

# GEAR UP FOR



## DRAFT DAY SERIES 2025

Be Pro Be Proud's Draft Day is a career event for high school students designed to highlight Arkansas companies and strategically pair talented Seniors for interviews by showcasing the student's technical interests and qualifications.

### EXPERIENCED CANDIDATES

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

### THE NEXT GENERATION

Employers will inspire underclass students in the Career Expo to replace a retiring workforce

### POST-SECONDARY TRAINING

Providers will work with students and employers to deliver current-generation technical education

### VALUABLE RESOURCES

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





REAL INTERVIEWS.  
REAL OPPORTUNITIES.

## 2025 DATES & LOCATIONS

### **NORTHEAST ARKANSAS**

NETTLETON HIGH SCHOOL, JONESBORO – FEBRUARY 27

### **NORTH CENTRAL ARKANSAS**

ARKANSAS STATE UNIVERSITY MOUNTAIN HOME, MOUNTAIN HOME – MARCH 4

### **SOUTHEAST ARKANSAS**

SOUTHEAST ARKANSAS EDUCATION COOPERATIVE, MONTICELLO – MARCH 6

### **ARKANSAS RIVER VALLEY**

PEAK INNOVATION CENTER, FORT SMITH – MARCH 11

### **NORTHWEST ARKANSAS**

SPRINGDALE CONVENTION CENTER, SPRINGDALE – MARCH 13

### **RIVER VALLEY EAST**

CYCLONE ARENA, RUSSELLVILLE HIGH SCHOOL, RUSSELLVILLE – MARCH 18 - 19

### **ARKANSAS GRAND PRAIRIE**

GRAND PRAIRIE CENTER, STUTTGART – APRIL 1

### **ARKANSAS DELTA**

PINE BLUFF CONVENTION CENTER, PINE BLUFF – APRIL 3

### **SOUTHWEST ARKANSAS**

UNIVERSITY OF ARKANSAS HOPE/TEXARKANA, HOPE – APRIL 8

### **CENTRAL ARKANSAS**

ARKANSAS VIRTUAL ACADEMY, LITTLE ROCK – APRIL 10

### **GOLDEN TRIANGLE**

EL DORADO CONFERENCE CENTER, EL DORADO – APRIL 29

09:00



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## INDUSTRIES & PROFESSIONS

### DRAFT DAY 2025 INDUSTRIES:

Construction  
Forestry  
Healthcare  
Manufacturing  
Transportation  
Utilities

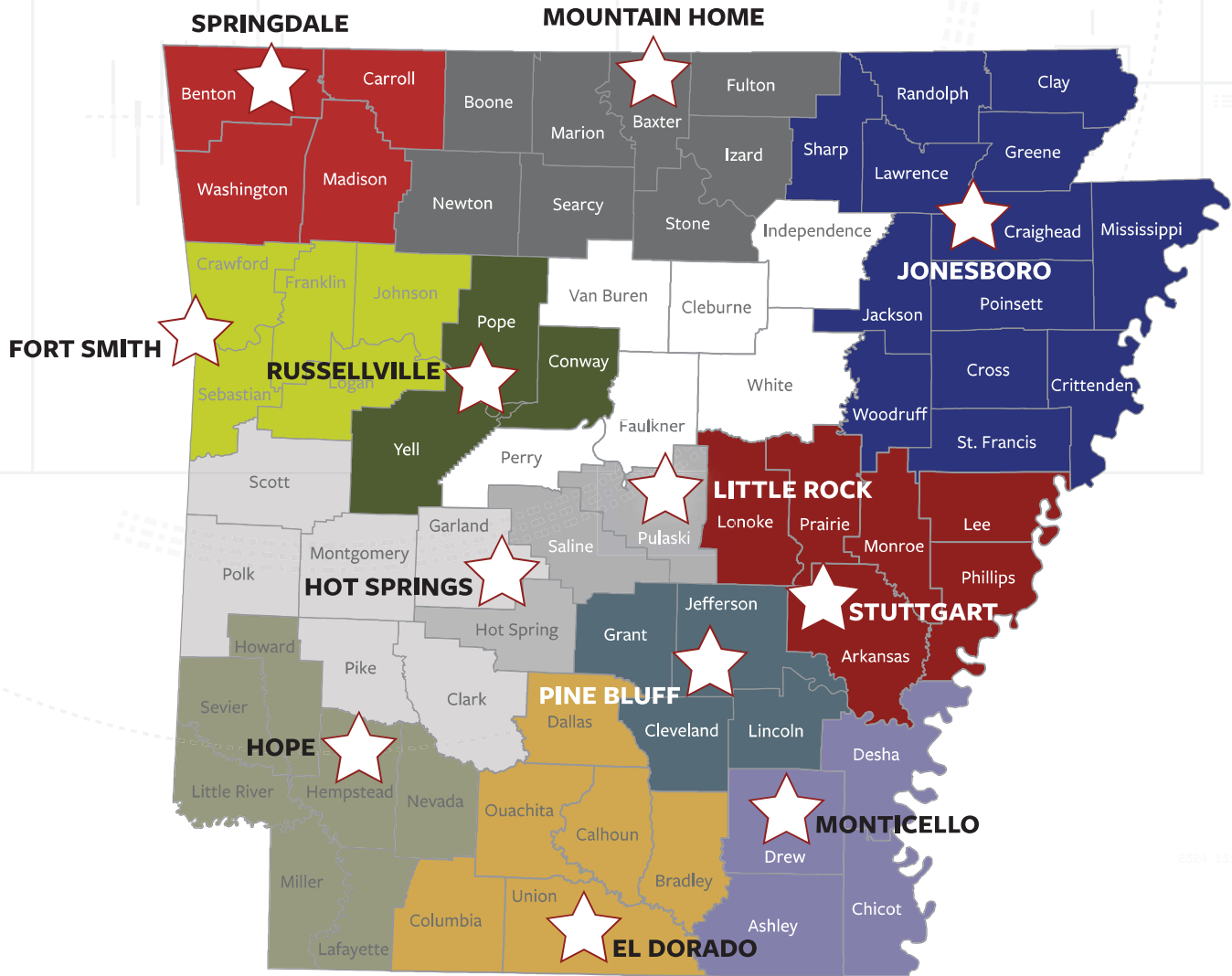
### DRAFT DAY 2025 TECHNICAL PROFESSIONS:

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



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# DRAFT DAY 2025 REGIONS



Arkansas River Valley

Arkansas Delta

Northeast Arkansas

Arkansas Grand Prairie

Northwest Arkansas

Golden Triangle

River Valley East

Central Arkansas

North Central

Southeast Arkansas

Southwest Arkansas

Hot Springs, Arkansas\*

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

Educators may select the draft location their schools attend.



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## DRAFT DAY PREP: SENIORS

**Senior students who have registered must complete the following three (3) workshops**

### WORKSHOP 1: JOB READINESS

The first piece of preparing for Draft Day comes in the form of the YouScience assessment program. Students will go through the YouScience questionnaire and 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.

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 a resume review, interview preparation, business communication etiquette, how to navigate online applications, and a presentation and review of the Draft Day 2024 participating companies. Interview preparation will include best practices on attire, how early to arrive, what kinds of questions you'll be expected to answer, and more. The next portion of the workshop will focus on business communication topics 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 a beast 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. 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.

### WORKSHOP 3: MOCK INTERVIEWS

The final piece of our Draft Day Workshops is the mock interview. The workshop hosts will conduct both in-person, phone, and virtual interviews. 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 being able to translate their experiences into career-related 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.

### FOR MORE INFORMATION

Dana Weatherly | [dana.weatherly@beprobeproud.org](mailto:dana.weatherly@beprobeproud.org) | 870.351.9280 | [beprobeproud.org](http://beprobeproud.org)



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## SENIOR STUDENT/INTERVIEWEE RESPONSIBILITIES

- ▶ **COMPLETE THE DRAFT DAY REGISTRATION & PERMISSION FORM BY THE DEADLINE. NO REGISTRATION EXTENSIONS WILL BE PERMITTED.**
- ▶ **ATTEND ALL PRE-DRAFT DAY WORKSHOPS. STUDENTS ABSENT DURING THESE SESSIONS MAY HAVE THE OPPORTUNITY TO VIEW WORKSHOPS RECORDINGS BUT THIS IS NOT AN EQUIVALENT EXPERIENCE OR OPPORTUNITY AND SHOULD BE AVOIDED WHENEVER POSSIBLE.**
- ▶ **COMPLETE YOUSCIENCE ASSESSMENT BY THE DEADLINE.**
- ▶ **ADDRESS AND/OR RESCHEDULE KNOWN CONFLICTS - INTERNSHIPS, EXTERNSHIPS, TESTS, EARLY RELEASE, APPRENTICESHIPS, WORK PROGRAMS, ETC. - THAT INTERFERE WITH STUDENT'S PARTICIPATION AND NOTIFY DESIGNATED TEACHER OF ANY ISSUE THAT PREVENTS PARTICIPATION.**
- ▶ **ARRIVE AT HOST SCHOOL ON TIME AND DRESSED AS RECOMMENDED TO MAXIMIZE STUDENT'S OPPORTUNITY FOR ONE OR MORE JOB OFFERS.**
- ▶ **COMPLETE ALL REQUESTED SURVEYS DURING AND AFTER THE DRAFT DAY EVENT.**
- ▶ **FOLLOW-UP WITH EMPLOYERS AS IS RECOMMENDED.**
- ▶ **NOTIFY DESIGNATED TEACHER OF ALL OFFERS - ACCEPTED OR DECLINED.**

09:00

-19

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## STUDENT RECRUITMENT GUIDE

### ▶ WHO SHOULD BE INVITED?

To interview:

- Interested or experienced in one or more of the Be Pro Be Proud industries & professions
- Interested in going directly into the workforce or a training program

Underclassmen:

- All high school students are invited to attend the expo, including seniors who do not meet the requirements for interviewing.

### ▶ HOW SHOULD I RECRUIT SENIORS?

We encourage you to host informational sessions. Information session can be delivered in a variety of ways, such as: 1:1, small group, large group, and parents/guardians. This is flexible as we are aware that each school site and senior class with have different dynamics.

### ▶ WHAT ARE THE DRAFT DAY INFORMATIONAL SESSIONS?

- Watch the Draft Day 2024 recap video: <https://www.youtube.com/watch?v=iogRrS-5ldg>
- Partner with Career Coaches/Counselors, CTE Programs and other school resources to assist in senior recruitment.
- Review the Workshop Descriptions and Student Commitments
- Explain the “High School to Hired” goal with intent to answer yes to these questions:
  - If offered a desirable position at a Draft Day interview, would you accept the offer?
  - If offered a follow up 2nd interview for a desirable position, would you accept the offer?
- Students will be provided a required permission form that will be collected prior to Workshop 1.



### ▶ WHAT ARE STUDENTS COMMITTING TO WHEN THEY REGISTER?

- Complete the Draft Day Registration & Permission Form by the December 13 deadline.
- Attend all pre-Draft Day Workshops. Students absent during these sessions may have the opportunity to view workshops recordings but this is not an equivalent experience or opportunity and should be avoided whenever possible.
- Complete YouScience Assessment by the January 30 deadline.
- Address and/or Reschedule known conflicts – internships, externships, tests, early release, apprenticeships, work programs, etc. – that interfere with student’s participation and notify designated teacher of any issue that prevents participation.
- Arrive at host school on time and dressed as recommended to maximize student’s opportunity for one or more job offers.
- Complete all requested surveys during and after the Draft Day event.
- Follow-Up with employers as is recommended.
- Notify designated teacher of all offers – accepted or declined.

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## STUDENT RECRUITMENT GUIDE (CON'T)

### ▶ WHAT IS THE REGISTRATION PROCESS?

- Students verbally agree to Draft Day student commitments.
- Students complete and return a permission form.
- Students are provided a link to register online for Draft Day.

### ▶ WHAT IS NEXT?

- **YouScience:** Students should be provided 90 minutes to complete the YouScience Assessment. Students will then have access to personalized career interest and aptitude scores along with careers that could be a good fit for their unique abilities.
- **Job Readiness:** Students should be coached through building a professional resume.
- **Interview Readiness:** Workshops will be offered to prepare students for the application and interview process aiding their transition directly into the workforce making them competitive for regional jobs.
- **Mock Interviews:** In partnership with local Draft Day companies, local HR professionals will interview students and coach them through the process.

FOR MORE DRAFT DAY  
INFORMATION



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## EXPO GUIDE

The Draft Day Expo is all about discovering your potential. This event is designed to help you explore and gather information, so you can start shaping a future that excites you! Whether you leave with a clear path or a list of new interests, you're one step closer to finding your ideal career.

### ▶ SENIORS

- Interviewing Seniors are encouraged to visit the booths of the companies they have interviews with to meet them and ask any pre-interview questions they have.
- Even if you didn't match for interviews, the Draft Day Expo is a chance to gather knowledge, make connections, and refine your career plan. You can learn valuable information that will help you in whatever career direction you choose. Whether you leave with new insights into a high-skill trade or simply feel more informed about the job market, the Expo is a valuable part of your overall career exploration journey!

### ▶ UNDERCLASSMEN

- Come Curious! The Expo is designed for you to explore, learn, and ask questions—no matter what stage you're at in your career exploration. Even if you already have an interest in a specific trade, take the time to check out other industries and job roles. Many underclassmen find their passion for a career they hadn't previously considered after talking with professionals at the Expo.
- Ask Questions. Talk to the professionals at each booth. They're there to share valuable insights about their industries, work environment and culture, job roles and day-to-day responsibilities, training programs and career growth opportunities.
- Learn About Training and Education Options. The Expo is not just about jobs—it's also about training pathways. Learn about the different kinds of training programs available, such as apprenticeships, certifications, trade schools, and on-the-job training. Understanding the education and training requirements will help you plan your next steps after high school.
- Think Long-Term. While Draft Day is a great event for seniors looking to make immediate career moves, as an underclassman, you have the advantage of time. Take this opportunity to learn about the various career paths available and start thinking about what you might want to pursue in the future. You can begin planning your high school courses and extracurricular activities to align with your career interests.

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