TTP Industry Blog Post
Associate Engineer Programs

Anticipated Release: Monday, June 11, 2018
Deadline for submissions: Wednesday, June 6, 2018

Guidelines
See below for some prompts and leading questions to help you develop the post. Each post should be between 500-600 words. Longer submissions, not exceeding 1,000 words, are also welcome. Posts should be submitted to Tashima Newerls at tnewerls@sbs.nyc.gov.

Target Audience
Unless otherwise noted, the target audience for guests posts are other industry professionals including companies within the TTP network and partner networks. While our goal is to inform other NYC companies, additional exposure may also be gained through our work with other cities and states through national initiatives like TechHire or other Workforce Development organizations.

Supplemental Materials
Feel free to also submit any links to previously published materials, photos or other relevant links (e.g., resources, company web pages or other posts).

Sharing
TTP will share final posts via the TTP blog. These posts may also be amplified via social media including the TTP Twitter and LinkedIn pages. With the permission of the author, blogs may also be referenced via City press releases or other vehicles. Authors and readers are also welcome to amplify posts via personal or company channels.

Nontraditional Candidates
Many companies have noted that Associate Engineer programs are beneficial to onboarding high potential talent that may have gone overlooked through typical screening methods. How did you engage local talent in this program? Some guiding questions that may be helpful:
- How did you select candidates for the program? What were your intentions for selecting candidates? What resources were helpful in this process?
- How did you plan to support these candidates? How did you engage others to support candidate?
- How did you screen and assess these candidates? What informed this process? How did you results compare to your assumptions about this process?
- What challenges did you encounter? How did you overcome these challenges?
- What tools or resources were helpful to you? What steps did you identify that might be helpful to other companies doing this for the first time?

Program Development

Many companies are excited about the opportunity to build similar programs, but are nervous about what it takes to get things off the ground. What was the process from development to implementation? Some guiding questions that may be helpful:

- What stakeholders were involved? What methods or resources did you use to get internal buy-in needed?
- What factors were most important to your team in creating this program?
- What challenges did you encounter along the way? How did you overcome these challenges?
- What are some steps you took that others can use to inform their process in the future?

Business Impact

We know that Associate Engineer programs immediately impact individuals and teams that participate, but how can other companies think about long term impact of these programs when during the development and post-program review phases? Some guiding questions that may be helpful:

- How did the Associate Engineer program inform or affect your company? Your teams?
- How did you plan to measure success? What information did you collect at what points during the program? After the program?
- What stakeholders were involved? What information was essential to get the buy-in needed?
- How has the Associate Engineer program informed your company culture or procedures?

Other

Have an idea not listed above? Please feel free to create your own topic and be sure to adhere to the guidelines above.