

Mandatory Unit - Level 3, Unit 1 – Values-based Recruitment (1 credit)

TLM Learning Objectives	TLM Learning Outcomes
<p>1. Understand the role values-based recruitment brings to an organisation</p>	<p>1.1 Explain what is meant by values-based recruitment. 1.2 Understand the benefits of values-based recruitment.</p>
<p>2. Understand the recruitment process cycle</p>	<p>2.1 Describe the recruitment process cycle. 2.2 Explain the principles of identification of roles. 2.3 Identify the benefits of values-based recruitment in staff retention.</p>
<p>3. Be able to recognise best practises in values-based recruitment</p>	<p>3.1 Identify and explain adverse impact and bias in recruitment. 3.2 Describe the process of a thorough and objective job analysis. 3.3 Identify best practises for recruitment advertising in values-based recruitment. 3.4 Demonstrate how to be consistent in job interviews using values-based recruitment principles. 3.5 Identify best practises in job advertisements following values-based recruitment methods.</p>