



Get **Fit** for your **App**renticeship

Aptitude Tests

What is an Aptitude Test?

Aptitude tests are popular with most employers because they're an efficient and cost effective way of filtering out candidates who don't meet the minimum technical ability levels needed for their apprenticeships.

These tests are based on psychometrics and are often tailored to be more specific, depending on the apprenticeship you are applying for. Usually, aptitude tests include questions and exercises in a range of disciplines including:

- Verbal Reasoning** Designed to measure your ability to read and interpret written information.
- Numerical Reasoning** Designed to measure your ability to analyse and interpret data and numbers.
- Inductive Reasoning** Designed to measure your ability in solving problems.
- Mechanical Reasoning** Designed to measure your ability to understand mechanical and physical concepts.

These tests estimate your maximum ability level by taking the measure of your potential and comparing that to the average level of reference/the norm group. The norm group will be created from data gathered over the years of apprentice aptitude testing. As well as being compared to the norm group, there is likely to be a cut-off point which represents what the employer deems the minimal ability needed to be successful in that apprenticeship.



How do I pass an Aptitude Test?

Tip #1

Practice mock aptitude tests online

To demonstrate your true aptitude you'll need to become familiar with the general approach, types of questions and time limits before taking the test. This might make the difference between getting the apprenticeship or not.

There are a number of sites online that will provide example tests. Try searching 'example psychometric test' or 'example SHL test' – free ones will be available.

Aptitude Tests

How do I pass an Aptitude Test? (continued)

Tip #2

Learn basic reasoning skills

- Verbal:** Usually you are given a written passage which you need to read and then answer questions on with possible true, false or cannot say responses.
- Numerical:** Converting fractions to decimals, ratios and interpreting graphs or trends.
- Inductive:** Problem solving techniques, such as identifying patterns in a sequence or the differences between multiple images.
- Mechanical:** Understanding how devices such as pulleys, springs, circuit boards and gears work.

Tip #3

Time management is crucial

Aptitude tests have a time limit, as they are designed to place you under maximum pressure – so make sure you work quickly, but accurately. Often, the sections in the test will be timed individually, giving you time to think after completing one and moving to the next.

- ✓ Make sure you read the instructions thoroughly at the start of the test and understand exactly how long you have to complete it.
- ✓ Don't get caught out spending all of your time on the first section at the expense of the rest. If you find yourself stuck on a particular question for too long, move on to the next one.
- ✓ Most tests allow you to move backwards and forwards, meaning you're able to answer questions in an order that suits you. However if you do this, make sure to take a note of what you haven't answered yet.

Tip #4

Check all info given, then check it again

Make sure you understand the instructions for the test and then scrutinise each question.

- ✓ Check your workings and answer selections before moving on.

Tip #5

Give yourself the best chance by looking after your health

You won't perform at your best if you're tired, hungry, distracted or interrupted. The tests exist to measure your maximum ability so don't give a false impression by attending the test in a less than maximum mental space.

- ✓ Make yourself comfortable. Get a drink, go to the toilet, grab some chewing gum, do whatever makes you settle and ready to perform at your best.
- ✓ Make a checklist of helpful materials that you may need – calculator, pens and some paper are generally allowed and always useful.
- ✓ Get a good night's sleep. Sleep can be the difference between you demonstrating your real potential and having an off day.
- ✓ Don't go in hungry. Eat an hour before the test, so that your stomach doesn't gurgle and distract you with demands for snacks.



Main project partner:

