

Selecting trainees and apprentices successfully

Engage applicants, recognise high potential and promote your employer brand with online assessments by cut-e

cut-e helps you identify and win the best-fit apprentices

- ➔ Are you able to quickly and reliably identify the best trainees that apply to your organisation?
- ➔ Do you only select a handful of candidates from hundreds of applicants every year?
- ➔ Do you want a cutting-edge yet affordable selection process?

Whatever your questions or challenges, when it comes to selecting trainees or apprentices, cut-e enables you to find the best candidates. The earlier in the selection process you identify the required talent and abilities, the earlier you can focus on the best people. This allows you to fill the positions with candidates who are going to add value to your business – hopefully far beyond their traineeship/apprenticeship, as valuable experts and managers of the future. Even candidates you cannot accept will take away a positive impression of your company having been involved in a transparent, fair and cutting-edge selection process.

cut-e online aptitude tests for (pre)selection

For years, research has shown that aptitude tests predict long-term career success. There are few other instruments that offer so much value for the decision-making process with a comparable amount of effort.

scales aptitude tests are developed by cut-e making best use of web technology and are designed in such a way that a reliable, decentralised successful completion is possible without the need for a test supervisor to be present. This means that all tests can be used to identify potential and are particularly suitable for efficient pre-selection as part of the online recruitment process.

The following abilities, for example, are captured by the range of cut-e tests

- Mathematical thinking, numeracy
- Verbal ability
- Deductive reasoning, recognition of norms
- Learning efficiency
- Multi-tasking ability
- Short-term memory
- Spatial thinking
- Mechanical and technical understanding
- English fluency
- German fluency

cut-e online personality questionnaire for selecting trainees

shapes is a questionnaire that captures a candidate's character traits, attitudes and motives defined as desirable for the job. The adaptive online questionnaire can be completed in 10 minutes and provides a reliable basis for making selection decisions.

Would you like to do more for your future trainees?

With the *career GPS*, cut-e has developed a platform that allows school leavers to find out which training programme best suits them, by means of online tests and motivation and interest questionnaires. Once the various instruments have been worked through, suitable study courses or trainee positions are shown. It does not take long and it is a lot of fun too.

Including a tailor-made *career GPS* on the careers page of your website which allows you to brand your company as an attractive employer in order to give more exposure to specific trainee programmes or to enlarge your pool of candidates.

Seamless integration into existing systems


All the processes offered by cut-e can be integrated seamlessly into your existing application management, assessment or HR systems (e.g. Taleo, SAP-HR, Lumesse EasyCruit, i-GRasp, Talentlink etc.). And, of course, it is all in your corporate look and feel, so applicants have a seamless experience.




screenshots: career GPS

Some clients who trust in cut-e for the selection of trainees





Available languages
The system, assessments and reports are available in many languages. Additional languages can be requested.



Available norm groups
We continually update and add to the international and local sets of norm groups.

For more information:
www.cut-e.com/solutions/trainee-and-apprentice-selection



About cut-e: Founded in 2002, cut-e (pronounced 'cute') provides online tests, questionnaires and gamified assessments. In May 2017, global professional services firm Aon plc acquired cut-e and integrated the company into its global talent solution. cut-e and Aon, as Aon Assessment Solutions, undertake 30 million assessments each year in 90 countries and 40 languages.



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