

Collins McNicholas

Recruitment & HR Services Group

CASE STUDY



MOCK ASSESSMENT CENTRE - WATERFORD INSTITUTE OF TECHNOLOGY

The Situation

Waterford Institute of Technology (WIT) partnered with Collins McNicholas to provide their final year students the opportunity to experience a mock assessment centre. Students gained exposure to a real-life assessment process and were provided with key developmental take-aways, prior to seeking graduate employment.



Assessment Centre Support

Collins McNicholas provided CV, interview, LinkedIn and general application support training to students prior to the assessment day. This provided students with the necessary tools to succeed at assessment centres.



ASSESSMENT CENTRE

Collins McNicholas ran a mock assessment centre onsite at WIT to approximately 25 students. This involved the below assessments;

Ability Assessments

Collins McNicholas administered the below ability assessments;

- Verbal Reasoning
- Numerical Reasoning

Group Exercise

Students completed a course-specific group assessment as part of the process. If required, a bespoke group assessment can be created to reflect the specific requirements of certain disciplines.

Collins McNicholas

Recruitment & HR Services Group

CASE STUDY

CONTINUED...

Competency Based Interview

Students took part in a mock competency based interview. This focused on specific competencies relevant to graduate/entry level positions. 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 SESSIONS

The Assessment Team delivered highly detailed face to face feedback to each student who attended the assessment centre. Students were provided with constructive feedback based on their performance on each phase of the assessment centre including tips for partaking in future assessment centres.



THE OUTCOME

WIT students gained invaluable real-life experience of an assessment centre which is reflective of today's large-scale recruitment processes. Part-taking in the assessment centre boosted student's awareness, skills and overall confidence ahead of seeking graduate employment.

Testimonial...

"Working with Collins McNicholas in running the Mock Assessment Centre was a very good experience. Our final year students got an excellent opportunity to see how one works and having the opportunity of receiving feedback was the icing on the cake and they learnt so much from you."

Angela Collins, Head of Careers Centre, Waterford Institute of Technology

For further information please contact:



Emma Woods
HR Services Manager

00 353 85 8868528
emma.woods@collinsmcnicholas.ie