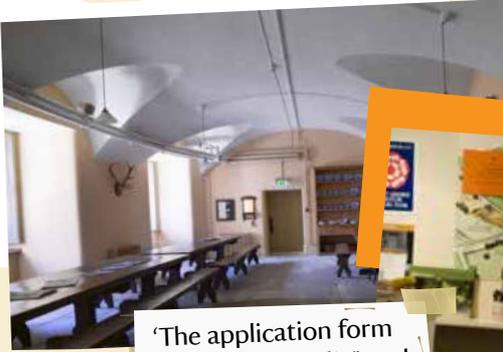




Passport to your future

Recruitment Process



'The application form was "user friendly" and easy to follow'



'I completed my application in handwriting because I had a poor computer signal at home'

My experience

The application and the interviews were the best I've ever had. I really enjoyed the process because I was totally relaxed and at ease and understood what I had to do.

I am in my early fifties and have been for many job interviews over the years and each time I've been sat opposite a desk with three stony faced interviewers about to give me a "grilling". With that alone, I was always so tense and nervous that I forgot the answers to the questions and just wanted to make a quick exit out of the room.

The application form was "user friendly" and easy to follow. I completed mine in handwriting because I had a poor computer signal at home. The questions were aimed at finding out what really "made you tick" and what your interests and passions were in. There were no questions asking for details of all your qualifications or your previous work history. Just questions finding out about you as a person and your qualities and the benefits the training programme would bring. I thought how refreshing was that!

I was invited for the first stage interview along with 50 other candidates and at first had a sinking feeling in my stomach because I must have been the oldest person there and I did not have any qualifications in history. I had been out of work for almost three years and I'd previously been informed by a rather negative organisation that I would not find a job at my age because it cost employers more money to employ someone in their fifties! I was deeply upset by this comment and began to think that they may be right.

However during the first stage interview we were all put into teams and had an activity to complete with the materials provided. Then we each had to make up a story from a picture we were given. You were allowed to let your imagination run riot and be as creative as you liked, then read your story to the rest of the group. It was great I absolutely loved it. We were taken on a short tour of the site and then individually called into an informal interview with two of the staff.

I was amazed I was called back to the second and final stage interview and

I liked the way I was given just one question to think about and prepare for beforehand for the following week. As a creative person I tend to learn things visually so I drew some pictures to illustrate my answers which helped to explain how I was feeling and thinking about the training programme. It seemed to work!

*By Margaret Wilson
Beningbrough Hall*