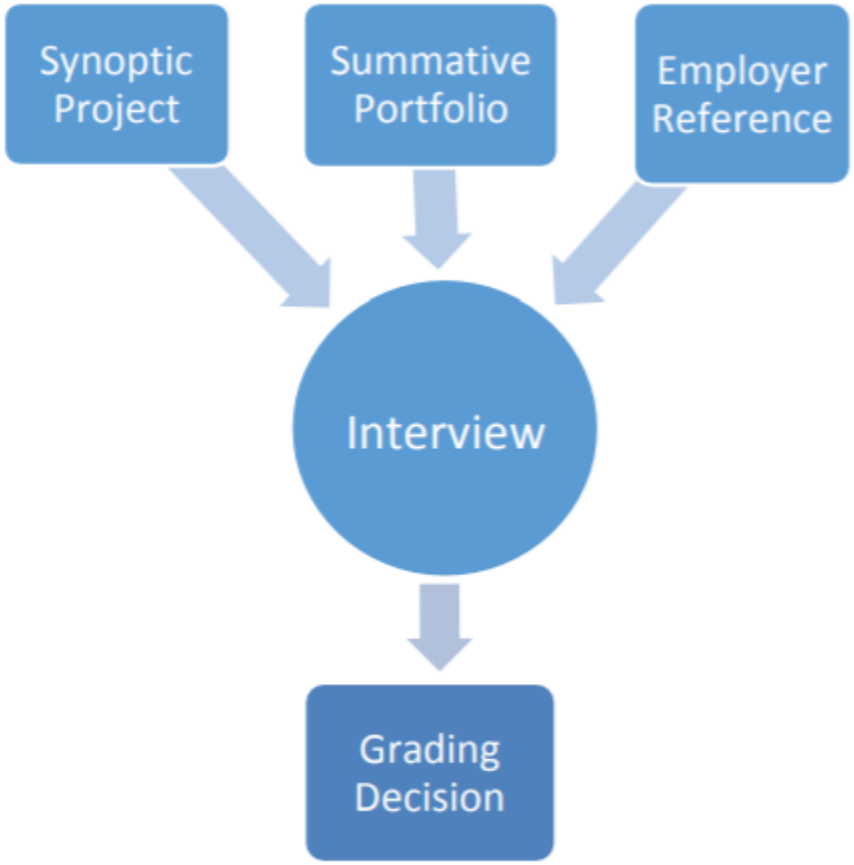
How much time does the assessor have?

