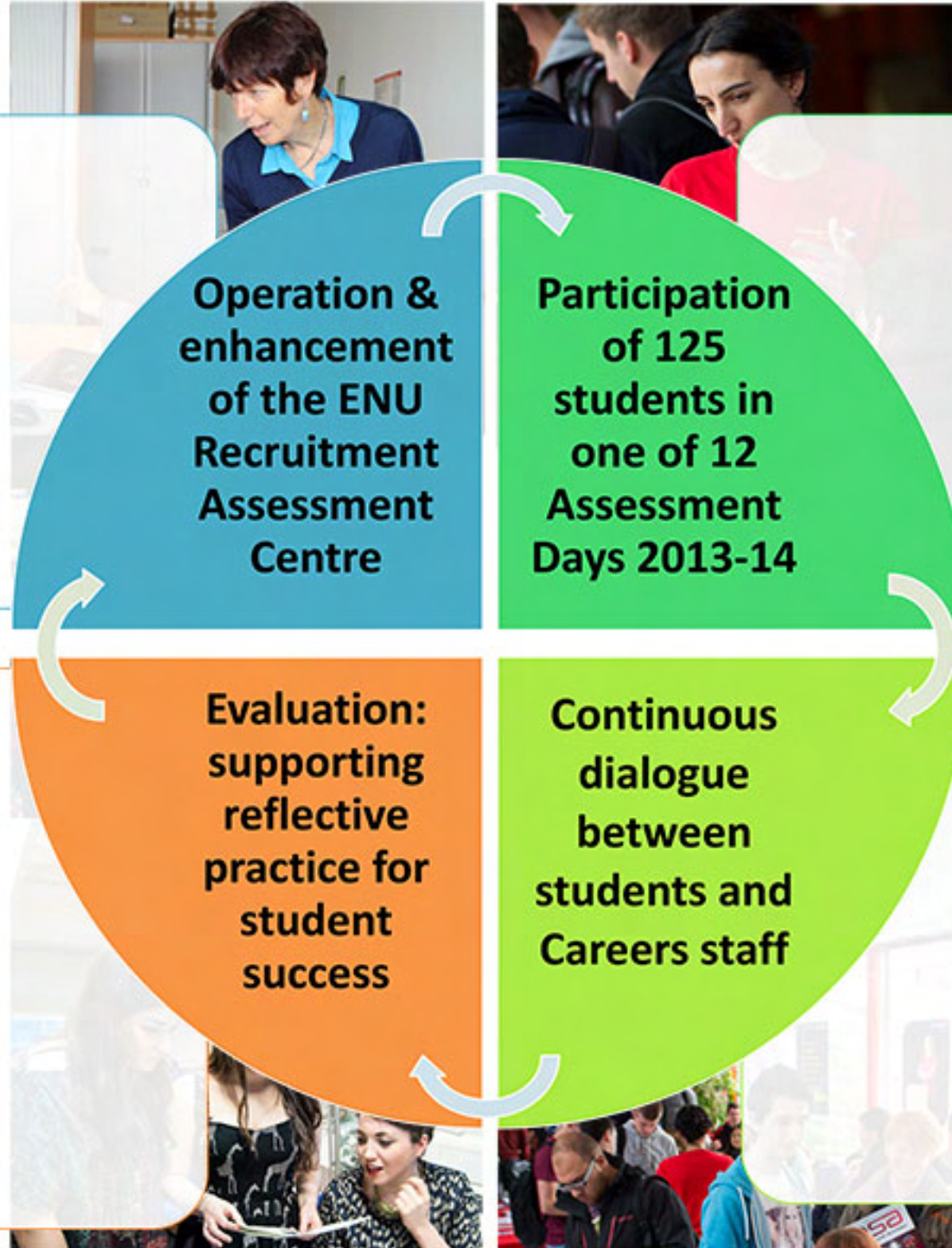


The value of evaluation: empowering reflective practice

The case study of the Recruitment Assessment Centre

"The feedback was helpful and I was surprised how much more had been taken. I don't comment with all of the points, but I suppose that's normal. Thank you very much for that feedback. It was a very important part of the whole experience and learning."

Student Ambassador Applicant



"The comprehensive evaluation of the first year's performance of the Recruitment Assessment Centre has provided us with the platform to plan strategically for the next five years and concentrate on rolling out the most successful aspects of the service."

Head of Careers

- In February 2013, the Careers Team launched the **Edinburgh Napier University Recruitment Assessment Centre**.
- The objective is to give our students practical experience of the graduate recruitment process so they are better prepared.
- This centre is part of the **ENU Graduate Employability Project** which requires of continuous monitoring and evaluation.

- **Assessment Days** have become a common method used by employers when recruiting graduates.
- They consist of a series of tasks including group exercises, presentations and interviews.
- Using **job opportunities** across the University, students are assessed by representatives of student job providers and the Careers Team.

- Evaluation is often perceived as an imposed and external judgement on performances.
- The Evaluation Team has established an **internal and dialogical approach** of evaluation, promoting the **dynamic process of reflective practice**.
- Evaluation and reflective practice empower the developing process of **learning, changing and taking actions** towards success.

- **Careers staff** provide personalised feedback to student participants in Assessment Days with tailored advice on recruitment processes.
- The **Student Development & Wellbeing Evaluation Team** collect student evaluation of their Assessment Day experiences.
- The Evaluation Team foster this exchange of feedback providing the opportunity for **continuous dialogue between students and service provider**.