Apprentice Program Scope and Objectives

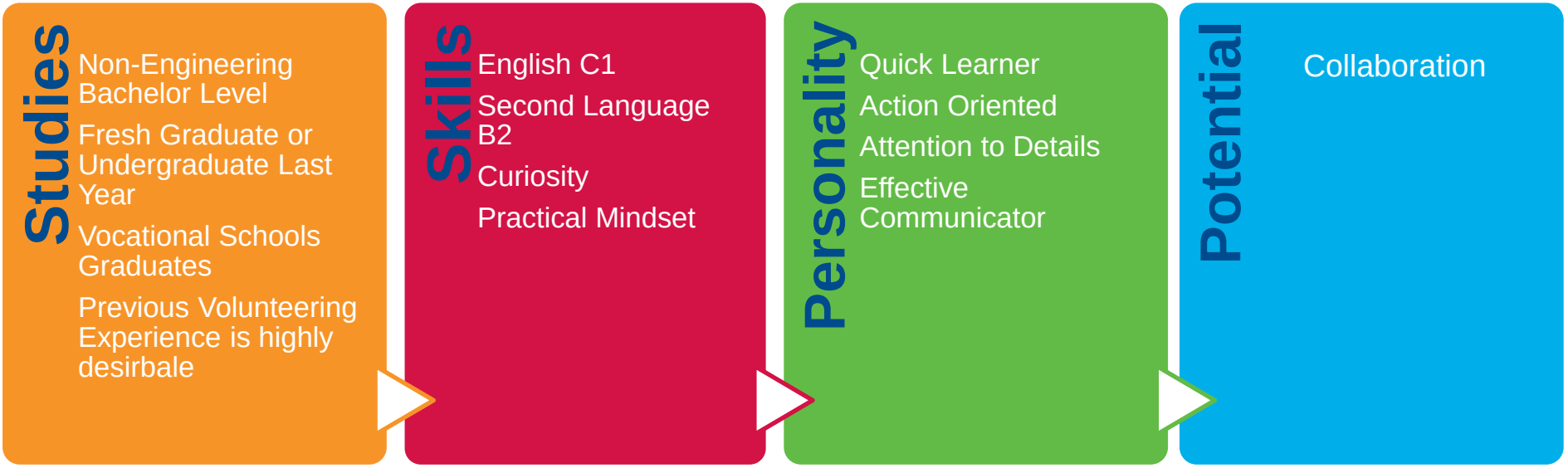
Scope: Learning in the workplace under the supervision of a skilled coach allows full participation by apprentices in both the process of learning and of working.

Objectives:

- To give apprentices the chance to experience more departments and assignments
- To give apprentices the opportunity to interact with different teams and leaders
- To give apprentices the guiding for a strong career path in the department they enjoyed the most and they are suitable for
- To provide a support in individual development for fresh graduates
- To Improve Language Skills inside the sales support teams while interacting with an international environment

