



International Digital Assessment Centre Case Study



The aim

- To build partnerships and student aspirations towards global graduate opportunities.
- To increase the employability skills, confidence and knowledge of CIC Higher Education students by accurately simulating a graduate digital assessment centre.

The objectives

- Provide developmental employability opportunities to international students.
- Allow students to instantly apply their learning and feedback from professional assessors at an employer's assessment centre.
- Boost student confidence in applying for placements and graduate roles.

SRS collaborated with CIC Higher Education to deliver their first international digital assessment centre

An important step to working with universities and students across the globe.

Building an international partnership

SRS have worked with over 30 UK universities and developed the aspirations, confidence and employability of over 35,000 students. In 2020, they took their award-winning assessment centre simulations overseas and supported students at CIC Higher Education in Melbourne, Australia.

Project management

SRS arranged the logistics, sourced professional assessors and used their own digital assessment platform to create a seamless and accessible experience to all the users. This platform is optimised to deal with different time zones, devices and adjustments needed by individual students.

Materials

The materials were positioned as though they belonged to a real global employer, therefore replicating the 'live' environment. This gave the students the opportunity to see how transferable their skills and experience are in being able to work in different roles, organisations and countries.

Student journey

Despite being on the other side of the world, SRS supported and engaged with students in the lead up to the event. This included a student welcome pack, a pre-event briefing video, technical support guide and top tips. This ensured that the students were prepared and confident for the assessment centre.

On the day

Students logged in to the online assessment platform where they were greeted with a welcome video and presented with their schedule for the day. SRS assessors were present to observe and assess the students, also sharing expert tips and advice.

The exercises

Group exercise: The students were presented with a time-sensitive group exercise, where they reviewed information, then presented their findings and discussed their conclusions with the assessor.

Presentation: The students each delivered a pre-prepared presentation and responded to subsequent questions and feedback.

Interview: The students completed their 1:1 mock interview based on the provided job description.

