

Modern Assessments for Modern Students



Future Workforce

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Topics

- Students are savvy
- What are each of us looking for in students
- Why resumes don't work with students
- Assessments out there
- Living case study: Scotiabank's model
- Discussion



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Today's students are savvy



You don't know what you don't know

There are so many jobs out there for business and tech students that you've never heard of or know nothing about



Resumes - why they don't work

Anyone who wants to be measured by an 8.5x11 sheet of paper wouldn't understand – others do!



Job Postings - why they don't work

Notice how you always skip to “requirements” right away... ‘nuff said



Recruiters aren't recruiters they're screeners

Seriously is resume screening the whole job of a recruiter? I think not!



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What do we all want from students we hire?

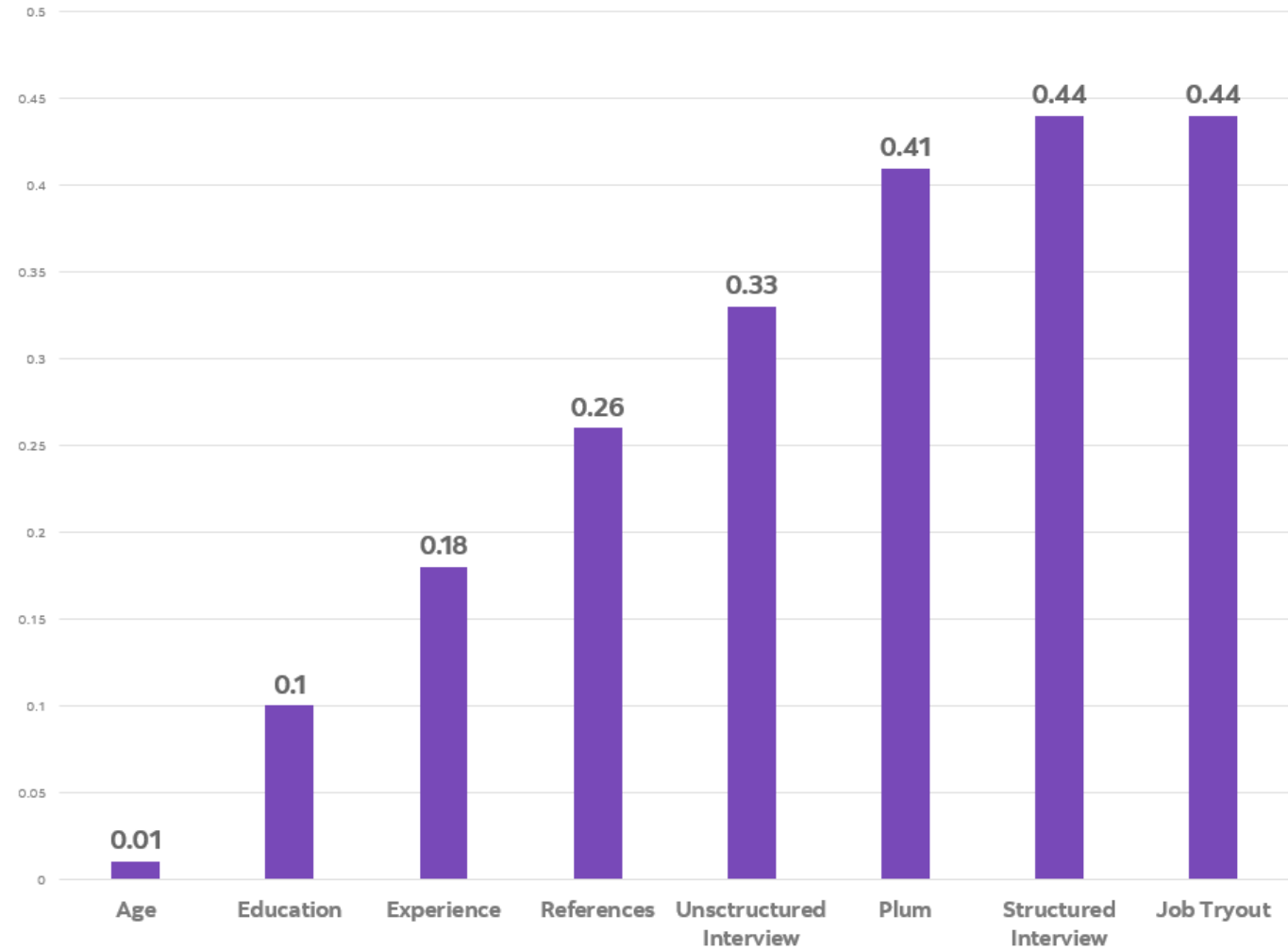


Why resumes don't work for students



Assessments

Predicting success in a job/role





Living Case Study: Scotiabank's Model

The new process with plum and without resumes

1

Meet candidates on campus or online

We meet them several times on campus – we are on campus more than any other organization in Canada

2

Introduce to Business Reps

Our goal is to introduce the best to you at key moments in the funnel to get your opinions and to allow greater connection with candidates along the way

3

Complete their Plum Profile

It takes about 15 minutes and then we can see their scores for all of our jobs across the organization

4

One-way video interview

They complete a very quick asynchronous video interview to talk about themselves (we assess communication and look for key information we wouldn't have otherwise known

5

In-person interviews

The business conducts in-person behavioural and sometimes technical interviews with candidates (these can include Codility) from the shortlist prepared by the campus team

6

Co-op or Intern placement

The student is then, ideally, assessed on-the-job over a minimum of 12 weeks to determine if they can be “future leaders”



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Discussion