

Speed Interviewing Case study: Wilberforce College, Kingston upon Hull

Introduction

Wilberforce College is a Further Education Sixth Form College in Hull. During the summer term at Wilberforce College we were encouraging our students to take 'One Step Beyond...' To put this into context, we would like students to think about their futures, both in terms of higher education and employment. We would also like to encourage them to use their spare time productively, particularly during the long summer holidays. Our four week programme of events was as follows:

- **VOLUNTEERING - Week Commencing 2 June**
Volunteering is an excellent way for students to meet new people, learn new skills and gain useful experience. In return, amongst many benefits, they receive the satisfaction of time and effort well spent, as well as a useful addition to their CV.
- **CV BUILDING – Week commencing 9 June**
All students need a CV at some point in their life, whether it is for HE, employment, volunteering or just a part time Saturday job. Students will be given the opportunity to write their CV with assistance from staff if required.
- **CAREERS – Week commencing 16 June**
Students will have the opportunity to attend either the Hull University HE Fair or an Employment Day at college, with 'speed interviews' as part of the programme.
- **HEALTHY BODY, HEALTHY MIND – Week Commencing 23 June**
Students will be given the opportunity to try out some new sports, as well as meet local organisations who offer sporting activities and promote well-being.

Students involved were age 16-19 years. The aim of the event was to encourage students to think about their futures, both in terms of higher education and employment.

How did the event work?

For the speed interviewing we used Inspiring the Future Volunteers along with members of our staff and governors, and local business people who we already have a working relationship with:

Students had the opportunity to either attend the Hull University HE Fair or take part in an Employment Day. As part of the employment day, we ran a Speed Interviewing session to give students the opportunity to gain some interview skills. Details were as follows:

- 10.45am – Students all received a presentation giving them details of routes into employment or apprenticeships
- 11.20am – Speed interviews commenced



- 12.40pm – Speed interviews finished.

There were panels of five interviewers, who were all given a specific question to ask a student. Each interview took 2-3 minutes. Each student had a simple feedback form, for the interviewer to leave their comments. They were then kept moving along the line to the next interviewer.

This activity was held for the first time this year, but will be repeated



Inspiring the Future helped us to find local business people for our speed interviewing. Three Inspiring the Future volunteers attended. We had a panel of 15 interviewers in total.

Evaluation



We received very positive feedback from students. Many volunteered to make use of their spare time during the summer, and began to understand the importance of having something other than their qualifications on their CV, and some experience that they can talk about in an interview.

Many students had never undertaken an interview before. It was great to see their confidence grow with each interview.

From an Inspiring the Future volunteer - I enjoyed the experience as this was my first time being involved with Inspiring the Future and hopefully not the last! For feedback, perhaps marginally extend the slots by 1min and perhaps after the round give the candidates the opportunity to have post 121 feedback by the interviewer.

Website

<http://www.wilberforce.ac.uk/>