

Recruiting – Multi-Stage Model

By implementing a Multi-Stage Recruiting Model, the employer establishes specific stages through which candidates must pass to reach the final stage of being made an offer. The main difference between this model and traditional hiring is that job offer is different for the apprenticeship which includes education costs and is a 5-year commitment.

The Multi-Stage Model implemented by Wittenstein North America includes these stages:

1. **Open houses** – Designed specifically for high school students and their parents, the company utilizes their high school networks for presentations and teacher referrals. They have also had good results from employee referrals of family or friends. Direct contact with parents is a key part of this model, educating them about manufacturing careers and giving them a good understanding of the program. The open house allows the company to share an overview of the work environment and the type of work the apprentice can expect.
2. **Phone or virtual interview** – The first interview is a one-on-one with the company reps, including HR, Apprentice Trainer, Machining Team Lead, and Supply Chain Manager (Head of Production).
3. **Face-to-face interview** – The second interview includes parents (who may ask questions) and a tour of the facility and ICATT apprentice work area.
4. **Candidate screening** – This includes an online assessment, drug screen, criminal background check.
5. **Offer of apprenticeship** – For candidates who make it to this stage, offers are made by the beginning of summer and apprentices start work in August.

Wittenstein NA tailored their recruiting model to the ICATT process when they started with the program in 2015. Their goal is to identify high school students that they want to develop into valued employees through the apprenticeship program.