



2024

BUILDING  
TOMORROW'S  
WORKFORCE



## TABLE OF CONTENTS

<u>Sponsors</u> .....	4
<u>2024 Draft Day Series Locations &amp; Reports</u> .....	6
<u>Draft Day Overview</u> .....	7
<u>Key Elements</u> .....	8
<u>Overall Summary 2024</u> .....	9
<u>Survey Results</u> .....	10
<u>Employer Survey</u> .....	10
<u>Educator Survey</u> .....	10
<u>Student Survey</u> .....	11
<u>Student Interviewee Survey</u> .....	11
<u>Evaluation</u> .....	12
<u>Improvements</u> .....	19
<u>Communication Summary</u> .....	21
<u>Appendix</u> .....	22
<u>Appendix A - School Participation Summary</u> .....	22
<u>Appendix B - Student Participation Summary</u> .....	26
<u>Appendix C - Company Participation Summary</u> .....	26
<u>Appendix D - Post-Secondary Training Provider Summary</u> .....	30
<u>Appendix E - Supporting Organization Summary</u> .....	31
<u>Appendix F - Communications Summary</u> .....	32

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# 2024 DRAFT DAY SERIES LOCATIONS & REPORTS

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

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

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

**DRAFT DAY – ARKANSAS GOLDEN TRIANGLE**  
EL DORADO CONFERENCE CENTER, EL DORADO – APRIL 17

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

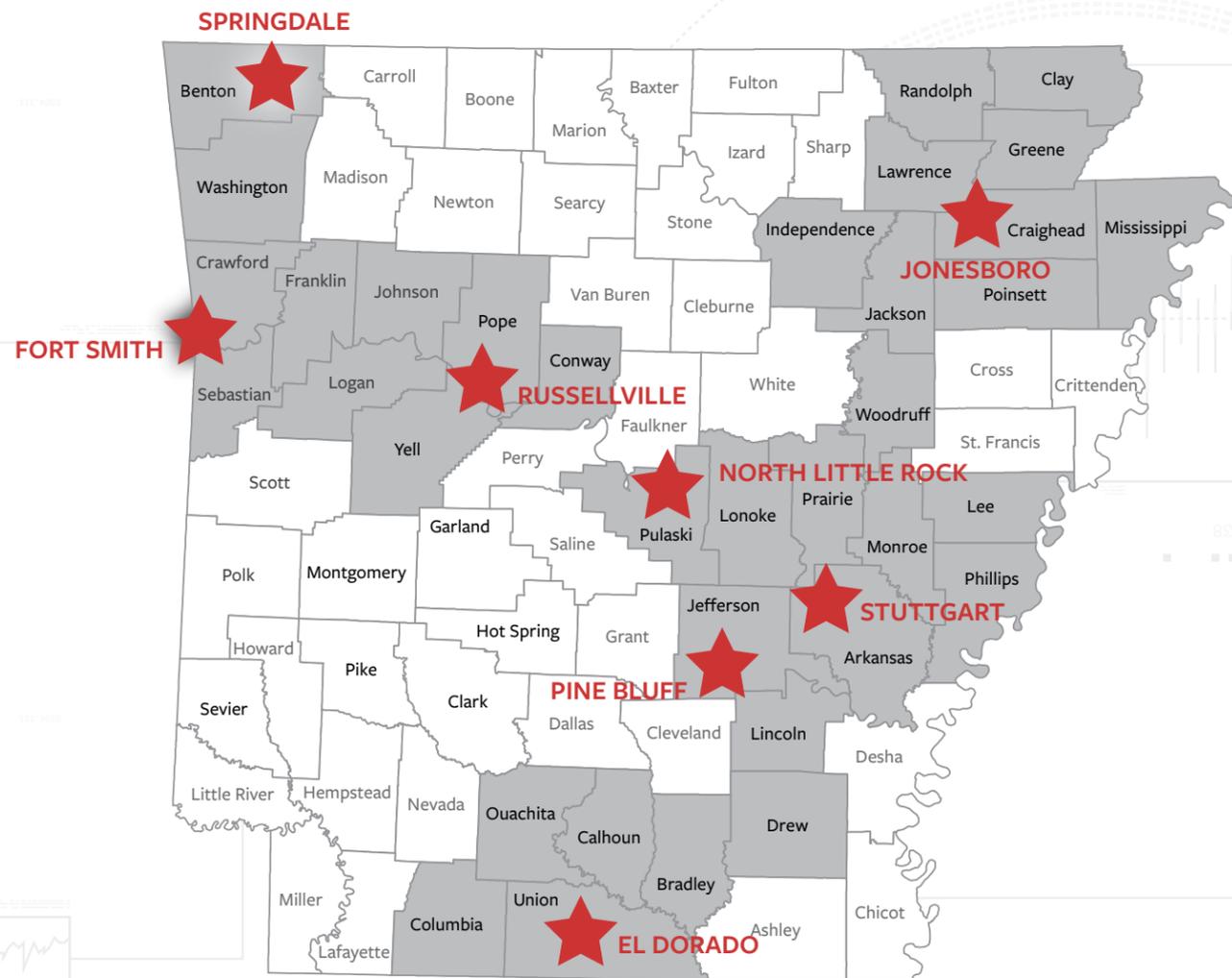
**DRAFT DAY – RIVER VALLEY EAST**  
CYCLONE ARENA, RUSSELLVILLE – APRIL 25

**DRAFT DAY – ARKANSAS GRAND PRAIRIE**  
GRAND PRAIRIE CENTER, STUTTGART – APRIL 3

**DRAFT DAY – CENTRAL ARKANSAS**  
PULASKI TECHNICAL COLLEGE, NORTH LITTLE ROCK – APRIL 30



## DRAFT DAY OVERVIEW



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

Draft Day was piloted in 2022 with a single event in Jonesboro, Arkansas. In 2023, Draft Day expanded into four events across the state: Draft Day Northwest Arkansas (Rogers, AR), Draft Day Arkansas River Valley (Fort Smith, AR), Draft Day Arkansas Grand Prairie (Stuttgart, AR), and Draft Day Northeast Arkansas (Jonesboro, AR).