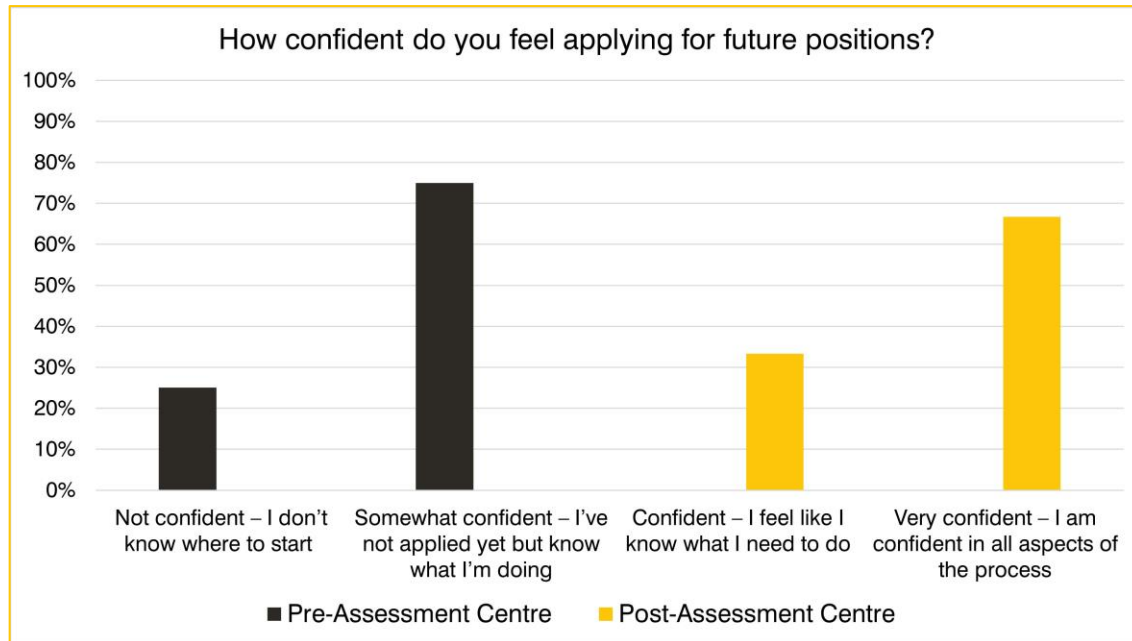
Impact

After the event

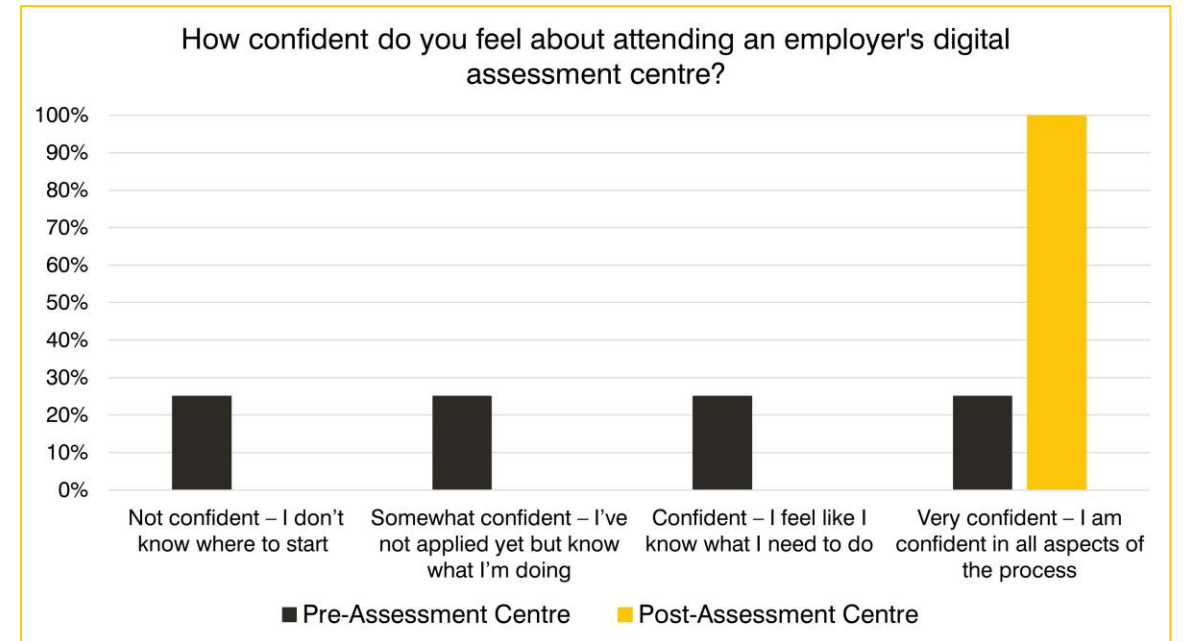
Students received personalised and detailed feedback on their performance for each exercise, highlighting their strengths and development areas. Copies of reports were sent to CIC Higher Education to support further career planning if required.

Skills

Students received feedback from professional graduate recruiters in a different country, showing how they can use and demonstrate their skills in a global context. In addition to developing their understanding of key competencies such as teamwork, communication and leadership, students also improved their digital literacy. As part of our exercises, they explored how to use different features and display positive body language in a virtual environment.



100% of students felt confident or very confident in applying for future positions post-assessment, compared to **0%** pre-assessment.



100% of students felt either confident or very confident to attend an employer's digital assessment centre post-assessment, compared to **50%** pre-assessment.

Students who felt confident or very confident **increased** by:



50% for interviews.



25% for the group exercise.



25% for delivering a presentation.

100%

of participants would recommend taking part in the digital assessment centre event to other students.



Feedback from CIC Higher Education staff and students



The assessment centre ran brilliantly! The staff were professional and made the students feel welcome and secure.

SRS made a great effort to overcome the time-zone barrier of a live session with an Australian institution, and in fact, an evening session actually worked better as students had finished classes and could focus solely on the activities.

The feedback was spot-on! It was detailed enough to provide meaningful insight, while also being positive and encouraging.

Damian Spencer,
Dean at CIC Higher Education

The assessors were all very dedicated and gave very helpful feedback.

Student

I have been riding on the wings of technology all this year - be it working from home, online classes and now an international virtual job assessment for future graduates.

I'm very thankful to CIC Higher Education and SRS Recruitment and Employability Experts for choosing me as a potential candidate for this assessment which helped me immensely and all the assessors for their valuable feedback.

Student



Find out how SRS can help your students

Please get in touch by using the following contact details:

 enquiries@smart-resourcing-solutions.com

 0191 229 9547

 smart-resourcing-solutions.com

You can also make sure you are up to date with any SRS or Digital Assessment Centre news by following us on our social channels.



SRS Recruitment and
Employability Experts



@Smart_res



srs.
Recruitment and Employability Experts