

CASE STUDY



MOCK ASSESSMENT CENTRE - CORK INSTITUTE OF TECHNOLOGY

The Situation

Cork Institute of Technology (CIT) as one of Ireland's leading Institutes of Technology, has an enviable record of providing students with excellent employment opportunities and a firm basis for future career development. As assessment centres are an increasingly popular part of the recruitment process for large graduate employers, CIT offered their MA HRM and BA Administration students the opportunity to develop practical experience in preparing for and participating in employer's selection processes. Collins McNicholas provided a unique learning experience to MA HRM students as future HR practitioners, as they assisted with the delivery of a mock assessment centre for the BA Administration students.

Stage 1:

Mock Assessment Centres

MA HRM students completed:

- Numerical and Verbal Ability Assessments
- Group Assessments
- Competency Based Interviews

Feedback Sessions

Collins McNicholas provided individualised feedback to students on their performance

Introductory Assessor Training

Collins McNicholas provided Introductory Assessor training and Job Description Competency Profiling training to MA HRM students

Collins McNicholas

Recruitment & HR Services Group

CASE STUDY

CONTINUED...

Stage 2:

MA HRM Students assist with a mock Assessment Centre

MA HRM Students assisted and shadowed Collins McNicholas in delivering a mock assessment centre to final year Business Administration students

Feedback Sessions

MA HRM Students assisted and shadowed Collins McNicholas personnel in delivering face-to-face feedback sessions to BA Administration students



The Outcome

CIT's MA HRM Students received an excellent opportunity to gain first-hand experience in completing and assisting in the delivery of a graduate assessment centre. Students built their confidence to apply to top graduate employers and acquired professional knowledge and skills as future practitioners of HR. BA Administration students developed valuable practical experience of participating in various selection procedures in a learning environment.

Testimonial...

At all stages, Collins McNicholas team were available to discuss the bespoke design and strategy of the assessment centre. The feedback from the students has been overwhelming positive and they are more confident in attending assessment centres.

Don Crowley, Head Department of Organisation & Professional Development, CIT

For further information please contact:



Emma Woods
HR Services Manager

00 353 85 8868528
emma.woods@collinsmcnicholas.ie