The Draft Day Series works to address two clear needs: 1) constructively connecting graduating high school students with high-value technical career opportunities provided by regional and statewide employers; and 2) building long-term awareness and interest around the availability of technical career opportunities and the benefits they offer.

Draft Day provides two different opportunities for students to connect with companies and training providers:

**FIRST:** A traditional career-fair-style Career Expo, open to high school students in all grades. In the weeks leading to the event they attend, students are encouraged to prepare questions and resumes to advance their Career Exploration and the many one-on-one engagement opportunities with participating companies, associations and public and private post-secondary training providers.

**SECOND:** Be Pro Be Proud, with the support of the Arkansas Department of Information Systems, strategically connects high school seniors with participating employers through registration matches, interest and aptitude test results, and school schedules. These steps, in combination with preparatory workshops for resume writing, interviewing readiness, and mock interview sessions, maximize high-value interactions for all involved.

# KEY ELEMENTS



## STUDENTS & SCHOOLS

**Schools:** Participation is open to all public, private, charter and home-schooled high school students.

**Seniors:** Students who are graduating and interested in considering the pursuit of a technical career or related post-secondary program.

**Underclass Students:** All high school students are invited to participate in the Career Expos.



## COMPANIES

Participation is open to all Arkansas companies in the Construction, Forestry, Healthcare, Manufacturing, Transportation, and Utilities industries, as well as Be Pro Be Proud Partners.



## POST SECONDARY TRAINING PROVIDERS

All post-secondary training providers are encouraged to participate in the Career Expos to help build enrollment and bridge the gap between graduating seniors and employers. These organizations are also encouraged to use these events to build relationships with employers to maximize their delivery of technical education.



## SUPPORTING ORGANIZATIONS

**Chambers of Commerce:** Be Pro Be Proud partners with local Chambers to recruit regional companies, support school participation in Draft Day events, and celebrate the successes area students realize.

**State Agencies:** Workforce-focused agencies will provide access to valuable resources to help companies offset training costs.



## STUDENT PREPARATION

The YouScience Interest and Aptitude assessment is administered to all registered Seniors.

Resume Building, Interview Preparation, and Mock Interviews are required to prepare Seniors to have successful interview sessions with employers.

An online Recruiter Directory exists on BeProBeProudAR.org and presents all relevant information to aide student preparation.



## EDUCATOR AND RECRUITER RELATIONSHIP CULTIVATION

Partner Engagement Luncheons are held each spring to bring together participating educators and company recruiters to foster relationships ahead of Draft Day events. Partner Engagement Suppers are second opportunities to build relationships and boost momentum leading up to Draft Day events.



## CAREER EXPO

All high-school students are invited to meet and engage with representatives from companies, training providers and supporting organizations to explore technical career opportunities.



## INTERVIEWS

Prior to Draft Day events, student interest and aptitude data are used to match students with employers based on identified categories of interest and need.

Every Senior is scheduled for three interviews and may choose to interview with additional companies of interest as time allows.

# OVERALL SUMMARY 2024

Events were held in eight regions across Arkansas in 2024: Arkansas River Valley (Fort Smith), Arkansas Delta (Pine Bluff), Northwest Arkansas (Springdale), Arkansas Grand Prairie (Stuttgart), Northeast Arkansas (Jonesboro), Golden Triangle (El Dorado), River Valley East (Russellville), and Central Arkansas (Little Rock). These events included a total of 130 companies and 105 high schools. Across the eight events, 1,063 high school seniors were interviewed for a potential job, internship, apprenticeship, or training opportunity. Additionally, career expositions allowed a total of 3,136 students to expand their knowledge of technical professions and the opportunities available to them in Arkansas. In total, 3,194 Arkansas high school students participated in the Draft Day 2024 Series.

## 2024 DRAFT DAY RESULTS

	Participating Schools	Participating Organizations	Career Expo Attendees	Interviewed Seniors	Interviewees Advancing
<b>Fort Smith</b>	19	52	98	271	56%
<b>Pine Bluff</b>	10	33	168	92	40%
<b>Jonesboro</b>	16	42	1,060	79	46%
<b>Stuttgart</b>	12	30	236	104	63%
<b>Springdale</b>	19	54	53	323	41%
<b>El Dorado</b>	10	33	89	65	57%
<b>Russellville</b>	11	45	463	58	69%
<b>Little Rock</b>	8	31	N/A	71	59%
<b>2024 TOTAL</b>	105	320	2,167	1,063	52%



# Survey Results

## EMPLOYER SURVEY

Number of Respondents = 112, Completion Rate = 72%

- **96.74%** Recommended that their company/organization participate in Draft Day again next year
- **67%** Recommended that their company/organization be a sponsor of this event next year
- Each employer reported that they encouraged an average of **12 students** to apply online for positions
- **89%** of employers were pleased with the level of interest from students
- **71%** of employers rated students prepared or very prepared for the interviews
- **67%** of employers rated student resumes as professional or very professional

