

GEAR UP FOR

BE PRO BE PROUD®

DRAFT DAY

HIGH SCHOOL
TO HIRED

DRAFT DAY 2024

WEBSITE WILL LAUNCH OCTOBER 1ST: BEPROBEPROUDAR.ORG/DRAFTDAY

Be Pro Be Proud's Draft Day events match regional employers with graduating seniors for real interviews while providing Career and Training Exploration in the Career Expo for underclass students with the goal of building tomorrow's workforce and taking students from high school to hired.

GRADUATING SENIORS

- Proven interest in technical roles by YouScience Interest & Aptitude Assessment
- Completion of Job Readiness, Resume Building, and Interview Preparedness Workshops
- Three real interviews with regional employers

REGIONAL EMPLOYERS

- Scheduled interviews with workforce ready seniors
- Training Reimbursement Opportunities through Office of Skills Development
- Training program guidance via on-site regional technical colleges



BE PRO BE PROUD
BEPROBEPROUDAR.ORG





2024 EVENT DETAILS

ORDER OF EVENTS*

*May vary by 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

Expo Open • 7:30 AM

Draft Day Interviews Begin • 8:00 AM

Session One

Session Two

Session Three

Lunch • 12:30 PM

Expo Closes • 2:00 PM

DAY 2

Breakfast for Partners • 7:00 AM

Expo Open • 7:30 AM

Draft Day Interviews Continue • 8:00 AM

Session One

Session Two

Session Three

Expo Closes • 12:00 PM

DATES & LOCATIONS

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

DRAFT DAY - ARKANSAS DELTA
PINE BLUFF, ARKANSAS - MARCH 12-13

DRAFT DAY - ARKANSAS GRAND PRAIRIE
GRAND PRAIRIE CENTER, STUTTGART - MARCH 27

DRAFT DAY - NORTHEAST ARKANSAS
JONESBORO, ARKANSAS - 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, LITTLE ROCK, ARKANSAS - APRIL 30 - MAY 1

HOW TO SIGN UP

Space is limited: contact us to reserve your spot.

Arron DeGracia, Draft Day Coordinator

draftday@beprobeproud.org | 501.326.1675

WATCH 2023 DRAFT DAY
RECAP VIDEO





DUE DATES FOR DRAFT DAY 2024

AUGUST 1, 2023..... LOCATION CONFIRMATION DUE

OCTOBER 13, 2023..... SCHOOL SIGN-UPS DUE

NOVEMBER 17, 2023..... STUDENT & COMPANY REGISTRATIONS DUE

NOVEMBER 30, 2023..... COMPANIES REGISTRATION / PAYMENT-IN-FULL DUE

DECEMBER 22, 2023..... YOUSCIENCE ASSESSMENTS DUE

JANUARY 30, 2024..... STUDENT PARTICIPATION LIST DUE

JAN- FEB, 2024..... EDUCATOR & EMPLOYER LUNCHES

MARCH - MAY 2024..... DRAFT DAY EVENTS

FOR MORE INFORMATION

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



PARTICIPATING SCHOOLS COMMITMENTS

TRANSPORTATION:

Schools are responsible for scheduling / reserving necessary busses to move students from home schools to Draft Day Event site. Be Pro Be Proud and the Arkansas Department of Education are available to work with districts and schools where funding issues complicate access to necessary busses.

LUNCHES:

Participating schools are responsible for notifying Be Pro Be Proud of lunch needs for students who are at Draft Day locations during scheduled lunch periods and/or are traveling to/from DD locations during these periods. Be Pro Be Proud will provide sack lunches to all students who have lunch periods impacted by travel or participation. Common allergies will be accommodated through various meal offerings as best as is practical.

ATTENDANCE:

Draft Day is not a required event but provided to create technical career opportunities designed to lead to high-wage advancements. Students who sign up must, absent issues that would otherwise result in permitted school absences, show up. Significant investments of recruiter time, and state/company resources are utilized to provide these opportunities.

Participating schools are required to emphasize this with all students who sign up to attend.