3.5 hours to review your portfolio

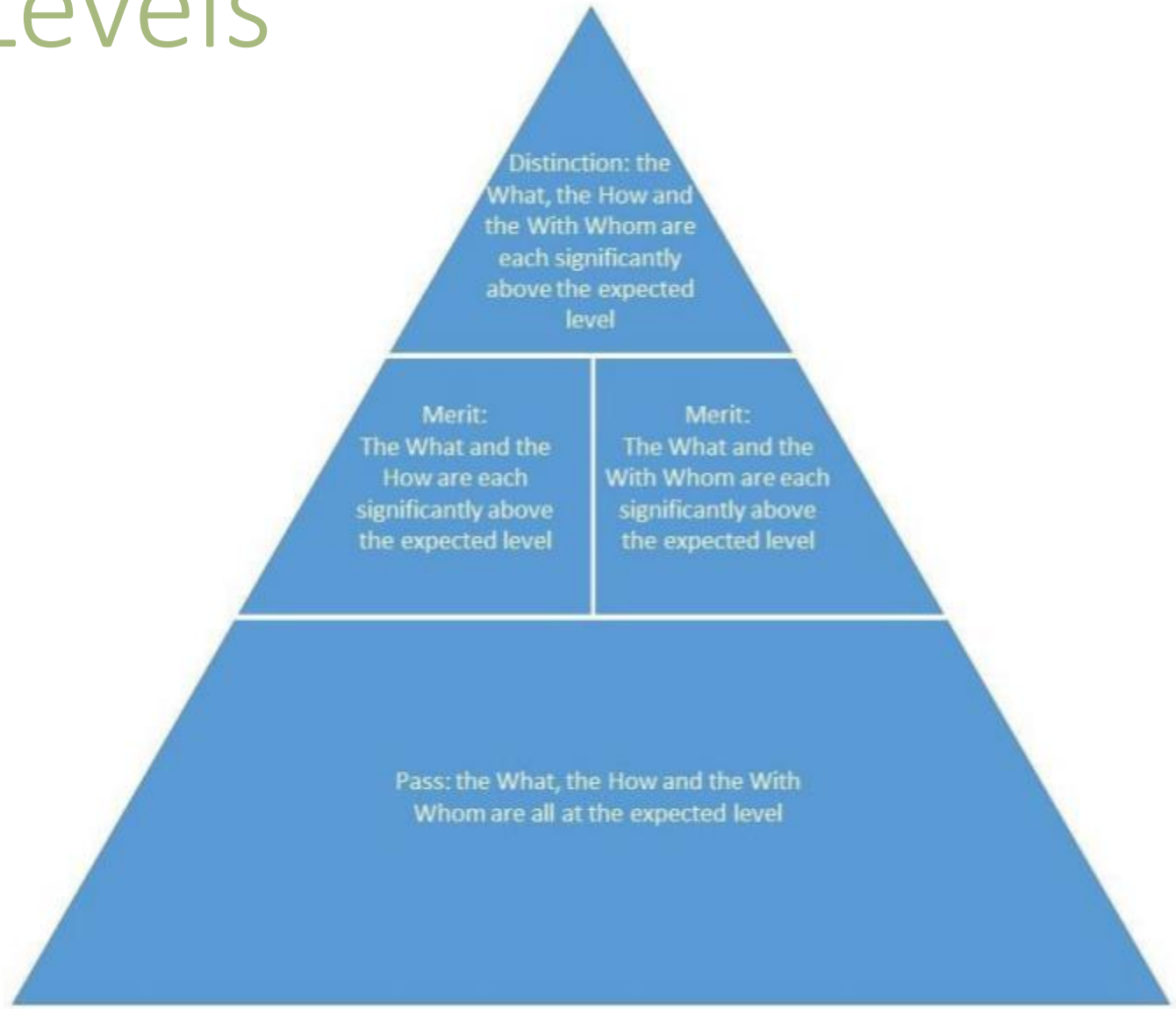
1 day to review your synopsis project

3.5 hours to prep and conduct the interview

Grading


Synoptic Project
Summative Portfolio
Employer Reference
Interview
Grading Decision

Grading Levels



The What, The How & The With Whom

The What – what the apprentice has shown they can do.

The How – the way in work has been done.

The with Whom – The personal and interpersonal qualities the apprentice has brought to all of their work relationships.

The Tech Partnership

Activity: What's in it for the parties involved?

APPRENTICE

ASSESSOR

BCS

EMPLOYER

IFA

Break Time

tea & a wee

HOW TO PREPARE FOR AN INTERVIEW


SKYPE
INTERVIEW
TIPS

Tips

- Look at the camera, not the screen
- Dress the part
- Prepare your surroundings
- Practice makes perfect
- Close other programs on your compute
- Use notes
- But don't rely too much on your notes
- Avoid interruptions
- Keep professional
- Avoid a ‘can you hear me now’ situation


PREPARATION
IS THE KEY

How do you, know, you know, you know?

Activity: How will you prepare?

Comments in the chat please

PORTFOLIOS

Best Practice for Portfolios (that will also help you in your interview)

- Know the why
- Clear Headings
- Easy to read font
- Team list
- Good diagrams
- Consistency
- Labels
- Competency tagging
- GDPR

Have it printed

Highlight

Underline

Cue Cards/Post it Notes

Have a pen with you in the interview – write the question down, or tick off as you go

Know the content


TECH PARTNERSHIP
Digital Industries Apprenticeship:
Assessment Plan
Software Developer
Published November 2016

Activity: What they're looking to confirm

KNOWLEDGE

SKILLS

BEHAVIOR

Technical Knowledge and Understanding

- Understands and operates at all stages of the software development lifecycle
- Understands the similarities and differences (taking into account positives and negatives of both approaches) between agile and waterfall software development methodologies
- Understands how teams work effectively to produce software and contributes appropriately
- Understands and applies software design approaches and patterns and can interpret and implement a given design, compliant with security and maintainability requirements
- Understands and responds to the business environment and business issues related to software development
- Understands and applies the maths required to be a software developer (eg algorithms, logic and data structures)

Underpinning Skills, Attitudes and Behaviours

- Logical and creative thinking skills
- Analytical and problem-solving skills
- Ability to work independently and to take responsibility
- Can use own initiative
- A thorough and organised approach
- Ability to work with a range of internal and external people
- Ability to communicate effectively in a variety of situations
- Maintain productive, professional and secure working environment

Technical Competencies – Applying your Knowledge and Skills

•Logic: writes good quality code (logic) with sound syntax in at least one language
•User interface: can develop effective user interfaces for at least one channel
•Data: can effectively link code to the database/data sets
•Test: can test code and analyse results to correct errors found using either V-model manual testing and/or using unit testing
•Problem solving: can apply structured techniques to problem solving, can debug code and can understand the structure of programmes in order to identify and resolve issues
•Design: can create simple data models and software designs to effectively communicate understanding of the program, following best practices and standards
•Analysis: can understand and create basic analysis artefacts, such as user cases and/or user stories
•Deployment : can understand and utilise skills to build, manage and deploy code into enterprise environments
•Development lifecycle: can operate at all stages of the software development lifecycle, with increasing breadth and depth over time with initial focus on build and test.
•Can apply good practice approaches according to the relevant paradigm (for example object oriented, event driven or procedural)
•Can interpret and follow:

- software designs and functional/technical specifications
- company defined 'coding standards' or industry good practice for coding
- testing frameworks and methodologies
- company, team or client approaches to continuous integration, version and source control

•Can respond to the business environment and business issues related to software development
•Can operate effectively in their own business's, their customers' and the industry's environments
•Can apply the maths required to be a software developer (e.g. algorithms, logic and data structures

Know your audience

Activity: Who is the assessor

Know you audience

Activity: who is the assessor?

