

GEAR UP FOR

BE PRO BE PROUD®

DRAFT DAY

**HIGH SCHOOL
TO HIRED**

DRAFT DAY SERIES 2024

Through the Be Pro Be Proud's Draft Day registration process and implementation of the YouScience Aptitude and Interest Assessment, Senior class students and employers will be strategically matched based on corresponding interests, talents, and needs.

EXPERIENCED CANDIDATES

Prepared and engaged students will be asked for follow-up interviews and offered jobs

THE NEXT GENERATION

Employers will satisfy a growing need to prepare new talent to replace a retiring workforce

POST-SECONDARY TRAINING

Providers will work with both groups to deliver current-generation technical education

VALUABLE RESOURCES

State workforce-focused agencies will provide access to valuable resources to help offset costs



BE PRO BE PROUD
BEPROBEPROUDAR.ORG





EVENT DETAILS

ORDER OF EVENTS*

*May vary based on location

SET-UP DAY

Set Up • 1:00–4:00 PM

Partner Dinner • 5:30–7:30 PM

Location to be determined

DAY 1

Set Up & Breakfast for Partners • 7:00 AM

Draft Day Interviews

Begin • 8:00 AM

Session One

Session Two

Session Three

Session Four *Will be added if needed

Lunch • 12:30 PM

DAY 2

Breakfast for Partners • 7:00 AM

Draft Day Interviews

Continue • 8:00 AM

Session One

Session Two

Session Three



Space is limited:
contact us to reserve your spot.

Arron DeGracia, Draft Day Coordinator
draftday@beprobeproud.org | 501.326.1675

DATE & LOCATION

Arkansas River Valley – Peak Innovation Center, Fort Smith – March 5-6

Arkansas Delta – Pine Bluff Convention Center, Pine Bluff – March 12-13

Northeast Arkansas – Jonesboro, Arkansas – March 27-28

Arkansas Grand Prairie – Grand Prairie Center, Stuttgart – April 3-4

Northwest Arkansas – Springdale Convention Center, Springdale – April 10-11

Golden Triangle – El Dorado Conference Center, El Dorado – April 17-18

Russellville – Cyclone Arena, Russellville – April 25-26

Central Arkansas – Pulaski Technical College, North Little Rock – April 30 - May 1

DRAFT DAY EVENT

Draft Day will provide two different areas for students to connect with companies:

The first, a traditional-style **Career Expo** to visit will be on site. High School students of all ages are invited to participate in Career Exploration while engaging with local companies. Students are encouraged to prepare questions and resumes to hand out to participating companies.

The second, **Interview Sessions** – Student (Seniors) interests and aptitudes data is used to match them with employers based on identified categories of need. This strategic pairing, as well as resources provided in advance to prepare students for interviews, resume writing and interviewing, maximizes opportunities for high-value interactions for all involved.

We suggest **bringing five (5) team members** to the event: three (3) interviewers & two (2) for your Meet & Greet booth.

PREPARING EMPLOYERS FOR DRAFT DAY

The Arkansas Office of Skills Development is a key to Draft Days' overall success. We will host a meeting, local to each Draft Day event, between January and March to inform participating employers about resources available to offset costs associated with onboarding and training talent for your advanced technical needs.

COST TO PARTICIPATE

There is **no cost to** participate to current **Be Pro Be Proud Partners**.

Companies with 20 or fewer employees: \$500

Companies with 21-100 employees: \$750

Companies with more than 101 employees: \$1,500

Sponsorships Are Available
See *Sponsorships Handout for Details*

**REGISTER BY NOV. 17, 2023
TO PARTICIPATE**



BE PRO BE PROUD DRAFT DAY 2023 FINAL RESULTS

	Rogers	Fort Smith	Stuttgart	Jonesboro	TOTAL
Participating Schools	7	16	5	13	41
Participating Companies	36	45	30	31	104
Career Expo Attendees	1,750	354	386	1,024	3,514
Interviewed Seniors	292	282	69	110	753
Senior Interviews	876	846	207	330	2,259
% Interviewees Advancing*	40.20%	36.40%	76.20%	46.90%	41.40%

* This reflects the number of seniors who interviewed and received a job offer or have been invited to continue in the hiring process

STUDENT SURVEY RESULTS

75%
took the
YouScience
Assessment

8.75%
did not participate in
any interview or resume
workshop

97.3%
said Draft Day gave them
a better idea about career
planning and opportunities

98.39%
said Draft Day was a
good experience for
them

Responses received: 372 across all four events.