Interviewing Seniors / Candidates will have scheduled interviews with company representatives, and interview schedules and candidate information will be provided to prospective employers in advance. Students who participate in early release, pre-apprenticeship programs, internships, or other anticipated conflicts that impact their school attendance must be excused from anticipated conflict(s) to ensure their participation in Draft Day. If said conflicts cannot be resolved, the school is required to notify BPBP immediately so that these students are removed from the interview schedule.

This is not an educational exercise. Draft Day is not created to provide general interviewing education or skill development. Students who register are expected to have, at minimum, a general interest in these industry sectors, careers and/or companies in any field or function.

CHAPERONES:

Schools are required to provide or identify one chaperone for every 15 students who register for Draft Day.

PERMISSION FORM COMPLETION:

Be Pro Be Proud has provided a permission form for student use. Parent permission must be provided for all participants under 18 years of age. In event parent permission is unavailable for whatever reason, the educator, career coach or other person identified by the school to be appropriate responsible party, may provide needed permission.



PARTICIPATING SCHOOLS COMMITMENTS (CON'T)

IN-CLASS PREPARATION TIME (FALL & SPRING SEMESTERS):

In-class preparation is provided by the Draft Day Leader on home high school campuses, unless otherwise requested.

There are THREE SEGMENTS of pre-Draft Day in-school preparation required to maximize student success:

- (1) Job Readiness
 - a. YouScience Aptitude & Interest Assessment Completion
- (2) Interview Readiness
- (3) Mock Interview Experience
 - a. Peer-to-Peer & Direct Company Demonstration

INFORMATION DISTRIBUTION TO RELEVANT AUDIENCES

- (1) Parents & Guardians
- (2) Administration at School & District Levels
- (3) Students – Seniors & Underclass Members

Draft Day promotional information will be provided to participating schools throughout the months in advance of Draft Day events. School Public Relations / marketing resources are required to distribute DD resources to its audiences who receive general school information and announcements. This includes PTA distributions, parent communication apps (Schoology, Google Classroom, Brightwheel, Class Dojo, etc.), social media channels, in-school posters and similar promotions, etc.

ACCOUNTABILITY REQUIREMENTS

ATTENDANCE. Students who register to attend must attend. Draft Day is funded through charitable giving, state funding and private investments by participating companies and trade associations. BPBP is required to measure school and student participation, engagement and outcomes. Very brief surveys will be provided to all audiences upon completion of interviews and the events.

REPORTING. Participating schools are required to help BPBP measure impact by directing students to report any action taken after graduation. If no action taken, BPBP wants to know why.

INTERVIEW FOLLOW-UP. Schools are required to share with students at conclusion of Draft Day copies of BPBP-provided resources to help with steps to take after interviews. These tools are designed to improve student success.

FOR MORE INFORMATION

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



DRAFT DAY LEADER RESPONSIBILITIES

▶ CAREER COACH VIRTUAL TRAINING SESSIONS

Session 1: YouScience (September)

- Take Discovery
- Train on Facilitating Discovery for Students
- Training on Reviewing Results with Students

Session 2: Draft Day Workshops | Train the Trainer: Creating Resumes (October)

Session 3: Draft Day Workshops | Train the Trainer: Mock Interviews (January)

▶ SCHOOL REGISTRATION

Ensure school commitment form is completed, signed, and submitted to DraftDay@beprobeproud.org by September 30.

▶ UNDERCLASS STUDENT PARTICIPATION IN DRAFT DAY CAREER EXPOS

BPBP strongly encourages underclass student participation in Draft Day Career Expos. Their participation increases the opportunity for direct and immediate interaction with their interviewing peers before and after interviews. The experiences and outcomes will be communicated peer-to-peer and provide unique opportunity to maximize underclass student interest in future years.

▶ STUDENT RECRUITMENT

Students across the academic spectrum should think about attending the Draft Day event in their region. Valedictorians and team captains of all types have powerful influence on their peers – and – as has happened across the state – can see themselves beginning their careers in a technical role. Currently and across the state and nation, these points of entry can and do lead to the President & CEO chair, to new company startups, and opportunities we cannot yet envision.