EMERSON
Process Management

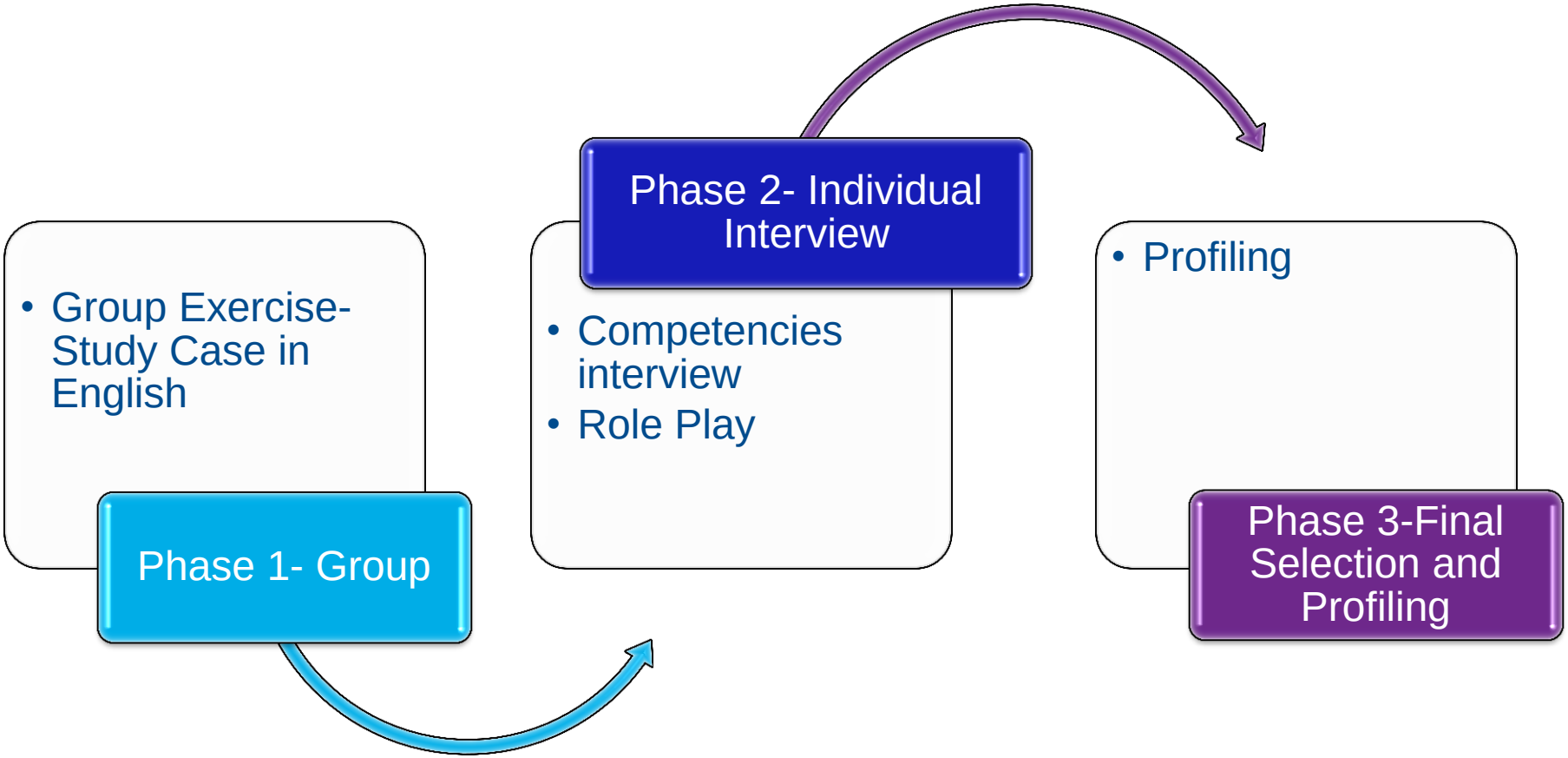
What are we looking for?



The Apprentice Profile is a optimal MIX between Studies, Skills, Personality and Potential for further development

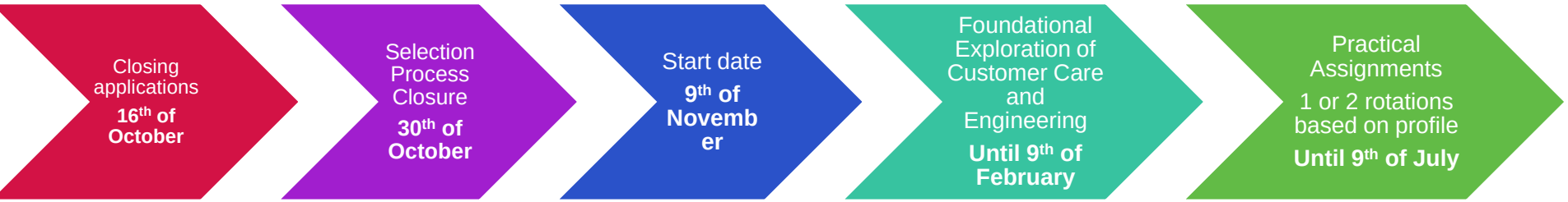
EMERSON
Process Management

Apprentice Selection Model



EMERSON
Process Management

Apprentice Program Timeline



Permanent Coaching, Career Guidance,
Opportunity for Permanent Jobs

EMERSON
Process Management

Apprentice Program Curricula

Customer Relationship Management- Training and Practice
Orders- Training and Practice
Customer Offers- Training and Practice
STEP 6

Introduction to Emerson Process Management
Sales Channel in Europe
Matrix Organization
Quote to Cash Cycle
Tools and Systems
1 week
STEP 4

Basic Instrumentation Introduction
Products Onboarding
3 days
STEP 5

Apprentice local orientation IT, Safety, HR
1.5 days
STEP 1

Moments of Truth- Customer Care Training
Communication Skills
1 Day
STEP 2

Assigning Coach
Daily Support, Weekly Review
STEP 3

3 months

Sales Generalist Apprentice

Rotation #1
Order Management
3 months

Rotation #2 CRM Logging& Docs
3 months

Profile Orientation

Sales Engineer Apprentice

Rotation #1
Basic Quoting Assignment
6 months
Possibility to Study Engineering

6 months

Social Media Presence: Linked In, Facebook

EMERSON
Process Management

Additional Channels of Application for the Apprentice Program

- Recruitment Portals: EJobs, Best Jobs personalized adds
- Emerson Careers web page
- Apprentice.Cluj@emerson.com –with English Resume

EMERSON
Process Management

Do You Want to be the Next Apprentice?

EMERSON
Process Management