AI INTERVIEW COACH

Help your students walk into interviews with confidence

A free, spoken practice interview that students can take at home or in school, as many times as they like. Each interview is built around what a real employer looks for in people starting out, and finishes with personal written feedback.

CHOOSE FROM FOUR EMPLOYER INTERVIEWS

RAF | Rolls-Royce | Coventry Building Society | Vistry

At a glance

COST
Free

WHO IT'S FOR
Ages 15 to 19 and university students, with or without work experience

WHAT STUDENTS NEED
A free Springpod account and a device with a microphone

WHAT'S INVOLVED
At least eight spoken questions across three areas

WHAT STUDENTS GET
Written feedback and a score out of 10 in three areas

HOW OFTEN
As many times as they like

What the interview explores

It's a safe place to practise the basics of interviewing. It isn't a selection interview, so there's no pressure.

Their story
Background, experience and motivation

Their skills
What they did, why they did it, and what happened

Their interest
Curiosity about the employer and the impact it makes

Each employer's interview reflects what that organisation looks for. The RAF interview, for example, focuses on responsibility, teamwork and personal growth.

How a session works

Students speak their answers out loud, just as they would in a real interview, and the coach responds as they go.

1. **A friendly welcome**
   The coach introduces itself and checks the student is ready.
2. **A gentle start**
   An easy opener, such as what interests them about the employer.
3. **Their background**
   Their story and experience, then more focused questions on skills.
4. **One question at a time**
   Follow-ups for a clearer example, their own role or the outcome.
5. **A short goodbye**
   At least eight questions across three areas, then it wraps up.
6. **Personal feedback**
   Written feedback and a score out of 10 in three areas.

How feedback works

The coach doesn't score anyone during the interview, so students can focus on talking naturally. Afterwards, they get written feedback and a score out of 10 for:

- **Work experience examples**
- **Career readiness examples**
- **Enthusiasm and understanding**

PRACTICE PAYS OFF

4.9 → 6.5

Average RAF interview score, from students' first try to their latest. They can try again as many times as they like.

Safeguarding built in

- ✓ Warm and encouraging, never harsh
- ✓ Won't judge accent, grammar or fluency
- ✓ Won't write answers for students, so the progress is their own
- ✓ Students can ask to stop at any time
- ✓ If a student says something worrying, such as a risk of harm, bullying or abuse, the coach stops the interview and suggests they speak to someone they trust.

As with any online activity, we'd recommend reminding students of your usual safeguarding routes and who they can speak to.

Ideas for using it in your school or college

The coach works best when it's linked to something students are already working towards. Adapt these ideas for your setting.

IF YOUR STUDENTS ARE…	HOW IT HELPS	TRY THIS
Preparing for a mock interview day	Builds confidence beforehand and helps students act on feedback afterwards	Complete one interview the week before, repeat it the week after and compare scores
Applying for in-person work experience	Prepares students once they've been invited to interview for a placement	Share the link as soon as students are shortlisted so they can practise at home
Aiming for an apprenticeship	Most apprenticeship applications include an interview, so early practice helps	Build it into apprenticeship workshops or application support sessions
Applying for college, sixth form or university	Practises talking about themselves, their experience and their motivation	Use it alongside personal statement or application support
Looking for a part-time job	A chance to rehearse before their first ever interview	Signpost it in tutor time or your careers newsletter
In careers lessons or tutor time	Introduces what interviews involve and what employers look for	Students complete an interview in class, then discuss their feedback in pairs
Quieter or less confident	A private, judgement-free space to practise speaking about themselves	Suggest it one-to-one, or through your SEND or pastoral team

Tips for getting the most out of it

- **Encourage repeat attempts.** Scores tend to rise with practice, which is a real confidence boost.
- **Talk about the feedback.** What would they change next time, and which example worked best?
- **Find a quiet space.** Headphones with a microphone, or a quiet room, work best.
- **Gather examples first.** A quick brainstorm of things they've done at school, at home, in clubs or at work.
- **Let them choose an employer.** The skills they build transfer to any interview.

Why use the AI Interview Coach?

For your students

- Builds confidence before it really counts
- Unlimited practice, with scores that tend to improve
- Personal written feedback after every interview
- Everyone can take part: school, coursework, part-time jobs and family responsibilities all count
- Questions shaped around what real employers look for
- Never judges accent, grammar or fluency

For you and your school or college

- Free, for as many attempts as students like
- Easy to access with a free Springpod account
- Works in lessons, tutor time, careers sessions or at home
- Sits alongside work experience, mock interviews and application support
- Frees up staff time, so your mock interview time goes further

FREE TO USE

How students get started

1. **Create a free Springpod account** — space.springpod.com/sign-up
2. **Choose an employer and start the interview**

RAF
springpod.com/work-experience-sprints/royal-air-force-interview-practice/WEXS-00942

Rolls-Royce
rolls-royce.springpod.com/interview-coach

Coventry Building Society
workinsights-cbs.springpod.com/experiences/ai-interview-coach

Vistry
vistry.springpod.com/interview-coach

3. **Find a quiet space and allow microphone access**
4. **Read the feedback, then try again to improve**

Share these links in your careers newsletter, on your careers webpage, in Google Classroom or Teams, or directly with students preparing for interviews. A student guide is also available.

Questions? We're here to help.

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