You are encouraged to recruit students who are leaders in their schools and who are interested in, or plan to enter into technical careers after high school, after a technical certification program, or while doing both. Senior student participation shall not exceed 20% of a school's graduating class without written authorization by Be Pro Be Proud. Students must agree to the listed commitments and return a signed permission form by November 17.

▶ DRAFT DAY PREP WORKSHOPS

Unless coordinated otherwise – led by Career Coaches – Draft Day preparation can take place on home high school campuses.

▶ UNDERCLASS STUDENT PARTICIPATION IN DRAFT DAY CAREER EXPOS

Draft Day Events will take place between February and May 2024

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CAREER COACH DRAFT DAY RESPONSIBILITIES (CON'T)

▶ PUBLIC RELATIONS & MARKETING COORDINATION

Distribute Draft Day resources and material to its audiences who receive general school information and announcements.

▶ TRANSPORTATION COORDINATION

Coordinator scheduling / reserving necessary busses to move students from home schools to Draft Day Event site.

▶ LUNCH COORDINATION

Notify BPBP of lunch needs for students who are at Draft Day during the lunch period.

▶ POST-INTERVIEW FOLLOW-UP COORDINATION

Provide all Draft Day participants at the conclusion of Draft Day copies of BPBP-provided resources to help with steps to take after interviews.

▶ SCHOOL & STUDENT OUTCOMES REPORTING REQUIREMENT

Participating schools are required to help BPBP measure impact by directing students to report any action taken after Graduation. If no action is taken, BPBP wants to know why.

Draft Day Events will take place between February and May 2024

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SENIOR STUDENT/INTERVIEWEE RESPONSIBILITIES

- ▶ **COMPLETE THE DRAFT DAY REGISTRATION & PERMISSION FORM BY THE NOVEMBER 17 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 DECEMBER 22.**
- ▶ **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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WORKSHOPS DESCRIPTION

Three (3) Workshops to support student success will begin as soon as possible as follows:

DRAFT DAY PREP: WORKSHOP 1: JOB READINESS (SEPTEMBER – OCTOBER)

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.

DRAFT DAY PREP: WORKSHOP 2: INTERVIEW READINESS (NOVEMBER – DECEMBER)

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, and more.

DRAFT DAY PREP: WORKSHOP 3: MOCK INTERVIEWS: (JANUARY – FEBRUARY)

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 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.

FOR MORE INFORMATION

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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
CNC Technician
Commercial Truck Driver
Computer Programmer
CNA (Certified Nursing Assistant)
Construction Services
Diesel Technician
Electrician
Fiber Optics Technician
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, indemand 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.



DRAFT DAY SCHOOL REGISTRATION FORM

SCHOOL NAME _____

SCHOOL ADDRESS _____

PRINCIPAL NAME _____

PRINCIPAL EMAIL _____

PRINCIPAL MOBILE PHONE _____

DESIGNATED SCHOOL / DRAFT DAY LEADER CONTACT #1

Name _____

Title/Position _____

Mobile Phone _____

Email _____

DESIGNATED SCHOOL / DRAFT DAY LEADER CONTACT #2

Contact Name _____

Title/Position _____

Mobile Phone _____

Email _____

I have read and understand the “Participating Schools Commitments” document. I agree to coordinate and carry out these responsibilities to ensure a high-quality Draft Day experience.

PRINCIPAL SIGNATURE _____

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2024 DATES AND LOCATIONS

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GRAND PRAIRIE CENTER, STUTTGART – MARCH 27

DRAFT DAY – NORTHEAST ARKANSAS
JONESBORO, ARKANSAS – 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, LITTLE ROCK – APRIL 30-MAY 1

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ALL SCHOOLS IN DRAFT DAY 2024 REGIONS

ARKANSAS RIVER VALLEY - MARCH 5-6

Alma High School
Booneville High School
Cedarville High School
Charleston High School
Clarksville High School
County Line High School

Future School
Greenwood High School
Hackett High School
Johnson County Westside
Lamar High School
Lavaca High School

Mansfield High School
Magazine High School
Mountainburg High School
Mulberry High School
Northside High School
Ozark High School

Paris High School
Scranton High School
Southside High School
Van Buren High School
Waldron High School

ARKANSAS DELTA - MARCH 12-13

Dollarway High School
Pine Bluff High School

Poyen High School
Sheridan High School

Warren High School
Watson Chapel High School

White Hall High School

ARKANSAS GRAND PRAIRIE - MARCH 27

Augusta High School
Barton-Lexa High School
Beebe High School
Bradford High School
Brinkley High School
Cabot High School
Carlisle High School
Clarendon High School

Des Arc High School
Dewitt High School
Drew Central High School
Dumas High School
England High School
Forrest City High School
Hazen High School
Helena High School

Holly Grove High School
Jacksonville High School
KIPP Delta High School
Lee County High School
Lonoke High School
Marvel-Elaine High School
McCrary High School
McGehee High School

Monticello High School
Palestine-Wheatly High School
Star City High School
Stuttgart High School
West Helena High School
West Memphis High School

NORTHEAST ARKANSAS - APRIL 3-4

Armored High School
Bay High School
Blytheville High School
Brookland High School
Buffalo Island Central High School
Corning High School
Cross County High School
Earle High School

East Poinsett High School
Gornel High School
Green County Tech High School
Harrisburg High School
Hillcrest High School
Hoxie High School
Jackson County High School
Jonesboro High School
Manila High School

Marked Tree High School
Marmaduke High School
Maynard High School
Nettleton High School
Newport High School
Osceola High School
Paragould High School
Piggott High School
Pocahontas High School

Rector High School
Rivercrest High School
Riverside High School
Sloan-Hendrix High School
Trumann High School
Valley View High School
Westside High School
Wynne High School



ALL SCHOOLS IN DRAFT DAY 2024 REGIONS (CON'T)

NORTHWEST ARKANSAS - APRIL 10-11

Archer High School
Don Tyson High School
Farmington High School
Fayetteville High School
Gentry High School

Gravette High School
Greenland High School
Her Ber High School
Hunsville High School
Lincoln High School

Pea Ridge High School
Prairie Grove High School
Rogers Heritage High School
Rogers High School
Rogers New Tech

Siloam Springs High School
Springdale High School
West Fork High School

GOLDEN TRIANGLE ARKANSAS - APRIL 17-18

Bearden High School
Camden Fairview High School
El Dorado High School

Emerson-Taylor-Bradley High School
Hampton High School

Harmony Grove High School
Junction City High School
Magnolia High School

Parkers Chapel High School
Smackover-Norphlet High School
Strong-Huttig High School

RUSSELLVILLE, ARKANSAS - APRIL 25-26

Atkins High School
Clarksville High School
Danville High School
Dardanelle High School
Dover High School

Hector High School
Lamar High School
Nemo Vista High School
Ozark High School
Perryville High School

Pottsville High School
Russellville High School
Scranton High School
South Conway Co. High School
Two Rivers High School

Western Yell High School
Westside High School
Wonderview High School

CENTRAL ARKANSAS - APRIL 30-MAY 1

Maumelle High School
Mills University Studies High School
Joe T. Robinson High School
Sylvan Hills High School

Jacksonville High School
Central High School
Little Rock Hall STEAM Magnet High School

Little Rock Southwest Magnet High School
Little Rock West High School of Innovation

North Little Rock Center of Excellence
North Little Rock High School
Parkview Arts & Science Magnet High School

PLEASE NOTE

The list of invited schools above is not exclusive. Any school not listed is also invited to participate. No more than twenty percent (20%) of a school's graduating class may participate without additional written permission.

If your school is not listed and wishes to attend, please email DraftDay@beprobeproud.org to register.

FOR MORE INFORMATION

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