

Work experience project #2

Project challenge	Help the company improve its recruitment strategy
Purpose/outcome	Helps the student understand the skills needs of the company, the mechanisms which are effective in attracting these people, and marketing techniques
Age/suitability	16 + (including undergraduate), individual or teams
Route	Academic, vocational, work-based
Skills it will develop	Communication, planning, strategic thinking
Knowledge it will develop	Company knowledge, marketing strategies, HR law, recruitment strategies
Skills it requires	Online searching
Project Duration	1 week
Business Exposure	HR, plus all departments for info on requirements
Process	
Day 1	Introduction to the company Who's who Introduction to the company's products, manufacturing process, etc Introduction to the company's previous recruitment processes Analysis of company's current skills/qualifications level
Day 2	Analysis of skills needs of the company Interviews with each department on current and predicted skills needs
Day 3	Analysis of skills needs of the company Interviews with each department on current and predicted skills needs Summary feedback to W/E manager
Day 4	Research into success of company's previous recruitment processes Research in other methods used by other companies
Day 5	Create presentation on proposed changes to recruitment process, including costings if relevant Presentation to senior staff in HR, Chief Exec/Director level, W/E manager
Staff time over week	HR Manager ñ 10 hours Department heads ñ 2 hours each