EMPLOYER SURVEY RESULTS

97.44%
said they would recommend their
company participant in Draft Day again

75.64%
recommend that their company
sponsor next year's event

Responses received: 109 across all four events.

DRAFT DAY 2023 STATEWIDE SPONSOR



BE PRO BE PROUD DRAFT DAY 2023 FEEDBACK

STUDENT FEEDBACK:

41.4%

of students who interviewed are either moving on in the interview process or have been offered a job

(this number could rise, as there were several companies who asked students to apply after graduation)

97.3%

said Draft Day gave them a better idea about career planning and opportunities

98.39%

said Draft Day was a good experience for them

96.77%

said they would recommend Draft Day to a friend

COMMENTS FROM STUDENTS:

"My first interview I got to set up a possible internship and tour of their manufacturing plant."

"I like it mostly gives us opportunity to look for something after high school."

"Draft Day is a perfect thing for us Seniors so we have more opportunities to look for jobs and prepare ourselves."

EMPLOYER FEEDBACK:

85.1%

of employers found students to be prepared for their interviews

71.58%

of employers plan to continue the conversation with one or more students from the interviews

96.91%

said they would recommend their company participant in Draft Day next year

COMMENTS ON INTERVIEWS:

"Very energetic, honest, and great communication. Would definitely like to have that type of personality on my team"

"Great experience, attitude and very humble! Looking forward to bringing him to the plant for a tour and furthering the process."

"Great interview, communication, motivation, and well spoken. Very impressed."

TEACHER FEEDBACK:

96%

of teachers report that Draft Day was a good experience for them and their students

96%

of teachers say their students are now considering technical career opportunities that they were not considering prior to draft day

100%

of teachers would recommend their school participate in Draft Day next year

Teacher responses received: 38 across all four events.

FAVORITE MOMENT FROM DRAFT DAY:

"My favorite experience was seeing the excitement of the students who interviewed after they finished. They were all positive, encouraged, and anticipating follow ups."

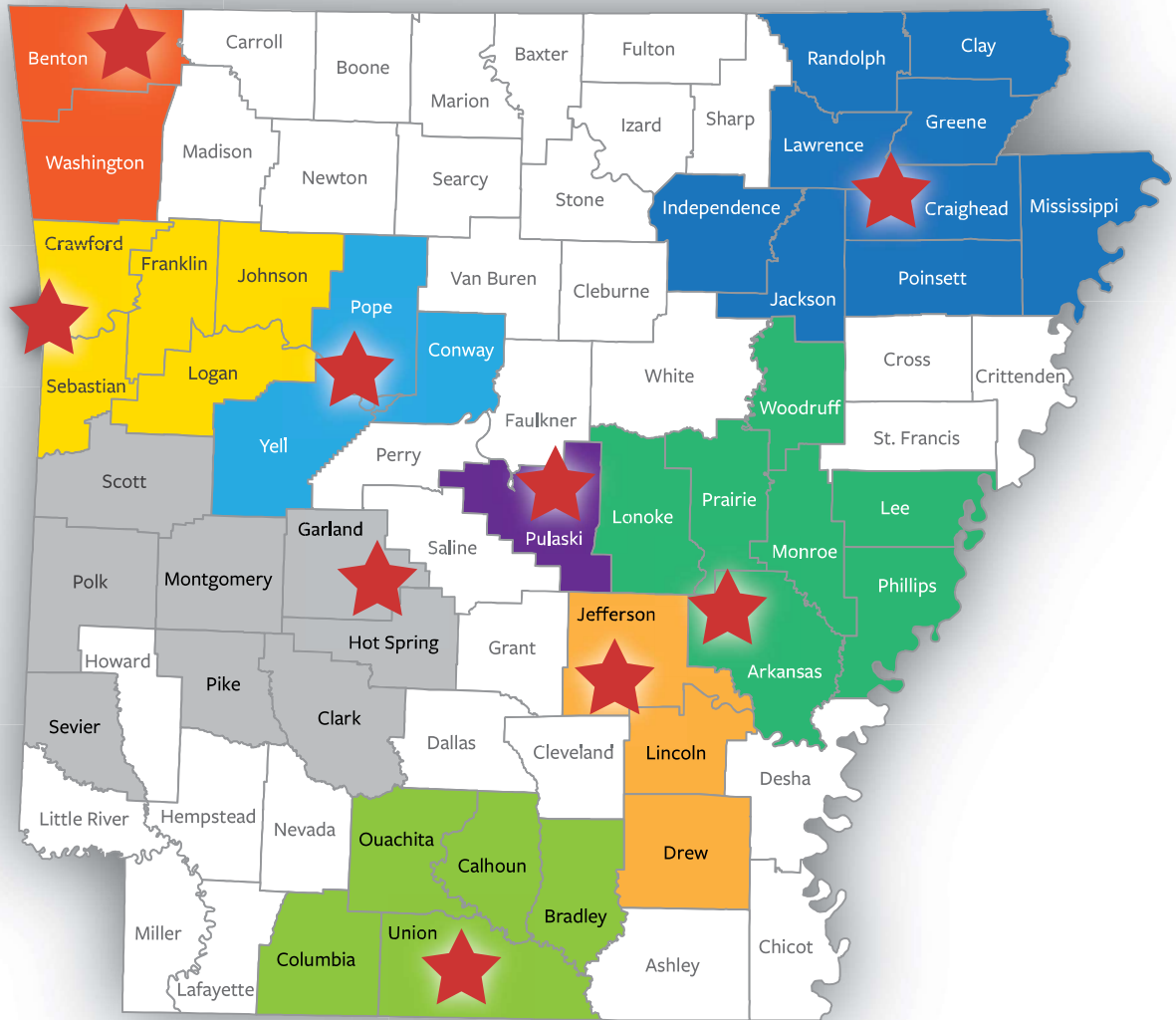
"My favorite moment was watching my students interview. They worked so hard to get to Draft Day, and it showed in their appearance and attitudes. One of my students was still interviewing after our timeslot and after all of my other students finished the career fair. He was having the time of his life interviewing, and I was somewhat concerned that he might have been having too much fun. To my surprise, he was one of my students who was offered a job as a result of Draft Days. I am so proud of him for pursuing additional interviews and find a job that is a perfect fit for him."

