



Seeking a Clear Course? Turn to ICP to Lead You through the Storm

- This is one list you want to join: Starting in February, **weekly ideas and resources for attracting, incorporating and retaining younger employees** will be available to employers via a bi-weekly e-newsletter.
- Elements of Industrial Distribution: **Deep discounts for members of Alliance Partner associations on this proven online orientation to industrial distribution** — ideal for new employees.
- ICP Toolkit: Volunteers have access to a **complete set of resources to increase awareness of industrial distribution**, work with the local community college to prepare people for ID careers and connect with those young people most likely to be great job candidates.
- Industrial Distribution Leadership Certificate Program: Supporters are eligible for **special rates on this six-course leadership certificate program** developed and taught by industry leaders and available online.
- Learning Objectives: When a distributor needs to evaluate whether a new employee has all the basics or needs some gaps filled, ICP offers a **listing of key knowledge and skills for sales and customer service employees** in industrial distribution and related sectors.
- ICP Outreach: Benefit from a North American awareness program to make young people aware of industrial distribution and great distribution careers. **Check out the website at www.industrialcareerspathway.org**.
- Higher education partnerships: **ICP builds relationships with community colleges and four-year colleges with applied technology programs to make their faculty, counselors and students aware of industrial careers** and how they can prepare. We prioritize colleges and communities based on input from Alliance Partners and their members.
- Listing in the ICP website: Alliance Partner member companies are listed in the **searchable ICP listing of distributors and manufacturers across the US and Canada**. This database is available to job seekers and those interested in learning more about industrial distributors in their area.
- Job posting: The new ICP Fan page on Facebook allows members to **post jobs, discuss an issue or identify resources** that will help them attract and incorporate young workers successfully into their workforce.
- Special resources and materials: In 2011, ICP will have guides for 1) **working with local media** and 2) **developing an intern program** that will be available for PTDA members, with more resource guides in the works. Also, volunteers have access to **presentations, community data, career ladders** and other outreach and awareness materials.

**Learn how you can take advantage of these resources at
www.industrialcareerspathway.org/Resources.**