### Open-ended Responses

- “Aside from the weather not cooperating in the morning, it was well organized, well attended, well structured, and **nicely planned out.**”
- “Everyone was super friendly and helpful. We really **enjoyed being a part of it!**”
- “The Be Pro Be Proud people were so welcoming and helpful!! I felt right at home and whenever I needed the slightest thing the staff bent over backwards to help me! It was **awesome to be connected to such a strong organization.**”
- “This event improves each year from student preparedness to structure/flow of the event. **Great job!**”

## EDUCATOR SURVEY

Number of Respondents = 66, Completion Rate = 84%

- **29%** of Educators believed that their students found the YouScience assessment to be valuable
- **51%** of Educators believed that the YouScience assessment was easy for students to use
- **86%** of Educators reported that Draft Day gave students a better understanding of career opportunities.
- **93%** of Educators believed that students actively participated in Draft Day
- **88%** found that Draft Day provided students with the opportunity to engage in meaningful conversations with employers.
- **86%** of Educators reported that Draft Day provided students with more positive career experiences compared to other Career Fairs that the educator has observed.
- **91%** of Educators agreed that they would recommend that students participate in Draft Day in the future. **76%** *strongly agreed*

### Open-Ended Responses

- “My students were very impressed and stated I should make all my students attend next year! They **highly recommended** the program.”
- “Draft Day was a **huge benefit** for ATCC! Kids enjoyed the expo. The kids that participated in the interviews went in feeling slightly nervous, but came out very excited & optimistic. For me, the BPBP staff was extremely helpful for me. I am thankful for this event taking place!”
- “**This is an amazing event!!!!** Warren SD is so thankful for this opportunity to expose our students to these companies! The majority of our seniors were asked to complete a 2nd interview!”

**96%**  
OF EMPLOYERS  
RECOMMEND  
PARTICIPATION  
NEXT YEAR

**91%**  
OF EDUCATORS  
RECOMMEND FUTURE  
PARTICIPATION

## STUDENT GENERAL SURVEY

Number of Respondents = 260, Completion Rate = 78%

- **82%** of students reported that they learned something new about career opportunities at Draft Day.
- **75%** found that they have a more favorable view of the careers that were promoted during Draft Day.
- **72%** agreed to consider participating in interviews for a Draft Day in the future.
- **100%** reported having fun at Draft Day

### Open-ended Responses

- “I really want to go again and I **had a blast.** Thank you very much!”
- “I enjoyed it a lot I **would recommend to anyone**”
- “**I had a lot of fun** going around talking to the various companies about what they do where they work and such it was really informative about many jobs”

## STUDENT INTERVIEWEE SURVEY

Number of Respondents = 259, Completion Rate = 84%

- **67%** found the YouScience Assessment to be valuable
- **68%** reported that the YouScience assessment easy to use
- Students reported completing the following prior to attending Draft Day
  - **61%** Resume Building Workshop
  - **52%** Mock Interview
  - **78%** Interview Preparation
- Students reported that they were encouraged by employers to do the following:
  - **82%** Apply online
  - **65%** Apply for an internship/apprenticeship
  - **29%** Requested for a second interview
- **79%** of students found that Draft Day gave them a better understanding of career opportunities.
- **83%** would recommend that other students participate in Draft Day.
- **99%** said they had fun at Draft Day

### Open-ended Responses

- “I appreciate the opportunity to interview with these companies, and I **would encourage others to do the same.**”
- \*\*\*“Everybody who interviewed me was very kind and understanding. They were very clear and direct and I feel like I got some **excellent opportunities!**”
- “The people I talked to were **very helpful** and constructive with what I needed and asked. I appreciate that”
- “The experience of being able to talk to people in a career I was interested in made me feel like I could go out and do **more interviews with confidence.**”

**100%**  
OF STUDENTS  
REPORTED HAVING  
FUN AT DRAFT DAY

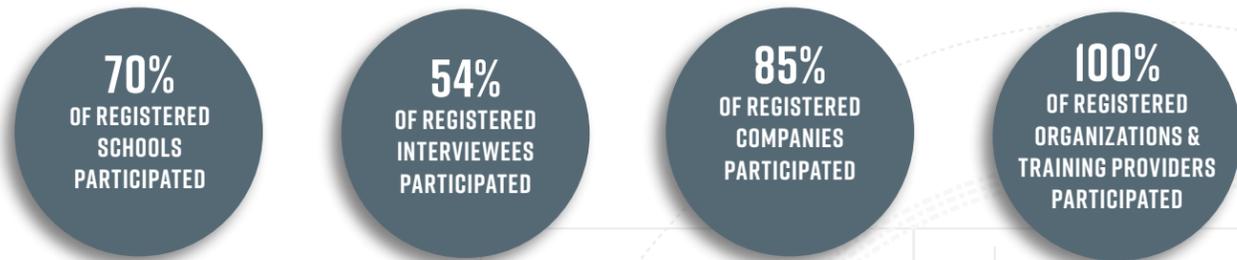
“...I FEEL LIKE  
I COULD GO OUT  
AND DO MORE  
INTERVIEWS WITH  
CONFIDENCE.”

# EVALUATION

Be Pro Be Proud strives to continuously evaluate and improve. Quantitative and qualitative data are being evaluated through a third party to better assess successes and areas of opportunity.

Employers, educators, and students alike report that the 2024 Draft Day Series improved on years past in terms of duration, audience, traffic flow, data collection, information sharing, and communication. Attrition remains a focus area because it greatly impacts the experience of all audiences and leads to unnecessary added expense.

Each Key Audience and Key Component of Draft Day is being evaluated:



## Schools & Students

In 2024, Be Pro Be Proud expanded its existing partnership with the Arkansas Department of Education, Division of Career and Technical Education's Career Coach Program to include Draft Day. Several of the schools that participated in the 2024 Draft Day Series had a Career Coach who led the effort at the high school(s) they represent. The established channels of communication and accountability led to a more positive experience for schools and students.

