

Classroom Activity Instructor Guide: “Ask a Recruiter” with Tractor Supply Company

RISE Up Program

RISE Up is the NRF Foundation training and credentialing program that provides foundational employability skills to help people land jobs and get promoted in retail and beyond.

The supplemental classroom activities for the RISE Up program will provide students with the opportunity to gain unique perspectives from retail leaders and insights into current issues impacting businesses.

Activity Objective

Learn what it’s like to work in a distribution center, how to apply for a distribution center job, the requirements of the job and career growth opportunities with the NRF Foundation’s “Ask a Recruiter” video with Tractor Supply Company Manager of Supply Chain Recruiting Alex Fleming.

Benefits of RISE Up

❖ **Employability Skills**

Help your students learn the in-demand skills needed to land jobs and get promoted in retail.

❖ **Flexible Delivery Options**

Classroom, online or blended

❖ **Scenario-Based Learning**

Realistic scenarios that support active learning to help keep your students engaged while developing their problem-solving and decision-making skills.

❖ **Hands-On Activities**

Hands-on activities for skill development, allowing your students to apply and master key skills needed for the job and providing them a safe environment to practice, identify and correct performance errors.

Training Partner Resources

- [Instructor Guide](#)
- [Train the Trainer Videos](#)
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- [Resource Library](#)

The NRF Foundation's "Ask a Recruiter" with Tractor Supply Company's Alex Fleming

Background

Alex Fleming joined Tractor Supply Company in September 2018 as a distribution center recruiter. By February 2020, Fleming was promoted to human resources generalist of distribution center operations. Fleming was promoted again in November 2020 to her current position as manager of supply chain recruiting.

Tractor Supply Company is the largest rural lifestyle retailer in the United States with over 1,900 stores in 49 states, eight distribution centers and an ecommerce website.

Tractor Supply also owns and operates Petsense, a small-box pet specialty supply retailer focused on meeting the needs of pet owners and offering a variety of pet products and services.

Video Format

A six-minute video that covers:

- ❖ Warehouse, distribution center and fulfillment center roles
- ❖ Skills recruiters look for in candidates
- ❖ How to apply for a job at Tractor Supply Company
- ❖ Career opportunities



RISE Up and Get Noticed

At Tractor Supply Company, our growing network of distribution centers are vital to delivering legendary customer service in our stores. With safety as the top priority, our distribution center team members work hard, have fun and make money in a dynamic and collaborative environment. Whether you're starting out as a material handler, interested in operations or have a background in human resources, your opportunity is out here.

Completing RISE Up training from the NRF Foundation can provide you the skills to help you get a job with **Tractor Supply Company**.

[Apply Here](#)

Activity

Watch the "Ask a Recruiter" video:

<https://nrffoundation.org/blog/ask-a-recruiter-tractor-supply>

Then answer the following questions:

1. What do you know about Tractor Supply Company?
2. What are roles at warehouses, distribution centers and fulfillment centers dedicated to?
3. What skills does Tractor Supply Company look for in candidates for entry-level roles?
4. What are the requirements for a role in a Tractor Supply Company distribution center?
5. What equipment do warehouses, distribution and fulfillment centers use?
6. What was Alex Fleming's advice for applying to jobs at Tractor Supply Company?

Answer Key

1. Open-ended question
2. Receiving, storing and shipping products to customers and stores (1:23)
3. Tractor Supply Company seeks candidates who are high motivated, committed to safety, value honesty and teamwork and possess strong leadership skills and integrity (2:21)
4. Candidates must have a high school diploma or equivalent, be 18 years or older; may be required to lift 50 to 75 pounds and be able to stand, bend, squat and/or walk for extended periods of time. Candidates must also receive favorable results of a background screen (2:44)
5. RF scanner, two-way radio, computer or PC, forklift, pallet jack (2:34)
6. Apply, look at opportunities available on the Tractor Supply Company career site (5:40)

