

Sample Selection/Recruitment Process Skilled Trades Positions

1. Selection Sources
 - a. Focus on students that like to work with their hands
 - i. Career and technical education programs
 - ii. Vocational schools
 - iii. Construction career academies
 - b. Other options
 - i. Jobs for America's Graduates – students "at risk"
 - ii. Job Corp
 - iii. Military
2. Selection Criteria
 - a. High math scores – students are more apt to pass the pre-employment tests
 - b. Physical abilities testing
 - c. College pre-placement testing done in junior year to schedule remedial work
3. Recruitment Activities
 - a. High schools/vocational schools
 - i. Letters home to parents about career awareness and program evening sessions
 - ii. Program awareness sessions in the evening
 - iii. Career days
 - iv. Classroom presentations – specialized classes (electronics, welding, etc.)
 - v. Presentations at PTA meetings
 - vi. Utility facility tours
 - vii. Job shadowing/summer internships
 - b. College
 - i. Program awareness meeting with advisors
 - ii. School website
 - iii. Job/career fairs
 - iv. College TV and radio
 - c. Other
 - i. Utility website
 - ii. Local newspaper ads
 - iii. Posters placed in schools, churches, community centers
 - iv. Get Into Energy website