### SCHOOLS

One of the largest challenges Be Pro Be Proud faces is school participation. Only **70%** of the high schools that registered to participate in Draft Day brought students to the Career Expo and/or to Interview Session.

Registration for schools was due in October 2023 at that point all registrations were confirmed. In an effort to finalize participation rates and reduce waste, all schools were contacted two weeks prior to the event that they had registered for.

Location	Registered Schools	Schools Attended	Attrition Rate
Fort Smith	21	19	-9.53%
Pine Bluff	12	10	-16.66%
Jonesboro	24	16	-33.33%
Stuttgart	16	12	-25.00%
Springdale	24	19	-20.83%
El Dorado	17	10	-41.17%
Russellville	20	11	-45.00%
Little Rock	15	8	-46.66%
<b>2024 TOTAL</b>	<b>149</b>	<b>105</b>	<b>-29.53%</b>

(See Appendix A - School Participation Summary.)

### STUDENTS

Student attrition is another growth opportunity. Across Arkansas, 1,952 students across Arkansas registered to participate and attend the preparation workshops and interview process.

Recruitment for Draft Day focuses on Seniors interested in directly entering the workforce or post-secondary training in Construction, Forestry, Healthcare, Manufacturing, Transportation, or Utilities industries. They were encouraged to complete the registration form by December 2023, return a signed permission form, and complete the YouScience Assessment.

All schools were contacted two weeks prior to their registered event. Educators confirmed the number of students who would interview and attend the

Career Expo. There was a decrease of over **25%** from teacher confirmation to those who attended. Overall, there was a decrease of over **45%** from the students who registered for interviews to those who attended.

Location	Registered to Confirmed	Confirmed to Actual	Registered to Actual
Fort Smith	-34.21%	-22.12%	-48.77%
Pine Bluff	-35.29%	+19.48%	-22.68%
Jonesboro	-33.33%	-24.03%	-40.35%
Stuttgart	-33.82%	+15.55%	-23.52%
Springdale	-20.20%	-30.08%	-44.21%
El Dorado	-12.87%	-43.47%	-50.75%
Russellville	-34.59%	-44.23%	-63.52%
Little Rock	-15.49%	-40.83%	-50.00%
<b>2024 DRAFT DAY SERIES TOTAL</b>	<b>-24.25%</b>	<b>-25.14%</b>	<b>-45.54%</b>

(See Appendix B for Student Participation Summary.)

**91%**  
OF EDUCATORS  
RECOMMEND  
FUTURE  
PARTICIPATION



## Companies

Company participation and satisfaction increased throughout the 2024 Draft Day Series. Streamlining the event and reducing the duration led to increased participation. Three of the eight events lasted two-days, the other five were reduced to one day to maximize employer time out of the office. The number of unique company participants grew from **104** in 2023 to **130** in 2024.

In total only, **27** local companies sponsored a regional draft day event. There were **15** sponsorship opportunities at each of the eight events. Only **23%** of those opportunities were taken advantage of.

(See Appendix C for Company Participation Summary.)



## Post Secondary Training Providers

Post-Secondary Training Providers were underrepresented at Draft Day events. In total, **15** public or private training providers participated in one or more of the 2024 events. **All** of the training providers that registered to participate attended, which is higher than any other key audience.

(See Appendix D for Post-Secondary Training Provider Summary.)



## Supporting Organizations

Supporting Organizations contributed to Draft Day in a wide variety of ways. Some organizations provided direct financial support, some were Chamber of Commerce partners, and others provided professional services. Overall, **28** supporting organizations took part in Draft Day 2024 events across the state.

(See Appendix E for the Supporting Organization Participation Summary.)



## Student Preparation

### INTEREST AND APTITUDE ASSESSMENT

The first step in student preparation is an Interest and Aptitude Assessment. This data is not only vital to matching students based on their known interests but also for encouraging them to explore careers they may not have previously considered, but now know that they have an aptitude for.

#### YouScience Assessments

- Assessment Starts: **1521**
- Assessment Completes: **1260**

#### YouScience Completion Rates

- **24%** of students surveyed did not take the assessment
- **32%** of registered schools did not participate in the assessment
- **23%** attrition rate

### STUDENT PREPARATION WORKSHOPS

In partnership with the Arkansas Department of Education and the Arkansas Division of Workforce Services, a “Train the Trainer” model was utilized to prepare Career Coaches, Counselors, and other educators leading Draft Day efforts on their respective campuses. Participating educators were provided presentations, handouts, resume templates, and tips on how best to deliver workshops to their students. All resources were also made available through an online **Educator Toolkit**.

These workshops were designed to build student confidence, aide interview success and help them transition from high school to hired. All three Student Preparedness Workshops were originally identified as prerequisites for school participation in the 2024 Draft Day Series.

Ultimately, educator participation in these workshops was mediocre. Post-Draft Day student surveys indicated that approximately one-half of respondents were prepared with mock interviews and only slightly more completed resumes or interview preparation. Employers also reported that some students were not adequately prepared for interviews.

This feedback reveals the need to improve the quality, duration and format of educator training and pursue additional engagement and preparation opportunities and partnerships.

#### Student Interviewee Feedback

Students completed the following prior to Draft Day:

- **61%** Resume Building Workshop
- **52%** Mock Interview
- **78%** Interview Preparation

#### Employer Feedback

- **69%** of employers rated students were prepared for the interviews.

