

Recruiting – Traditional Model

Recruiting with a Traditional Model is similar to recruiting for any position. Applicants come in throughout the year and are interviewed and great candidates are given an offer. The outreach and awareness become more important to assure the opportunity is known to the groups where likely applicants are found. Krones, Inc. uses a traditional model, and this is what their recruiting looks like:

1. **Outreach activities** – They actively go to local high schools for career fairs and to talk to classes, hold Open House events, leverage internal employee referrals and in-house posting, use the ICATT candidate list, and rely on word-of-mouth. The relationships with the high schools are important since they often get referrals directly from high school faculty.
2. **Interview process** – Candidates complete the company application or submit a resumé and may get offered a first-round interview. The interviews are conducted by the Apprentice Trainer, an HR representative, and another departmental employee as available. The interview includes a skill assessment to assess teachability (pin pusher test) and questions the applicant's work and high school experience to assess employability and interest. It also identifies aptitude, their hobbies, and after-school projects (home or auto repair, computing building, etc.)
3. **Hiring** – Once the candidate passes the interview process and the personal assessment by the Apprentice Trainer, the company hires them immediately or after graduation. They will hire a candidate any time throughout the year if they are a good candidate. During the initial work period, the company will test for culture fit and initiative before offering a position in the fall.

This Traditional Model is more of an open door to allow as many candidates in to work before identifying those that will move forward as ICATT apprentices.