



Have Dreams Academy Practice Interview Overview

Thank you for your interest in hosting a practice interview opportunity for the participants in our Have Dreams Academy workforce training program. These invaluable experiences support our participants in developing the skills needed to prepare for competitive employment. The following provides details about the structure and format of a typical practice interview experience.

Format and Timing

If possible, it is helpful to begin the visit to your company with a brief (approximately 10-15 minute) tour and overview of the different departments and roles within your business. This provides our participants with a helpful context for the practice interviews. Virtual (Zoom or phone) interviews are also an option.

We encourage interviewers to use the format and style they typically use in the company's standard hiring process, as this allows participants to gain experience with a range of interview styles. This can include one-on-one interviews with each participant, a group interview with several participants and one interviewer, or a group interview with one participant and two interviewers. If you are able to let us know which format you will use ahead of time, this will help our participants prepare appropriately.

We also encourage interviewers to use the questions you would ask in a typical employment interview. If you would like assistance in identifying common interview questions, Have Dreams can share a list of sample questions.

Each interview typically lasts around 15 minutes, depending on the participant, the interviewer, and the interview format. For a group of four to six participants, we recommend allowing one to two hours for the total visit.

Support and Accommodations

Have Dreams staff members accompany Have Dreams Academy participants on the practice interviews and provide support to each young adult. Participants may use a script or notes to help guide them through the interview. Some participants may also request to present an online career portfolio that visually presents their experience and strengths. Have Dreams staff can provide a laptop on which the participant can share this presentation during the interview.

Feedback

We ask interviewers to fill out a brief feedback form that supports our participants in identifying areas of strength and areas in need of improvement with regard to their interview skills. Please take a few moments to privately complete the form following each interview. Have Dreams staff will collect the forms and then review the feedback you provided with the participant.

Please contact Lora Slutsky, Director of Clinical Services at Have Dreams, at lslutsky@havedreams.org with any questions.