RESUME BUILDING  
WORKSHOP

**61%**

MOCK  
INTERVIEW

**52%**

INTERVIEW  
PREPARATION:

**78%**

## Educator and Recruiter Relationship Cultivation

Be Pro Be Proud is uniquely positioned to create strong relationships with both educators and industry representatives. Facilitating these relationships has been a key element of the Draft Day Series and can benefit both long after a Draft Day Series ends.

Attendance fluctuated greatly from event to event and RSVPs were unreliable, leading to waste.

### PARTNER ENGAGEMENT LUNCH SUMMARY

Average Cost: \$1,325.60

Average Attendance: 44

### PARTNER ENGAGEMENT SUPPER SUMMARY

Average Cost: \$3,083.75

Average Attendance: 45

### Employer Feedback

- **28%** of employers found the Partner Engagement Luncheon a valuable networking opportunity.
- **31%** of employers found the Partner Engagement Supper a valuable networking opportunity.



## Career Expo – Career Exploration of Technical Professions

All high-school students are invited to visit with the companies, two-year schools, training providers, and supporting organizations in attendance to provide an opportunity for Career Exploration of technical professions. Students are encouraged to prepare questions and bring resumes to hand out to participating companies. This engagement opportunity for underclass students allows them to build familiarity with the companies, Draft Day, and the interview setting. They are also the first to hear from peers about their interview experiences, career opportunities, and even job offers.



### EDUCATOR FEEDBACK

- **88%** found that Draft Day provided students with the opportunity to engage in meaningful conversations with employers.
- **86%** of Educators reported that Draft Day provided superior career experiences compared to other Career Fairs.
- **91%** of Educators agreed that they would recommend that students participate in Draft Day in the future. **76%** strongly agreed.

### STUDENT FEEDBACK

- **82%** of students reported that they learned something new about career opportunities at Draft Day.
- **75%** found that they have a more favorable view of the careers that were promoted during Draft Day.
- **72%** agreed to consider interviewing in a future Draft Day.

## Interviews

Be Pro Be Proud collects student interest information on the Draft Day registration. This data, along with the YouScience interests and aptitudes results are used to pair students with employers based on identified professions of need. Location and proximity are also considered when pairing students and employers for interviews. Every Senior is scheduled for three 15-minute interviews and encouraged to pursue additional interviews as time allows.

Providing students with the schedule of interviews ahead of their event allowed students to utilize the Recruiter Directory on the Be Pro Be Proud website. This also increased the efficiency of the check-in process and transitions between interviews. Additional volunteer support in the Interview Sessions improved the student and recruiter experience.

An additional data collection method was utilized to better track the number of interviews and the results. Triplicate forms were placed on every interview table and the interviewers were tasked with filling out contact information and identifying the results of the interview. Be Pro Be Proud staff collected 2,187 forms from the Draft Day 2024 Series – these do not represent the total number of interviews, but they do give us a snapshot of the interview outcomes.

### INTERVIEW SUMMARY

TOTAL # FORMS COLLECTED:

2,187

TOTAL INTERVIEWEES:

1,063

TOTAL SCHOOLS WITH INTERVIEWEES:

94

## INTERVIEW OUTCOMES

Interviewees and Employers independently documented whether they progressed further in the interview process. Interview next steps consisted of a job offer onsite, request for a job interview or encouragement to apply online.

- **52%** of Interviewees were offered one of the Next Steps in the job process
- The percentage of Next Steps varied from **41%** to **69%** by region
- The percentage of students that Employers reported advancing to Next Steps in the interview process increased by **39%** from 2023 (**49%**) to 2024 (**88%**)

Location	Job Offer	2nd Interview	Apply Online
Fort Smith	2.89%	15.11%	38.37%
Pine Bluff	6.25%	12.50%	21.88%
Jonesboro	1.41%	5.63%	38.97%
Stuttgart	3.97%	23.02%	35.71%
Springdale	2.33%	9.32%	29.69%
El Dorado	0.00%	14.74%	42.11%
Russellville	9.52%	5.82%	53.44%
Little Rock	3.13%	10.94%	44.79%

**52%**  
OF INTERVIEWEES  
TOOK THE NEXT  
STEPS IN THE JOB  
PROCESS.

## STUDENT INTERVIEWEE SURVEY

Students who went through the Interview Process were surveyed separately. They self-reported the following outcomes:

- Students reported that they were encouraged by employers to do the following:
  - **82%** Apply online
  - **65%** Apply for an internship/apprenticeship
  - **29%** Requested for a second interview
- **79%** of students found that Draft Day gave them a better understanding of career opportunities.
- **83%** would recommend that other students participate in Draft Day.

## JOB PLACEMENT EVALUATING AND REPORTING:

Despite mass and individual communication (email and texts) with companies and educators, it remains a challenge to gather post-event interview results. Graduation, end-of-year activities, and accessibility all contribute to the struggle of connecting with attendees regarding the outcome of their participation. Connecting with graduates and companies throughout the summer to follow-up on offers, applications, and subsequent interviews remains problematic. Students who register or provide companies with school email addresses lose access once they leave the K12 system, and many students rarely check personal email accounts. Wariness around spam text messages also plays a role in a lack of responses to employers. These challenges are not unique to Be Pro Be Proud and efforts to overcome them continue.

# IMPROVEMENTS

## Schools & Students

### SCHOOLS

Through presentations at summer conferences (ADE Summit, ACDA Career Conference, ACTA Conference, and AAEA Conference), Be Pro Be Proud will engage directly with educators in a variety of roles: FFA Advisors, Career Coaches, CTE Coordinators, CTE Teachers, JAG Specialists, Work-Based Learning Coordinators, and Counselors. Based on feedback and experience during the Draft Day 2024 Series, the focus will be to build a strong foundational understanding of Draft Day events, what specific responsibilities are for educators, and what they can expect from Draft Day staff throughout the registration and preparation process.

