

## Connecting with College Candidates

### Overview:

Interviewing and selecting the right people is one of a manager's greatest challenges. When interviewing soon-to-be college graduates, this challenge is even greater. Interviewing students requires a different approach and sometimes a different set of questions than the manager would use when approaching more seasoned candidates. Building rapport and finding common ground with newer entrants to the workforce is often more difficult as well.

***Connecting with College Candidates*** is an interactive workshop that incorporates elements of PTI's successful *Results Driven Interviewing* but emphasizes the special requirements of college and university recruiting.

### Focus Areas:

- The Five Phases of an Interview
- Planning for the Interview
- Creating rapport and credibility with college candidates
- Developing Interview Questions
  - Different types of questions and how to use them
  - Which type of questions are most effective with this audience
- Closing an Interview Effectively

### OJI – On the Job Impact:

In this workshop participants will:

- Learn the ingredients of a successful campus interview
- Identify the differences between college and other types of recruiting
- Assess the job description to identify the critical skills candidates need for success in the position
- Develop questions particularly suited to college recruiting

### Who will benefit:

Managers and recruiters who participate in campus recruiting and want a systematic approach to finding the best candidates for their organization