



Improving the Apprentice **Recruitment Process**

The Challenge

Teledyne annually assesses around 200 applicants for between 8 and screening, video interviews and an assessment

12 places on their apprenticeship scheme using a multi-stage assessment process consisting of CV day.



They were looking to review this process with an aim to improve:



the quality of applicants progressing through to final-stage selection



the efficiency of the process and amount of resource required for initial screening



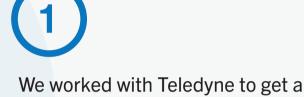
the fairness and opportunity for bias within the process

The Solution

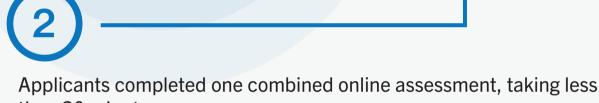


The second-stage video interview was replaced with a single-stage blended assessment solution combining the Swift Apprentice Aptitude assessment and the Match 6.5 behavioral screener, powered by Wave.





comprehensive understanding of what predicted potential for their apprentices and created a role-fit score to screen against using our Role-Fit App.



than 30 minutes.



numerical, error checking, spatial, mechanical and diagrammatic reasoning skills.

measures verbal,





role fit against the criteria set at the start of the process were invited to attend the final selection stage of the process. All applicants received feedback reports providing insight on their core

Single role-fit scores were passed

an average/above average or high

back to the client and applicants with

strength and challenge areas as well as practical development tips.

QUALITY Introducing the blended aptitude and behavioral assessment resulted in a higher quality pool of applicants

what mattered for the role.

the screening stage of

the process.

Benefits to the Organization



DIVERSITY,

EQUITY

& INCLUSION

Implementing the combined assessment increased the objective rigor of the process and minimized the opportunity for bias by only targeting areas intrinsic to

reaching the final stages of the process to select from.





before. Approximately two full days' work was saved by removing

improved as a result of the process, where 25% of hires

The ratio of male to female hires was significantly

were female compared to no female hires the year



the manual video interview marking and replacing it with the blended assessment solution.



The candidate dropout rate was reduced by replacing the video interviews with the blended assessment solution at



Candidate-friendly reports provided insightful feedback on strengths and challenge areas so even unsuccessful candidates got something out of the process.





These improvements and saving two full days' work had a positive impact on the cost efficiency of the process and, as a result, the return on investment.

