

Assessment Centre Programme

Learning about work | For work | Through work

Purpose

Assessment Centre is a full day event allowing students* to experience the recruitment and selection techniques used by employers in today's highly competitive job market.

Activity

The day can be tailored to meet specific school needs. Some typical activities students will undertake include:-

- Opportunity to take part in psychometric testing; theory and practical
- Interview role play exercises
- Completion of aptitude tests
- Group presentations

Learning Outcomes

Having participated in the Assessment Centre students will:-

- Be able to understand the role of recruitment assessors and the skills and qualities they are looking for in job candidates
- Have the opportunity to work directly with professional personnel managers
- Be able to compete more effectively for employment opportunities

*This programme is suitable for 'gifted and talented' students at Key Stage 4/5

This programme meets the QCA Work-Related Learning Framework elements 1, 5 and 7.

Please see matrix overleaf for further information.

Assessment Centre Programme & the QCA Work-Related Learning Framework

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Element	Details of provision for all students:	Assessment Centre Programme can provide:
1	Recognise, develop and apply their skills for enterprise and employability	<p>Interview scenarios, aptitude tests and psychometric testing provide students with the platform to think about their key skills, qualities and how these can be transferred and marketed to the business world</p> <p>Students will gain an understanding of what employability skills are and link their knowledge to future interview and recruitment situations</p> <p>Students should reflect on their own learning and experiences extracting relevant information in preparation for the recruitment exercises</p>
5	Relate their own abilities, attributes and achievements to career intentions and make informed choices based on an understanding of the alternatives	<p>Students should record evidence of their achievements, abilities, interests and skills which can be used to assist them in making realistic choices for progression beyond KS4</p> <p>The assessments are conducted by external employers. This offers students an excellent opportunity to talk to professional people about their career aspirations</p> <p>Students will be assessed upon their performance in each activity and will receive feedback on their individual and group presentations</p>
7	Learn from contact with personnel from different employment sectors	Students will convey a positive attitude with evidence of skills and qualifications. They will gain an understanding of different recruitment and selection techniques, enabling them to compete more effectively for employment opportunities