"My favorite moment was when one of my Seniors came to me and said that Draft Day changed his whole plan. He had planned to work fast food and save up some money, but at Draft Day he was offered and accepted a position with Riggs-Cat and will have his training/school paid for!"

"Seeing the excitement of students faces after the interview process and hearing them express gaining knowledge of new opportunities in the workforce."



BE PRO BE PROUD DRAFT DAY 2024 REGIONS



- Arkansas River Valley
- Arkansas Delta
- Northeast Arkansas
- Arkansas Grand Prairie
- Northwest Arkansas
- Russellville
- Central Arkansas
- Hot Springs, Arkansas*

*Draft Day Hot Springs led by the Greater Hot Springs Chamber of Commerce and its partners.



2024 DATES AND LOCATIONS

DRAFT DAY – ARKANSAS RIVER VALLEY
PEAK INNOVATION CENTER, FORT SMITH – MARCH 5-6

DRAFT DAY – ARKANSAS DELTA
PINE BLUFF CONVENTION CENTER, PINE BLUFF – MARCH 12-13

DRAFT DAY – NORTHEAST ARKANSAS
JONESBORO, ARKANSAS – MARCH 27-28

DRAFT DAY – ARKANSAS GRAND PRAIRIE
GRAND PRAIRIE CENTER, STUTTGART – APRIL 3-4

DRAFT DAY – NORTHWEST ARKANSAS
SPRINGDALE CONVENTION CENTER, SPRINGDALE – APRIL 10-11

DRAFT DAY – GOLDEN TRIANGLE
EL DORADO CONFERENCE CENTER, EL DORADO – APRIL 17-18

DRAFT DAY – RUSSELLVILLE
CYCLONE ARENA, RUSSELLVILLE – APRIL 25-26

DRAFT DAY – CENTRAL ARKANSAS
PULASKI TECHNICAL COLLEGE, NORTH LITTLE ROCK – APRIL 30-MAY 1

FOR MORE INFORMATION

Arron DeGracia | draftday@beprobeproud.org | 501.326.1675 | beprobeproud.org/draftday



