



Subject: NDTA Industry Connect Program (ICP)

Background:

- In July 2019, the NDTA Headquarters staff met with four young NDTA industry members to discuss their ideas about how to encourage more involvement by young professionals with NDTA and to increase NDTA engagement with college students and young professionals.
- One idea that came out of these discussions was to provide NDTA scholarship-winning college students with an opportunity to link up with a young NDTA industry professional. The idea was for them to have no pressure, professional discussions about their studies, the logistics and transportation industry and how to bridge from college to a career in industry. NDTA Headquarters started the program in the fall of 2019, connecting three college students to young industry members.
- The NDTA Foundation Scholarship Program provides a source of college students studying logistics and transportation for the ICP. The NDTA Scholarship Program supports and encourages students to enter and pursue careers related to logistics, transportation, supply chain, distribution, and passenger travel services. Connecting students with industry members can help them establish connections and lead to career opportunities.
- Following the 2021 NDTA scholarship selection and the identification of a new NDTA Young Leaders Chair in June 2021, the program was restarted and named the NDTA “Industry Connect Program.”

Guidelines:

- **Purpose:** The purpose of the Industry Connect Program is to provide NDTA scholarship-winning students with a voluntary opportunity to “connect” with industry members who are willing to mentor and share personal experiences in order to help them learn more about industry and provide a bridge from college to potential careers in the logistics and transportation career field.
- **Notification and Volunteer:** Once NDTA Foundation scholarships are awarded, NDTA Headquarters sends notification letters to the winning students. Included in the letter of congratulations is an invitation for them to participate in the ICP. Once the student volunteers to participate, the headquarters staff notifies the NDTA Young Leaders Chair.

NDTA Industry Connect Program (ICP) Cont.

- **Industry Participant:** The NDTA Headquarters and the Young Leaders Chair work together to identify industry members who are a good match for the volunteering students. Ideally, the ICP is intended to link students with young industry participants who have 5-10 years of experience in the workplace. We want students to feel comfortable and relate well to the industry representative. Additionally, we want to provide a mentorship opportunity for our young leaders. Even so, the ICP is open to older, more experienced mentors who want to participate and who match well with the student. The NDTA Young Leaders Chair and NDTA Staff will carefully consider industry member volunteers to ensure they are a good match for the student concerned, are NDTA members and understand the importance of their mentorship relationship with the student.
- **Introduction:** NDTA Staff provides the NDTA Young Leaders Chair with a contact list of scholarship winners who volunteered to participate in the program. The NDTA Young Leaders Chair will then send an email introduction with contact information to both the scholarship student and the industry volunteer to initiate the industry connection and begin the relationship.
- **ICP Structure:** There is no set format for the relationship between student and industry member. NDTA's intention is for the contact to begin with an email introduction to the student and the industry mentor. Following that introduction, the industry mentor should set up a phone call or virtual meeting with the student and get the dialogue started. Sessions with the student are meant to be a no-pressure opportunity for engagement, mentorship and learning. Hopefully, the discussions will continue over the course of the academic year, but may continue for as long as both student and industry contact agree.
- **Feedback:** The industry contact will provide the Young Leaders Chair with written feedback at the end of each semester for the purposes of tracking and program feedback. The Young Leaders Chair will provide updates to the NDTA SVP Operations on a periodic basis, but at least annually.

Contacts:

- Craig Hymes, SVP Operations, at chymes@ndtahq.com or 703-751-5011
- Chloe Baker, Project Coordinator, at cbaker@ndtahq.com or 703-751-5011
- Hunter McGuire, NDTA Young Leaders Chair, at Hunter.McGuire@wnco.com or (682) 251-0119