In partnership with the Arkansas Department of Education, evaluation has begun on how to expand and better focus communication and relationship-building with area principals, superintendents, and school boards. Outreach to these groups will focus on sharing information to better equip school leaders to support their teachers throughout the Draft Day process and make them aware of the opportunity available for their students. Increased community awareness will create and deepen local accountability and industry participation.

### STUDENTS

For seniors participating in interviews, a key component of success is the ability for Be Pro Be Proud to communicate directly with them. This not only streamlines the communication process, it also helps ease the burden on educators. By gathering and utilizing student and parent contact information, registration reminders, workshop materials, interview matching information, and more will be shared directly with the seniors throughout the registration and preparation process. An already-established line of communication with students will likely increase post-Draft Day follow-up to better evaluate outcomes and the success of each interview.

In addition to direct messaging, video content for teachers will be created and distributed to use with Senior students. These videos will not only explain Draft Day from start to finish, they'll also include peer-to-peer messaging from past participants to boost registration.

## Companies

Be Pro Be Proud will continue to work with local trade associations, chamber member lists, rotary clubs, and other civic groups to broaden and expand registration numbers for the 2025 series. The Draft Day Team will maximize opportunities to speak to these organizations, work with their communications departments to disperse information about Draft Day, and more. Strengthening local relationships through this outreach will result in an increase in Draft Day participation and foster even more community engagement.

Additionally, registration for Draft Day 2025 will open as soon as possible. The first outreach effort will be made to past participants. A discounted registration fee structure will be created for organizations who participated in the 2024 series. Going into the academic year with a strong industry commitment in each location will encourage school participation and provide additional opportunities to directly connect educators and industry representatives.

## Post-Secondary Training Providers

Training providers, such as trade schools, community colleges and apprenticeship programs, play an integral role in Draft Day. In an effort to boost participation from area community colleges, outreach will be made through an existing relationship with the Arkansas Association of Community Colleges. Community colleges with industry-specific training programs have the opportunity to recruit both juniors and seniors through the Career Expo portion of Draft Day.

## Support Organizations

### CHAMBERS OF COMMERCE

Partnerships with local Chambers of Commerce continue to be valuable and vital. For Draft Day 2025, multiple chambers in each region will be invited to partner in an effort to strengthen local company and school participation and support. Broadening the reach of each event through multi-chamber partnerships will allow for more students and more companies to participate.

### STATE AGENCIES

Various state agencies have been invaluable partners and instrumental in the existence of Draft Day. Be Pro Be Proud will continually highlight its partnership with each agency in communication with students, parents, teachers, educational administrations, and company representatives throughout the Draft Day communication cycle. Be Pro Be Proud's partnership with these agencies ensures career focused efforts around the state remain cohesive, singular, and effective to avoid duplicated efforts and strain on resources.

## Student Preparation

Be Pro Be Proud will investigate other assessment tools that are more widely available, easily accessible, cost effective, and can be completed in a single class period or less. Utilizing students' aptitude and interests provides a more well-rounded company match. Students are encouraged to review their aptitude scores and results once the assessment is completed to gain a deeper understanding of their own skills as well as better prepare for their matched interviews.

The Interview Preparedness Workshops for Draft Day 2025 will potentially be held and conducted by local post-secondary training providers (ex. Two-year colleges, Department of Workshop Services, Department of Education) to both ease the burden on educators and provide these training providers with engagement opportunities with technical-career-focused seniors in their service area. These training providers would have registration fees for any Draft Day event waived in thanks for their support of and participation in the workshops.

## Educator and Recruiter Relationship Cultivation

To provide educators and recruiters with a specialized point of contact, Be Pro Be Proud will add staff to support the Draft Day Series. Each of these coordinators will be responsible for recruiting, communicating, and supporting their group of participants. These coordinators will be well versed in each registration process, regularly communicate with their points of contact, and actively work with local resources to recruit participants.

## Career Expo

The Career Expo portion of Draft Day provides students and companies meaningful engagement opportunities. Ahead of 2025, Be Pro Be Proud plans to continue refining the confirmation process for company participation as well as school scheduling to ensure the Career Expo is busy but not overwhelmed. Commitments, expectations, and scheduling will be clearly communicated to businesses and schools to avoid companies leaving the event early or schools arriving too early or too late in the day. While this scheduling component often relies on a variety of factors outside of Be Pro Be Proud's direct control, communicating clear timelines in a consistent manner as much in advance as possible will assist Be Pro Be Proud in mitigating any lost interaction opportunities.

## Scheduled Interviews

Be Pro Be Proud will continue to make positive strides in refining the Scheduled Interviews. Through its partnership with the Department of Transformation and Shared Services, Division of Information Systems, the accuracy of the student matches increased greatly. A more effective registration system for students will allow Be Pro Be Proud to capture more accurate interest information as well as reclassify students who are not planning to pursue a technical career or training after their high school graduation. Enacting the aforementioned updates to the aptitude testing and workshops will continue to increase the accuracy and efficacy of each interview. Discussion continues on how to streamline the interview reporting and result process. Be Pro Be Proud's goal is to simplify the process and encourage more detailed result reporting for all parties.

# COMMUNICATION SUMMARY

The communication effort for the Draft Day 2024 Series focused on recruiting and informing two main audiences – employers and educators. Multiple avenues were utilized to engage and communicate with them, including social media, mass emails, personal emails, phone calls, and Be Pro Be Proud events. Opportunities were maximized to interact with these target audiences when given the opportunity through State Agencies, Trade Associations, Professional Associations, and events.