The Interview

OPENING

QUESTIONS

CLOSING

Answering Question

- Clarify

- Situation
- Task
- Action
- Results

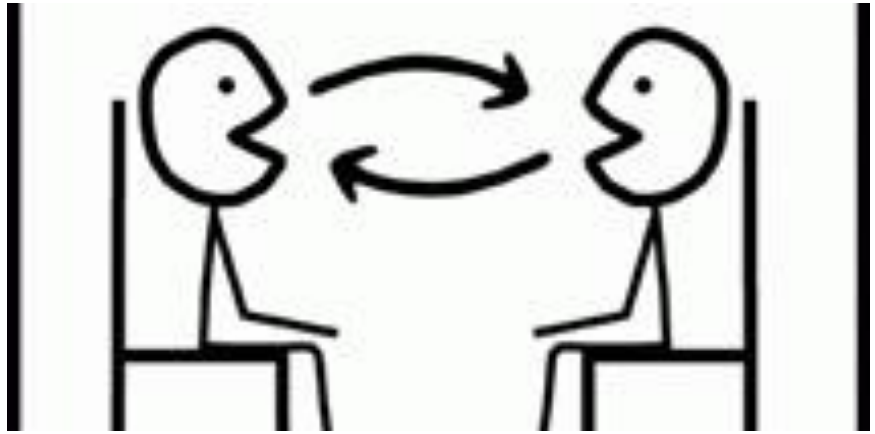
Enables you to give lots of detail, but in a structured and easy to follow format

- Checking & Probing Questions

Allows the interviewer to check, explore and going deeper into your work to ensure competence

Clarify

Why is it important?



STAR Technique

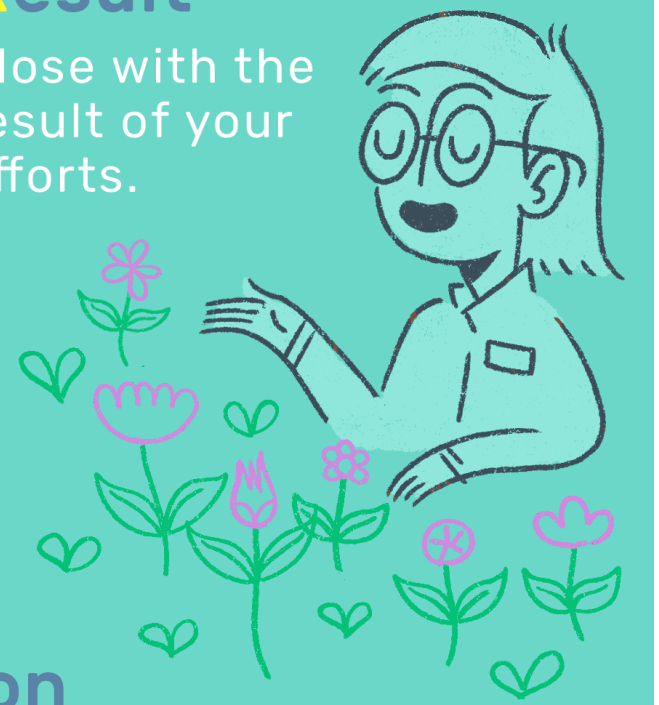
★ ★ ★ ★ ★

(Prepare)

Listen to the question and think of an event.

Result

Close with the result of your efforts.



Situation

Describe the event or situation that you were in.

Task

Explain the task you had to complete.

Action

Describe the specific actions you took to complete the task.

the balance

Clarify

Result:

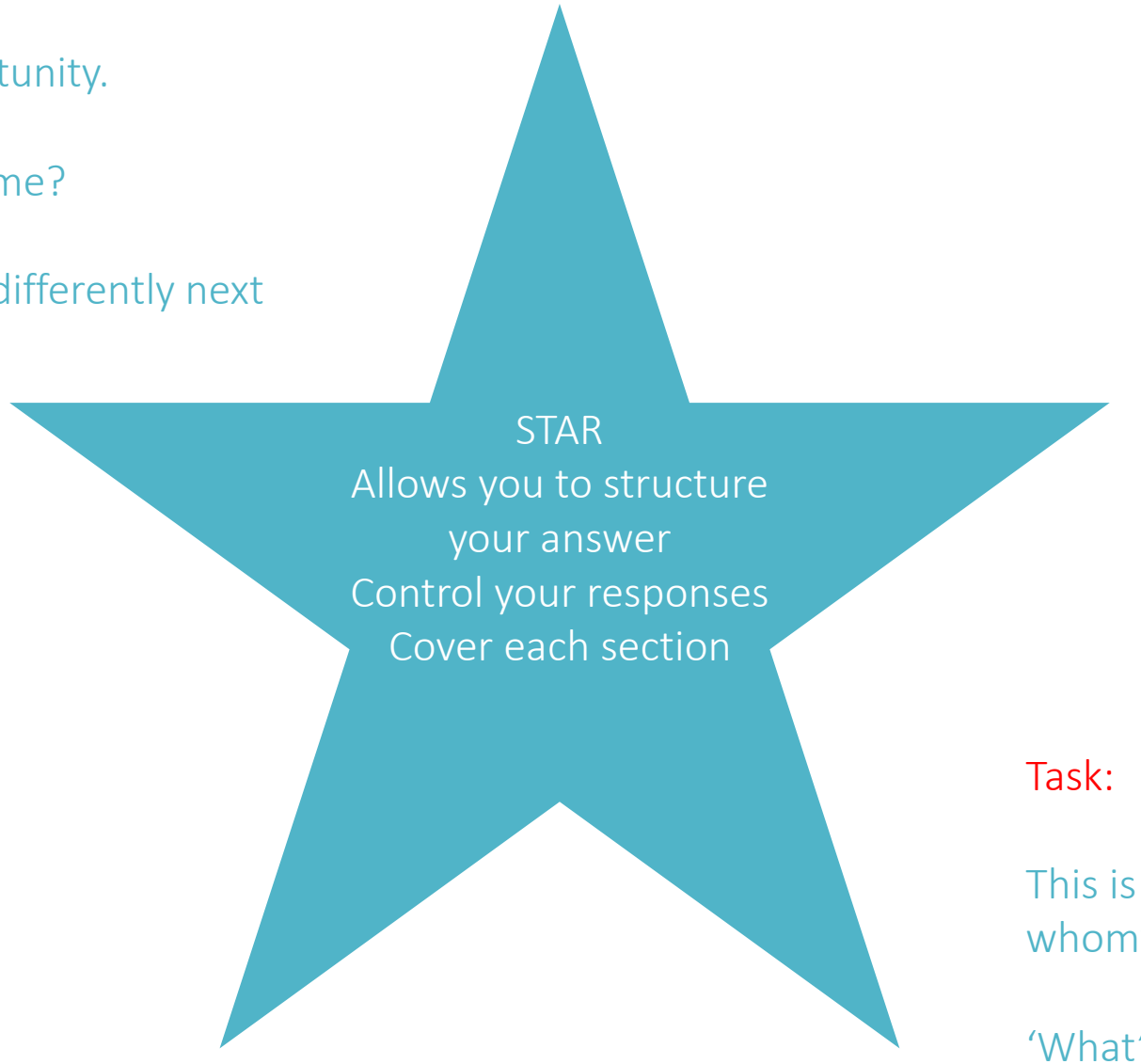
This is a ‘what’ opportunity.

‘what’ was the outcome?
‘what’ did you learn?
‘what’ would you do differently next time?

Situation:

This is a ‘what’ opportunity.

‘What’ was the situation?
‘What’ had caused the work?



Action:

This is a ‘what’, ‘how’ and ‘with whom’ opportunity.

‘What’ did you do?
‘How’ did you do it?
‘Who’ did what?

Task:

This is a ‘what’& ‘with whom’ opportunity.

‘What’ was the task?
‘Who’ was involved?

Example – Competency Questions

Tell me how you went about choosing your portfolio examples?

Talk me through your approach to the last project you worked on?

Why did you decide to take #### approach when working on #### project?

Tell me about a time that you've worked with a difficult stakeholder

Example – Checking & Probing Questions

In your synoptic you choose ### approach, can you talk me through why you made that decision?

In your portfolio example 3, you've referenced ### tech competency. Can you tell me why you feel this example demonstrated your competence?

In your portfolio I can see that you have used TDD. Can you explain to me why?

Recap & Next Steps

Recap

Prepare (room, equipment, yourself)

Know you know you know

Practice

It help you succeed think about your audience, help them find a clear path, show them what you've got

Next Steps

Practice, practice your interview skills

Practice the technique. Maybe record yourself and watch it back - eeeek

Find the best space for your interview

As soon as you know the date/time – book it to start 1hr before

Prepare your portfolio, notes and how you can record their questions

Visualise yourself as the person who has nailed the EPA and be that person in the interview

Recap

What have you learnt from today?