2024 SPONSORSHIPS

Sponsorship registration due JAN. 31, 2024

PRESENTING SPONSOR AT \$15,000 *ONE AVAILABLE*

BENEFITS—

- Sponsor's name/logo prominently placed on all event signage
- Sponsor's name/logo prominently placed in the Career Expo Space, Interview Area, and at the Partner Supper.
- Invitation to present to students during Resume and Interview Prep Workshops prior to Draft Day
- Company prominently featured in promotional materials developed by Be Pro Be Proud for the event including the BPBP – AR newsletter, Draft Day website, promotional videos, etc.
- Ability to provide branded material items and/or brochures to be included in attendee materials
- Prominently featured placement of booth in the Career Expo area
- Reserved table at the Partner Supper

INTERVIEW AREA SPONSOR AT \$10,000 *ONE AVAILABLE*

BENEFITS—

- Sponsor's name/logo prominently placed on all event signage
- Sponsor's name/logo prominently placed in the Interview Area
- Invitation to interact with students during Resume and Interview Prep Workshops prior to Draft Day
- Company featured in promotional materials developed by Be Pro Be Proud for the event including the BPBP – AR newsletter, Draft Day website, promotional videos, etc.
- Featured placement of interview tables in the Interview Area

CAREER EXPO SPONSOR AT \$7,500 *LIMITED SPONSORSHIPS AVAILABLE*

BENEFITS—

- Sponsor's name/logo prominently placed on all event signage
- Sponsor's name/logo prominently placed in the Career Expo space
- Invitation to interact with students during Resume and Interview Prep Workshops prior to Draft Day
- Company featured in promotional materials developed by Be Pro Be Proud for the event including the BPBP – AR newsletter, Draft Day website, promotional videos, etc.
- Ability to provide branded material items and/or brochures to be included in attendee materials
- Featured placement of booth in the Career Expo area

PARTNER SUPPER SPONSOR AT \$5,000 *ONE AVAILABLE*

BENEFITS—

- Sponsor's name/logo prominently placed on all event signage
- Sponsor's name/logo prominently placed at the Partner Supper
- Sponsor's name/logo prominently placed on the Partner Supper invitation and promotional materials
- Two (2) Reserved Tables at the Partner Supper

HOSPITALITY SUITE SPONSOR AT \$3,500 *ONE AVAILABLE*

BENEFITS—

- Sponsor's name/logo prominently placed on all event signage
- Sponsor's name/logo prominently placed in the Hospitality Suite

DRAFT DAY EVENT SPONSOR AT \$2,500 *LIMITED SPONSORSHIPS AVAILABLE*

BENEFITS RECEIVED BY ALL SPONSORS—

- Favored placement of booth in the exhibition area with table, chairs, and custom signage included
- Ability to provide branded material items and/or brochures to be included in the tote bags

PARTICIPATION SUBJECT TO AVAILABILITY

RATES—

- Companies that are not current BPBP partners with <20 employees..... \$500
- Companies that are not current BPBP partners with 21-100 employees.....\$750
- Companies that are not current Be Pro Be Proud partners and have more than 101 employees\$1,500
- Current BPBP partners participation is included at no additional cost\$0 (VALUED AT \$1,500)

BENEFITS RECEIVED BY ALL PARTICIPATING COMPANIES AND ORGANIZATIONS —

- Booth in the exhibition area with table, chairs, and custom signage included
- Opportunity to interview one-on-one with participating students
- Hospitality Suite Access
- Partner Supper Invitation
- Breakfast and Lunch Available for Exhibition Days
- Company included in promotional materials developed by Be Pro Be Proud for the event including the BPBP – AR newsletter, Draft Day website, promotional videos, etc.

Sponsorship opportunities may vary by location.

Arron DeGracia
Draft Day Coordinator
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**SPACE IS LIMITED.
CONTACT US TO
RESERVE YOUR SPOT.**



DRAFT DAY PREP: SENIORS

Four (4) Workshops to support student success will begin as soon as possible as follows:

YOUSCIENCE ASSESSMENT

The first piece of preparing for Draft Day comes in the form of the YouScience Interest and Aptitude Assessment. Students will complete the 90-minute assessment then receive detailed, personalized results to give them an idea of careers they already have a natural bent toward. The YouScience assessment can assist students in tailoring their search for the jobs and companies they'd like to interview with.

WORKSHOP 1: RESUME BUILDING

After taking their YouScience assessment, students will receive instruction on how to build a resume. The guidelines for resume building will have students in mind, not 20-year veterans of a field, to help the students best learn how to frame and leverage their academic, volunteer, and/or part-time work. Once the student has their resume and YouScience results in hand, our workshop will address job readiness skills like important documentation to have access to.