For a summary of those engagement and outreach efforts see [Appendix F](#).

## Appendix A: School Participation Summary

### School Attrition Rate

Location	Registered Schools	Schools Attended	Attrition Rate
Fort Smith	21	19	-9.53%
Pine Bluff	12	10	-16.66%
Jonesboro	24	16	-33.33%
Stuttgart	16	12	-25.00%
Springdale	24	19	-20.83%
El Dorado	17	10	-41.17%
Russellville	20	11	-45.00%
Little Rock	15	8	-46.66%
<b>2024 DRAFT DAY SERIES TOTALS</b>	<b>149</b>	<b>105</b>	<b>-29.53%</b>

### School Participation

School Name	Registered Interview	Confirmed Interview	Attended Interview	Confirmed Expo	Attended Expo	Total Attendance
Jacksonville High School	0	0	0			0
Joe T Robinson High School	8	5	5			5
Little Rock Central High	1	17	10			10
Little Rock Hall Steam Magnet High School	1	0	0			0
Little Rock Southwest	15	10	6			6
Little Rock West High School	1	0	0			0
Maumelle High School	12	11	5			5
Metropolitan Career Technical Center	17	14	5			5
Mills University Studies High School	23	24	24			24
NLR Center of Excellence	3	3	1			1
North Little Rock High School	11	9	0			0
Parkview Arts and Science Magnet High School	3	9	0			0
Premier High School (LR)	13	6	0			0
Premier High School (NLR)	0	0	0			0
Sylvan Hills High School	34	12	15			15
<b>CENTRAL ARKANSAS TOTALS</b>	<b>142</b>	<b>120</b>	<b>71</b>			<b>71</b>
Arkansas Virtual Academy	0	0	0	0	0	0
Bearden High School	8	9	2	32	11	13
Camden High School	18	18	14	23	7	21
Carlisle High School	0	0	0	0	0	0
Crossett High School	2	6	4	21	3	7
El Dorado High School	56	25	10	35	0	10
Fordyce High School	3	9	3	109	46	49
Hamburg High School	8	5	4	20	5	9
Harmony Grove High School	3	0	0	0	0	0
Hermitage High School	12	0	0	0	0	0

School Name	Registered Interview	Confirmed Interview	Attended Interview	Confirmed Expo	Attended Expo	Total Attendance
Junction City High School	10	10	10	30	0	10
Lafayette County High School	0	0	0	0	0	0
Magnolia High School	5	0	0	0	0	0
Monticello Occupational Education Center	0	0	0	0	0	0
Parkers Chapel High School	0	0	0	50	7	7
Strong High School	7	3	3	15	10	13
Warren High School	0	30	15	30	0	15
<b>GOLDEN TRIANGLE TOTAL</b>	<b>132</b>	<b>115</b>	<b>65</b>	<b>365</b>	<b>89</b>	<b>154</b>
Arkansas Virtual Academy	0	0	0	0	0	0
Augusta High School	9	9	12	31	19	31
Barton High School	0	0	8	40	21	29
Beebe High School	2	2	10	2	0	10
Brinkley High School	5	8	5	58	16	21
Cabot High School	0	0	0	0	0	0
Clarendon High School	0	0	0	0	0	0
Des Arc High School	10	6	10	15	4	14
DeWitt High School	19	0	2	25	22	24
Drew Central School District	9	6	4	10	0	4
Dumas High School	14	14	8	14	0	8
England High School	6	3	4	8	2	6
Hazen High School	0	0	0	0	0	0
Lee High School	9	10	5	44	10	15
Stuttgart High School	43	30	33	180	140	173
Wynne High School	10	2	3	8	2	5
<b>ARKANSAS GRAND PRAIRIE TOTALS</b>	<b>136</b>	<b>90</b>	<b>104</b>	<b>435</b>	<b>236</b>	<b>340</b>
Academies at Rivercrest High School	0	0	0	0	20	20
Arkansas Northeastern College	2	0	0	30	34	34
Arkansas Virtual Academy	2	1	0	0	0	0
Bay High School	7	3	4	21	14	18
Black River Technical College	50	53	33	0	0	33
Brookland High School	9	6	5	9	0	5
Corning High School	0	0	0	0	0	0
Cross County High School	3	0	0	13	11	11
Gosnell High School	12	0	0	50	27	27
Harrisburg High School	1	0	0	50	70	70
Hoxie High School	0	0	0	0	0	0
Manila High School	4	0	0	0	0	0
Northeast Arkansas Career and Technical College	0	0	0	0	0	0
Nettleton High School	26	24	21	800	850	871
Osceola High School	8	0	0	25	15	15
Paragould High School	0	0	0	0	0	0
Rector High School	4	2	1	2	0	1
Riverside High School	0	0	0	3	2	2
Trumann High School	0	0	0	0	0	0
The Academies at Jonesboro High School	17	7	11	5	0	11
UACCB Career Center	8	6	2	0	0	2
Valley View High School	0	0	1	20	17	18

