

# Siemens screens for apprentices in Germany



## The challenge: identifying potential among mass applications

As one of the largest employers in Germany, Siemens receives each year a huge number of applications from school leavers who want to start their professional career with a technical or commercial apprenticeship with Siemens. The company's traditional approach was to screen applicants based on biographic data and school grades. These preselected candidates were then invited to take a series of tests, followed by a structured interview. This process produced reliable and valid results, but was rather inefficient in terms of costs, administrative complications, and time-to-hire.

## The solution: online assessment with validated results

cut-e advised Siemens on the design of an online recruitment process including a series of psychometric screening tests and questionnaires, measuring short-term memory with scales stm and work style and interests with shapes admin.

In a predictive validation study, the screening instruments were administered to about 500 current apprentices. The results were compared to the candidate's assessment scores at the on-site assessments, producing a set of rules that best predicted the final hiring decision. The set of rules was then cross-validated with another segment of the sample.

## The outcome: optimised process which saves costs

Based on the screening tests, Siemens is able to sift out the majority of unsuitable applicants without losing any suitable potential new hires. The number of candidates that had to be assessed on-site for filling the apprenticeship vacancies was reduced significantly and therefore achieving a repeated saving which far outweighs the costs of the process.