

Digital assessment centre **case study**

Client: University of Lincoln

Scale: 200 students



Date: April 2020

SRS collaborated with the University of Lincoln to deliver a digital assessment centre for 200 Business, Accounting & Finance and Economics students.

The aim

To increase the employability skills, confidence and knowledge of University of Lincoln students by simulating a graduate digital assessment centre.

The objectives

- Students can instantly apply their learning and feedback from professional and university assessors at an employer's assessment centre.
- Increase the number of graduate roles secured by students.
- Boost student confidence in applying for placements and graduate roles.

Project management

We managed the event on behalf of the University of Lincoln, provided a timeline of key milestones and set up a support line to assist students leading up to the event ensuring it ran smoothly on the day. A student welcome pack was produced which included a pre-event briefing video, mock job description, presentation brief, assessment platform login details and technical support guide. We arranged the logistics, sourced professional assessors to work alongside the university assessors and provided the online platform which students accessed to complete the event.

Materials

We designed all the exercises and supporting materials which were positioned as though they belonged to an employer replicating the 'live' environment.

Student journey

In the lead up to the event, we sent a series of 'keep warm' emails to students. Emails included logistical information and tips on how to complete each of the three exercises successfully, ensuring they 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. 21 SRS and university assessors were present to observe and score the students.

The exercises

E-Tray exercise: Students were presented with a time-sensitive e-tray exercise, where they reviewed information and discussed their conclusions with the assessor. Skills tested included adaptability, prioritisation, influencing and problem-solving.

Presentation: Students remotely delivered their presentations, testing their skills at presenting and reasoning.

Interview: Students completed their 1:1 mock interview based on the job description they were provided with.

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 given to the University to support further career planning if required.

What the university said

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I was overwhelmed by the positive levels of feedback from students, staff and the SRS team as to how the project came together. I would definitely recommend this to fellow academics as a method to engage students more as it will benefit the students in the future with more companies assessing online.

Thank you again SRS for your hard work, efforts and collaboration with the University of Lincoln team, I look forward to working on future projects together.

James Wright ACCA, MSc, HEA
University of Lincoln – Programme Leader &
Senior Lecturer

What the students said

“Thank you SRS for the experience, I really enjoyed the different exercises that we were presented with and the in-depth, personalised feedback that I received was incredibly constructive and invaluable.

I have learnt a lot from these exercises and I hope that I am presented with the opportunity to work with you again!”

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“I thought it was a really valuable and enjoyable experience. It was good in giving realistic practice that I will take forward with me through my professional career.”

“Thank you for making this assessment as user friendly as it was and the assurance from the assessors was gratefully received.”

University of Lincoln assessment centre impact

100% of participants said they would recommend the assessment centre to other students.

83% of students felt confident or very confident about applying for graduate roles following completion of the digital assessment centre, compared to 19% pre-assessment centre.

Find out how we can help your students

Contact us for more information

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