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