



THE TIMES 100

Edition 14

Scottishpower: Recruitment and selection in the energy industry Lesson plan

Content area

- Human resources management
- Recruitment
- Selection
- Skills and competencies

Method

This resource can be used for general classwork, homework or learning skills for investigation.

It is a good simple exercise in bringing the various terminologies together in understanding what it means, and how it can be used in context. This allows the pupils to bring out more in discussion and understand that the topics covered in Business Studies are not insular. The outcome will be by differentiation.

First Activity:

Using the case study and any other resources, define the following words:

Recruitment; selection; induction; training; aims; objectives; multinational; subsidiary; renewable energy; green energy; carbon emissions; carbon footprint; innovation; hydro-electric power; tidal turbines; carbon capture; workforce talent; educational and vocational programmes; employability; human resource management; development; workforce planning; entry levels; modern apprenticeships; graduate programmes; apprenticeships; skills; assessment centre; competencies; job / person specification; job description; psychometric testing; communication; leadership; performance reviews; customer focus; competitive advantage.

Second Activity

Once you have completed the definitions link the following words together to form a paragraph. The words do not necessarily have to be in any order but must be in context of ScottishPower.



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Questions

1. ScottishPower is part of which group?
2. ScottishPower offers a number of different careers. In which areas of ScottishPower are these available?
3. What is the role of the Human Resource Management in ScottishPower?
4. How might recruitment affect ScottishPower in terms of continuity?
5. What is the difference between a job description and job/person specification?
6. What is the typical selection process for ScottishPower?
7. Why does ScottishPower use a competency framework?
8. What are the areas of the competency framework?
9. What is the difference between an Apprenticeship and a Graduate programme?

Activities

- Using the local newspaper, case study and any other resource, find 5 different job advertisements. The advertisements must include job descriptions and job / person specifications.
- Using the case study and any other resources, investigate the recruitment procedures for an apprenticeship and graduate scheme. Present your findings in the form of a Power Point presentation.
- Using The Times 100 case studies and any other sources, find at least two companies for each that offer apprenticeships and graduate schemes. Produce a poster to show your findings.

Other resources

- MP3 download of the full case study
- Summary of the case study . 500 words
- Brief of the case study. for lower ability pupils
- Interactive online quizzes
- Revision theory :
<http://www.thetimes100.co.uk/theory/theory--recruitment-selection--349.php>
<http://www.thetimes100.co.uk/theory/theory--recruitment-training--369.php>
<http://www.thetimes100.co.uk/theory/theory--human-resource-management--263.php>
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