



# CASE STUDY:

Eggar's School

National Careers Week

# NCW

 @CAREERSWEEK

# CAREER FOCUSSED MOCK INTERVIEWS

## 🏠 SCHOOL/ORGANISATION

Eggar's School

## 📍 REGION OF THE UK

Hampshire

## 📄 TYPE OF SCHOOL/ORGANISATION

Secondary



## 📄 INTRODUCTION

292 students from across Years 8 and 10 attended a 10-minute interview. 31 interviewers from local colleges, businesses and universities supported this initiative as part of #NCW2018 committing a total of 4,380 mins to the interviews. At any one time we had up to 5 interviewers at individual desks within our learning resource centre.

## GATSBY BENCHMARKS



A Stable  
Careers  
Programme



Learning from  
Career &  
Labour Market  
Information



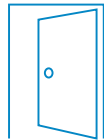
Addressing  
The Needs of  
Each Pupil



Linking  
Curriculum  
Learning  
to Careers



Encounters  
with Employers  
& Employees



Experiences  
of Workplaces



Encounters  
with Further &  
Higher  
Education



Personal  
Guidance



## **i** OVERVIEW

Each student submitted a completed 'personal statement'. This was completed during PSHE lessons. Prior to allocating each student to an interviewer, their statement was reviewed to ensure they met with the most appropriate industry-related interviewer. For example, those students that had indicated a desire to progress with a construction apprenticeship were matched to the manager of a local trade school. Whereas, those students that wish to follow a medical path, were matched to a doctor from the University of Southampton. This process, whilst time-consuming, did provide and achieve very worthwhile, significant and focussed interviews.

## **⚙️** CONTEXT

We follow a 2-year KS3 and a 3-year KS4 approach. Our Year 8 cohort were selected for interviews as they finalised their GCSE options. The mock interview consolidated their thoughts and focus on choices and future pathways. The Year 10s cohort were focussing on post-16 plans and were reminded that they have only 15 months remaining in full-time education. Both year groups used the Career Pilot website to help with the process.

This is the second year of running mock interviews during NCW. Last year, students were randomly allocated an interviewer. This year, we matched them to an appropriate professional.

## RESOURCES

Working with local tertiary colleges, we have a standard UCAS-styled 'personal statement' form and a list of interview questions. We established a feedback form with a local HR consultant. Each interviewer had a briefing pack containing the statements, feedback form and questions. The feedback form was valuable to identify a student's strengths quickly. Feedback was shared with tutors, heads of years and students.

All the interviewers expressed an interest in being involved next year. An Eggar's alumni interviewer commented, "I wish Eggar's had offered this when I was a student. It is good practice and a valuable learning experience."

## BENEFITS

A real-life experience for students. We encouraged students to wear 'business attire' – with interesting results.

"I would recruit this candidate as he was very engaging, passionate and his potential could easily be developed within my industry."

"I would employ this candidate immediately; she was authentic..."

"Bags of potential, but please remember to clean your shoes of mud before your next interview".

## ISSUES

This year the students were only allocated an interview on submission of a personal statement. No personal statement = no interview. The onus was on the students to submit, and to submit on time. A criterion that applies in the real world and a life lesson. We had 306 students to interview across the year groups, of which 292 were successfully interviewed. Of the remaining 14, 6 were off sick on the day of their interview, meaning 8 students did not complete a personal statement.

## FURTHER DETAILS

The conclusion to NCW18 at Eggar's was to have the Right Hon. Damian Hinds MP, Secretary of State for Education, attending 'Eggar's does Question Time'. Mr Hinds faced plenty of questions from the school council reps (and the head teacher, who asked a particularly tricky question) in front of an audience of 250 people. He spoke of his passion for improving career opportunities for students and the importance of schools such as Eggar's in promoting and engaging with career professionals, and making use of national careers week to focus on post-16 educations. This event was filmed by @engaging (engaging education).

## EVALUATION

The feedback forms from each interviewer give a good insight into how well-prepared each student was. Planning and preparation applies as much to the organising of the mock interviews as it does to the candidates. The interviewers came from various professional backgrounds – some had interviewed last year; and some were new. But all have expressed a desire to be included next year as they found the whole experience mutually beneficial.

"What a brilliantly reassuring experience for the students to experience."

"It was a privilege to meet your students and to play a part in helping to shape their futures".

## UPDATES

Bring on NCW19! Our review meeting from this year has highlighted the benefits of engaging the whole school in careers week. We plan to hold mock interviews again for yr 8 and yr 10s next March. We want more inspirational and motivational speakers for all year groups and another Careers Fair. On March 22, working in collaboration with Aldi supermarkets, we are proud to host a presentation to yr 9 students on apprenticeship opportunities. It will include an Olympic athlete who explain how commitment to their sport is similar to the commitment needed to succeed in a career.

## Q SUPPORTING EVIDENCE

- See Twitter @eggarscommunity for photos and Mr Hinds interview. Photos and Documents

