

Collins McNicholas

Recruitment & HR Services Group

CASE STUDY



MOCK ASSESSMENT CENTRE - INSTITUTE OF TECHNOLOGY, SLIGO

The Situation

IT Sligo is one of Ireland's most successful third level educational institutions. Many of their graduates were required to complete assessment centres when seeking employment following completion of their courses. As Collins McNicholas has a track record of running assessment centres for a variety of organisations, IT Sligo approached us to develop and run an assessment process for 20 of their business and accounting students.



THE PROCESS

Ability Assessments

Assessments were administered in a classroom environment, 10 candidates per session. The assessments were completed over the course of 2 mornings, and Collins McNicholas administered the below ability assessments;

- Verbal Reasoning
- Numerical Reasoning
- Checking Ability

Group Assessments

In this instance candidates completed a course specific group assessment as part of the process. In future mock assessment centres, a bespoke group assessment can be created to reflect the specific requirements of student's.

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Analysis Presentation

Students analysed a piece of text and made a presentation to the assessor. They were assessed on their problem solving, presentation and communication skills.

Competency Based Interview

Students took part in a mock competency based interview. Students were provided with comprehensive preparatory materials in the weeks prior to the interview so that they could gain maximum benefit from the session.

Feedback

Collins McNicholas provided individualised face-to-face feedback to the students following completion of all the assessments. As part of the feedback the students were encouraged to ask questions and were provided with guidance and information regarding real assessment processes.



CONCLUSION

Taking part in the assessment centre process was of great experiential value to the IT Sligo students. While an enjoyable session, the feedback the students received from the Collins McNicholas team helped them perform to their potential throughout future assessment centres.

For further information please contact:



Emma Woods
HR Services Manager

00 353 85 8868528
emma.woods@collinsmcnicholas.ie