WORKSHOP 2: INTERVIEW READINESS

The second Draft Day Workshop will include resume writing and review, and basic interview prep. Interview preparation will include best practices on attire, how early to arrive, what kinds of questions you'll be expected to answer, and more.

WORKSHOP 3: MOCK INTERVIEWS

The third Draft Day Workshop will include mock interviews held by the workshop hosts. Students will have the chance to participate in both the interviews and a group discussion over what they learn from each mock interview. Finally, the workshop hosts will review the company profiles and address any questions students may have about the participating companies. Having the chance to practice interview skills beforehand, in addition to knowing their skills, having a professional resume, and knowing how to communicate all give students the best chance at having a stress-free and, most importantly, successful interview at their Draft Day event. Our goal with the workshop process is to help students feel confident and prepared to attend Draft Day, find a career that will last a lifetime, and make the transition from high school to hired.

WORKSHOP 4: PROFESSIONAL READINESS

Workshop 4 will focus on business communication etiquette, such as how to write a professional email, the importance of thank-you notes, social media usage, how to set up a voicemail, and how to make a professional phone call. Online applications have become difficult to navigate and understand, so our workshop will walk students through the different kinds of applications (Indeed, company-built, etc.) and how to fill them out properly. We will also cover topics such as shift work and schedules, tobacco policies, uniforms and ID's versus drivers licenses. Finally, students will have the opportunity to learn about the companies that will be attending their local Draft Day event. This overview will include a brief history of the company, what positions the company is hiring for, their locations, and more.

FOR MORE INFORMATION

Arron DeGracia | draftday@beprobeproud.org | 501.326.1675 | beprobeproud.org/draftday



PROFESSIONS

The interview participants for Draft Day are high school students interested in pursuing careers in one (or more) of the areas listed below:*

DRAFT DAY 2024 TECHNICAL PROFESSIONS REPRESENTED:

Automation & Robotics
CAD/CAM Drafter
Chemical Process Technology
CNC Technician
Commercial Truck Driver
Computer Programmer
CNA (Certified Nursing Assistant)
Construction Services
Diesel Technician
Electrician
Fiber Optics Technician
Forest Technologies
Healthcare/Medical Technician
Heavy Equipment Operator
HVACR Technician
Information Technology
Lineworker
LPN (Licensed Practical Nurse)
Machinist
Phlebotomy
Plumber
Tool & Die Maker
Welder

* In advance of and during Draft Day events, employers are provided with information and resources to strategically plan to grow their talent pipelines. By working with Arkansas state government agencies, funding can be accessed to offset a significant portion of costs incurred to onboard and prepare Draft Day recruits (upon graduation) for high-value, in-demand technical roles within their company footprints.

Student participation should not be limited to CTE students. All Seniors having interests and/or aptitudes related to any of the listed fields are encouraged to attend.

Additionally, all underclass students are invited to visit the Draft Day Career Expo based on available school resources.



EMPLOYER REGISTRATION FORM

Name _____ Date _____

Title/Position _____

Company Name _____

Email _____ Phone _____

Address _____

Size of Company _____ Sponsorship Level _____

CURRENT BE PRO BE PROUD PARTNER:.....FREE

NEW PARTICIPANT: 20 OR FEWER EMPLOYEES: \$500.00

NEW PARTICIPANT: 21-100 EMPLOYEES:\$750.00

NEW PARTICIPANT: MORE THAN 101 EMPLOYEES: \$1,500.00

INVOICE WILL BE SENT TO EMAIL ADDRESS LISTED ABOVE.

In which Draft Day(s) will your company be participating?

- | | |
|--|--|
| <input type="checkbox"/> Arkansas River Valley, Fort Smith | <input type="checkbox"/> Northwest Arkansas, Springdale |
| <input type="checkbox"/> Arkansas Delta, Pine Bluff | <input type="checkbox"/> Golden Triangle Arkansas, El Dorado |
| <input type="checkbox"/> Arkansas Grand Prairie, Stuttgart | <input type="checkbox"/> Russellville, Arkansas |
| <input type="checkbox"/> Northeast Arkansas, Jonesboro | <input type="checkbox"/> Central Arkansas, Little Rock |

Will your company be participating in the **Career Fair Expo**? Yes No

Will your company be participating in the **Career Matching Interviews**? Yes No

COMPLETE AND RETURN BY NOV. 17, 2023 TO:

Arron DeGracia | draftday@beprobeproud.org | 501.326.1675

