**EVALUATION THOUGHTS FOR VIRTUAL MOCK INTERVIEWS**

1. **For students before they start the whole learning process:**

A questionnaire asking them to rate themselves 1-4 on:

* I know what employers are looking for in young people and the skills that are really important to them
* I know how to write a good CV
* I feel confident about doing well in an interview
* I know how a recruitment process works

1. **For students as they come out of the interview room,** a short questionnaire asking:

* Did you enjoy the interview experience?
* Did you feel it went well?
* Do you know how it could have gone even better?
* What is your biggest learning point?

1. **For employers after the interviews are done:**

* Did you enjoy the experience?
* Did you have all the information and support you needed?
* Did you feel the students were well prepared and able to do their best?
* Did you find it a useful and worthwhile thing to do?
* Would you do it again?
* How can we improve next time?

1. **For students at the end of the whole process:**

* I know what employers are looking for in young people and the skills that are really important to them
* I know how to write a good CV
* I feel confident about doing well in an interview
* I know how a recruitment process works
* I know what I need to do to build a better CV for me
* I have enjoyed the whole process
* It was good to meet an employer and have the chance to talk
* I would like to do it again!
* How could we make it better next time?

**And in the longer term there is impact as demonstrated by:**

* Students make positive efforts to develop their skills & build their CVs
* Students have success in finding WEX/traineeship/apprenticeship/holiday job etc
* Parents are positive - Include a question on this in overall parental survey
* Employers are happy to engage again and support other events
* Employers report positive recruitment experiences locally