

Case Study: Harlow College

Overview

Harlow College were facing challenges in recruiting teachers and trainee teachers with an Aeronautical Engineering background - a key skill area for them.

Working with Harlow College, the Teaching and Junior Support Recruitment team looked for an alternative to the traditional method of hiring qualified teachers, which was not delivering the volume of applications required. We targeted experienced engineers currently working within the industry, who were open to the idea of training to become a teacher.

Following an extensive process led by AoC Teaching and Junior Support Recruitment, two offers were made for the role of Engineering Tutor which were accepted.



“ The team delivered a great service, we were really impressed. It was a great experience in comparison to other suppliers...and our candidates received a great recruitment experience.

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- Sally Appleby, Executive Director of HR Services,
Harlow College

Our Approach



Candidates were sourced and supported through the recruitment process, receiving the ultimate candidate experience. This was important to the college as they did not have the capacity to ensure this themselves. We built a positive candidate journey with regular communication and updates including, a dedicated phone line and email for all candidate enquiries.

“ The Insight Day provided a fantastic insight into teaching as a career. I am definitely interested in pursuing a career in teaching at Harlow College. ”

- Recruitment Candidate

We worked with various job boards, LinkedIn and utilised our headhunting expertise to source candidates in the right location, with the specific skills and qualifications needed.

The Results

25

candidates expressed interest

16

moved to the telephone interview stage

5

attended an 'Insight Day'

2

offers were made, which were accepted

The 'Insight Day' was an opportunity to hear more about the role and the benefits of working for the college, have a tour of the facilities, and to meet key people from the team. This also gave applicants the chance to see a lecture taking place, which allowed candidates real insight to consider if teaching was right for them.

Those who were keen to progress were invited for a face-to-face interview and skills-based exercise. **The result? Two successful appointments.** The team have since gone on to successfully recruit a further two Engineering Tutors and a Senior IT Tutor for Harlow College, using the same methodology.