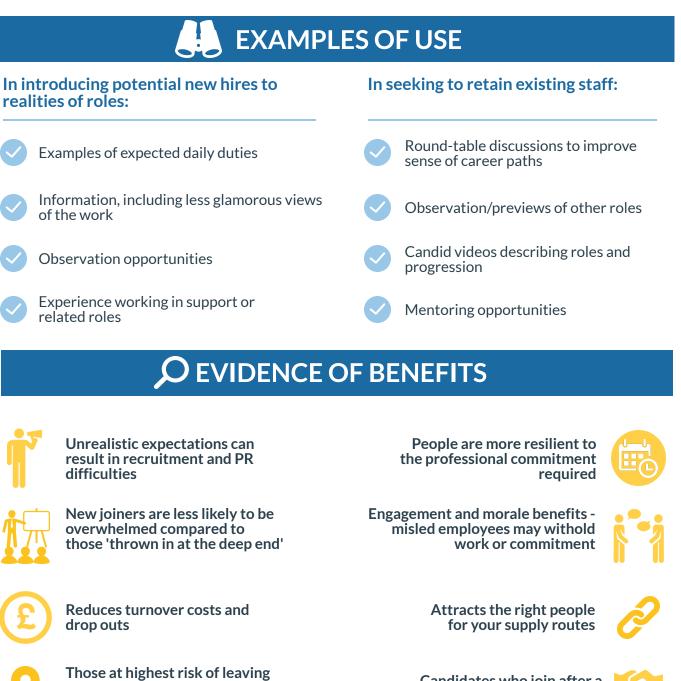
OPEN YOUR DOORS FOR...

REALISTIC JOB PREVIEWS

TO RECRUIT AND RETAIN KEY PROFESSIONALS



Candidates who join after a preview tend to stay longer



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TOP TIPS FOR EMPLOYERS

Vision

soon after joining don't pursue

Be clear what you hope to achieve through realistic job previews.

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their application

- Link to your strategic priorities, i.e. retention, engagement, wellbeing and reduce costs of rehires/training etc.
- Decide how to articulate, measure and share success.

Design of activities

- Clarify what resources, actions or support will be needed from stakeholders. Consider partnerships with those who might
- share your vision eg. HE institutes.
- Get existing staff involved.
 - Offer a range of activities.

Be flexible about design: 1-2 week blocks provide a great immersion but one day might be enough when observing repetitive tasks.

Delivery

Staff are role models so brief them on the need to demonstrate an authentic experience.

- Remember this is a matching process both sides should make informed choices.
- Consider if you can help fund transport costs, specialist clothing or equipment.
- Ensure people know who to talk to about their questions and concerns.

Review

R Feedback to individuals along the way and debrief at the end. Е Gather stories of experience and consider how V to improve next time. Have a conversation early on and regularly to Ε ensure goals are still relevant. W

IES acknowledges the learning from our evaluation of Paramedic Pre-Degree Programme Pilots for Health Education England during 2016-19

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