

Why become involved in local schools? To fill your employment pipeline and promote your organization as an employer of choice in your community!

Middle Schools and High Schools

- Work with 3-5 local high schools as “magnet schools”
- Arrange plant tours for science teachers, guidance counselors, students and parents
- Review local school-to-work programs with magnet schools
- Share the availability of ASM Materials [Teacher](#) and [Student](#) Camps and encourage their participation
- Reach out to your local ASM Chapter and volunteer to participate in Materials Camps; visit the Camps, provide a plant tour
- Partner with teachers to have your engineering staff do classes at the high school
- Participate in Manufacturing Day with a plant tour - invite the parents
- Arrange paid summer internships for high school students
- Sponsor or participate in a [National Robotics League](#) or similar event

Vocational Schools

- Meet with local vocational schools to make sure they are providing the correct classes - welding, hydraulics, electrical and mechanical repair - to meet your needs
- Make direct investments in vocational schools, there may be tax incentives in your state to do so



- Participate in Manufacturing Day with a plant tour - invite the parents
- Coordinate your efforts with other local companies - meet with your local HR group often
- Arrange plant tours
- Invite students to a dinner attended by your President, VP - Manufacturing and Maintenance Superintendent
- See if the schools are utilizing the Manufacturing Institute’s <http://www.themanufacturinginstitute.org/Skills-Certification/Skills-Certification.aspx> Manufacturing Skills or [National Institute for Metalworking Skills](#) Certifications

- Check to see if your vo-tech school has a “student learner” program. Your state may allow hiring students under the age of 18
- Connect and work with your [Local Manufacturing Extension \(MEP\) Center](#)

Community Colleges

- Recruit and interview on-site
- Arrange plant tours
- Have your metallurgical or engineering staff teach a course there, or at least one class
- Sponsor a class or individual project with relevance to your operations
- Get your senior leadership on the local community college board
- Offer payed interships/co-ops
- Connect and work with your [Local Manufacturing Extension \(MEP\) Center](#)

Universities

- Get to know FIERF Magnet School Professors
- Provide a plant tour
- Recruit and interview on-site
- Develop an intern and/or co-op program for university students - include stipend for housing
- Provide a speaker for engineering student organizations (Material Advantage, Society for Women Engineers, etc.) Provide pizza - the staple of a college campus!
- Promote scholarships awarded by FIERF
- Provide direct scholarships or loans to employee children and others
- Connect with specific professors, offer to make a class presentation
- Sponsor a class or senior capstone project
- Participate in a FIERF funded research project

