HUMBERSIDE ENGINEERING TRAINING ASSOCIATION

- A NOT FOR PROFIT GROUP TRAINING ASSOCIATION 1967
- TRAINED OVER 5000 APPRENTICES IN ENGINEERING AND MANUFACTURING
- CURRENTLY TRAINING/MANAGING 630 ADVANCED APPRENTICES AT LEVEL 3 & 4
- AROUND 120 CLIENT COMPANIES INCLUDING NATIONAL, INTERNATIONAL, SME AND MICRO
- DELIVERING A RANGE OF FULL COST TRAINING

SIX STEP RECRUITMENT: A STRATEGIC ELEMENT OF THE HETA BUSINESS IMPROVEMENT PLAN

- TO REPLACE AN INEFFICIENT AND WASTEFUL PROCESS
- IMPROVE THE EXPERIENCE OF ALL STAKEHOLDERS.
- REDUCTION IN NEPOTISM
- IMPROVED RETENTION AND ACHIEVEMENT
- GROUP PROCESS; BETTER VALUE FOR MONEY
- QUALITY CONTROL OF RECRUITMENT

RECRUITMENT STEPS

- ADVERTISE VACANCIES FOR ‘MOST’ CLIENTS.
- SIFT APPLICATIONS TO REMOVE ‘UNSUITABLE’ CANDIDATES.
- INVITE APPLICANTS TO ASE ABILITY TESTING SESSION.

REPEAT THREE TIMES FROM FEBRUARY TO APRIL

RECRUITMENT STEPS

AFTER ACHIEVING THE APPROPRIATE LEVEL AT ABILITY TESTING THE APPLICANT IS:

- **INVITED TO AN ASSESSMENT DAY.**

- **EACH APPLICANT IS CODED BY NUMBER AND COLOUR TO ENSURE MERIT BASED ASSESSMENT.**

RECRUITMENT STEPS

- PREFERENCE INTERVIEW.

  REAL IAG FROM HETA STAFF EXPERIENCED IN THE OCCUPATIONAL SECTOR.

- BY THIS STAGE THE APPLICANT HAS AN ASSESSED DATA SET TO AID GOOD RECRUITMENT.

THE PENULTIMATE STEP

AFTER THE OPEN DAY

- EMPLOYERS ‘CALL OFF’ SHORT LISTS OF APPLICANTS THAT HAVE EXPRESSED AN INTEREST IN THEIR ‘TYPE’ OF VACANCY.

- HETA CREATES SHORT LISTS FOR COMPANIES THAT DID NOT ATTEND OPEN DAY.

- EMPLOYERS MAKE FORMAL OFFERS OF APPRENTICESHIP.

- SOME APPLICANTS HAVE MULTIPLE OFFERS.

- SOME DON’T AND HETA WORKS HARD TO PROMOTE THEM.

THE SIX STEP RECRUITMENT PROCESS

MEASURABLE BENEFIT?

- IMPROVED RETENTION AND ACHIEVEMENT
- IMPROVED INSPECTION GRADES
- QUALITY ASSURED PROCEDURE
- COST REDUCTION FOR CLIENTS
- REDUCTION IN POOR APPOINTMENT DECISIONS

THE SIX STEP RECRUITMENT PROCESS

CONSEQUENTIAL BENEFIT?

- APPLICANT (and parent/guardian) VALUATION OF THE ADVANCED APPRENTICESHIP PROGRAMME.
- CREDIBILITY OF THE HETA ADVANCED APPRENTICESHIP PROGRAMME
- SHORTENING OF THE APPOINTMENT DECISION PERIOD
- SUPPORT FROM SCHOOLS, REQUEST FOR PRESENTATIONS
- RECOGNISED AS A BEST PRACTICE BY CLIENTS (300% INCREASE IN APPRENTICE NUMBERS)

EVOLUTION OF BUSINESS STRATEGY 2003 →

- SIX STEP
- PASTORAL CARE, YOUTH SUPPORT.
- PROFESSIONAL ENGINEER REGISTRATION.
  IET AND IMechE Eng. Tec. REGISTRATION
- RESIDENTIAL DEVELOPMENT PROGRAMME.

- DRUGS AND ALCOHOL AWARENESS, TEENAGE PREGNANCY SEXUAL HEALTH, HEALTH AND FITNESS, DRIVER SAFETY, MONEY MANAGEMENT, AIMHIGHER. STEM AMBASSADOR.