

Employer Mock Interview Fact Sheet

In a mock interview, employee volunteers are paired one-on-one with a student/learner who is interviewed as if your company was considering hiring him/her for a paid internship or job.

Formats vary, but typically mock interviews are conducted at the school or worksite, and often involve groups of employees interviewing three or more students/learners individually over a two-hour period.

Mock interviews allow students/learners to practice their interviewing skills and demonstrate professional behavior. They also help students/learners see the connection between what they're learning in school and how it's applied in the workplace.

Program Level: 9th grade or higher.
Employer/Student/Learner Ratio: 1:1
Duration: 15-30 minutes per interview (could be multiple interviews).
Frequency: One time.
Location: At the school or worksite.
Costs: Staff time.
Special Considerations: Employee recruitment and selection. Company volunteer policies and practices.

Why are Mock Interviews important for students?

- Provides an opportunity to practice and demonstrate key professional skills, including communication, critical thinking, workplace appearance and timeliness.
- Allows students/learners to practice a work-readiness activity.
- Helps students/learners become more comfortable communicating with adult professionals.

What are the benefits to my company?

- Introduces students/learners to your company and its employees.
- Exposes potential future workers to job opportunities and careers with your organization.
- Shows students/learners the skills and educational requirements for careers in your industry.
- Helps your employees understand how to communicate with the next generation of workers.
- Shows your employees you're committed to education and the community.

What do I need to do next?

- Contact your work-based learning connector.
- Arrange for a presentation to the employee(s) who will participate in the mock interviews.
- Consider any impacts on company policy.

Resources

- Distribute the Employer Mock Interview Tip Sheet to interested employees.
- Review the Employer Participation Options Fact Sheet to learn more about how to get the most out of your partnership with Earn & Learn.