

Recruiting – Farm Team Model

The Farm Team Model gets its name from the farm teams that major league baseball uses to prepare and identify players for the big league. By taking on high school and college students in formal internships, the company allows the students to explore the field of advanced manufacturing while the company evaluates the individual, before deciding if they are the right candidate for an ICATT Apprenticeship. One company using this system is Scot Forge.

1. **Recruiting** - To reach the right high school students, Scot Forge uses traditional methods of recruiting such as career fairs, open houses, and web postings. But most candidates for the Student Learner Program come from two major sources: employee referrals and high school counselor referrals. High school counselors often recognize students that fit the Scot Forge culture and environment, and typically make the recommendation personally.
2. **High School Student Learner Program** – High school students work part-time during their high school years. This provides a “try before you buy” opportunity for both the student and the company. Students in good standing and with a demonstrated work performance history are offered the opportunity to participate in apprentice programs.
3. **Interviews** for ICATT candidates is minimal based on the candidate having a proven track record with the company during their high school years. Most candidates have career discussions with the Organizational Development Department well ahead of time prior to the start of the apprentice program. The Organizational Development Leader and the Organizational Development Technical Trainer normally manage the interviewing process. The onboarding process is the same as for regular company hires.

Scot Forge is unique in that apprentices have a work history with the company. Very few companies hire sixteen-year-old high school students. This way, Scot Forge guides them through their career development into the talent pipeline that eventually leads to apprenticeships and on to full-time employment. The program goal is to start the apprentice early in the summer, but the company is flexible to allow for identifying the right candidates.