School Name	Registered Interview	Confirmed Interview	Attended Interview	Confirmed Expo	Attended Expo	Total Attendance
Walnut Ridge High School	3	2	1	0	0	1
Wynne High School	0	0	0	0	0	0
<b>NORTHEAST ARKANSAS TOTALS</b>	<b>156</b>	<b>104</b>	<b>79</b>	<b>1028</b>	<b>1060</b>	<b>1139</b>
Alpena School District	9	7	5	0	0	5
Archer Learning Center	0	10	5	0	0	5
Arkansas Virtual Academy	0	0	0	0	0	0
Bentonville High School	10	2	2	0	0	2
Bentonville West	1	0	0	0	0	0
Decatur School District	0	0	0	14	18	18
Don Tyson School of Innovation	8	45	29	0	10	39
Elkins High School	18	16	11	0	0	11
Farmington High School	5	5	8	25	3	11
Fayetteville High School	10	7	3	0	6	9
Gentry High School	7	7	4	0	3	7
Greenland High School	15	15	6	0	0	6
Har-Ber High School	194	114	60	0	0	60
Harrison High School	23	7	5	0	2	7
Ignite Professional Studies	0	0	0	0	0	0
Lincoln High School	21	21	18	0	0	18
Pea Ridge High School	18	15	10	0	0	10
Premier High School (Springdale)	9	7	0	0	11	11
Rogers Heritage High School	22	5	3	0	0	3
Rogers High School	10	5	6	0	0	6
Rogers New Technology High School	0	0	0	0	0	0
Siloam Springs School District	30	28	23	0	0	23
Springdale High School	161	143	125	0	0	125
West Fork High School	8	3	0	0	0	0
<b>NORTHWEST ARKANSAS TOTALS</b>	<b>579</b>	<b>462</b>	<b>323</b>	<b>39</b>	<b>53</b>	<b>376</b>
Arkansas Virtual Academy	0	0	0	20	3	3
Dermott High School	18	4	1	22	19	20
Lakeside High School (Lake Village)	0	0	0	40	26	26
McGehee High School	0	0	0	0	0	0
Pine Bluff High School	46	15	16	40	0	16
Poyen High School	0	0	0	0	0	0
Sheridan High School	15	13	5	18	0	5
Star City High School	6	0	0	5	3	3
Warren High School	5	30	35	120	77	112
Watson Chapel High School	20	7	25	25	23	48
White Hall High School	9	8	8	8	0	8
Woodlawn High School	0	0	2	17	17	19
<b>ARKANSAS DELTA TOTALS</b>	<b>119</b>	<b>77</b>	<b>92</b>	<b>315</b>	<b>168</b>	<b>260</b>
Alma High School	66	38	32	0	0	32
Arkansas Virtual Academy	0	0	0	20	0	0
Booneville High School	13	13	5	0	4	9
Cedarville High School	3	3	3	0	0	3
Charleston High School	14	12	12	4	1	13
County Line High School	6	0	0	32	19	19

School Name	Registered Interview	Confirmed Interview	Attended Interview	Confirmed Expo	Attended Expo	Total Attendance
Future School of Fort Smith	13	7	6	0	4	10
Greenwood High School	24	22	20	0	0	20
Hackett High School	18	18	15	0	13	28
Lavaca High School	13	10	6	0	0	6
Magazine High School	3	3	0	0	0	0
Mansfield High School	14	12	9	15	6	15
Mena High School	7	6	4	0	0	4
Mountainburg High School	38	12	10	8	8	18
Mulberry High School	17	13	15	0	0	15
Northside High School	81	15	47	0	0	47
Ozark High School	34	25	11	0	9	20
Premier High School (FS)	9	0	1	10	9	10
Southside High School	41	42	23	42	2	25
Van Buren High School	106	90	45	50	15	60
Waldron High School	9	7	7	20	8	15
<b>ARKANSAS RIVER VALLEY TOTALS</b>	<b>529</b>	<b>348</b>	<b>271</b>	<b>201</b>	<b>98</b>	<b>369</b>
Acorn High School	16	0	1	5	0	1
Arkansas Tech Career Center	25	16	10	0	188	198
Arkansas Virtual Academy	0	0	0	0	0	0
Atkins High School	0	0	0	0	0	0
Bigelow High School	0	0	0	0	0	0
Clarksville High School	17	12	8	0	0	8
Conway High School	4	4	4	100	35	39
Danville High School	1	0	0	0	0	0
Dover High School	10	10	9	0	0	9
Guy-Perkins High School	3	3	3	0	0	3
Hector High School	0	0	0	25	28	28
Johnson County Westside High School	16	10	3	0	0	3
Morrilton High School	1	0	0	0	0	0
Mount Vernon-Enola High School	2	2	1	0	0	1
Perryville High School	6	0	0	0	0	0
Pottsville High School	0	0	0	0	0	0
Rose Bud High School	0	0	0	0	0	0
Russellville High School	45	45	16	0	212	228
Shirley High School	7	0	0	0	0	0
Western Yell County High School	6	2	3	0	0	3
<b>RIVER VALLEY EAST TOTALS</b>	<b>159</b>	<b>104</b>	<b>58</b>	<b>130</b>	<b>463</b>	<b>521</b>
<b>2024 DRAFT DAY SERIES TOTALS</b>	<b>1952</b>	<b>1420</b>	<b>1063</b>	<b>2513</b>	<b>2167</b>	<b>3230</b>

## Appendix B: Student Participation Summary

### Student Attendance Rate

Location	Registered Interview	Confirmed Interview	Attended Interview	Confirmed Expo	Attended Expo	Total Attendance
Fort Smith	529	348	271	201	98	369
Pine Bluff	119	77	92	315	168	260
Jonesboro	156	104	79	1028	1060	1139
Stuttgart	136	90	104	435	236	340
Springdale	579	462	323	39	53	376
El Dorado	132	115	65	365	89	154
Russellville	159	104	58	130	463	521
Little Rock	142	120	71	-	-	71
<b>2024 DRAFT DAY SERIES TOTALS</b>	<b>1952</b>	<b>1420</b>	<b>1063</b>	<b>2513</b>	<b>2167</b>	<b>3230</b>

### Senior Attrition Rate

Location	Registered to Confirmed	Confirmed to Attended	Registered to Attended
Fort Smith	-34.21%	-22.12%	-48.77%
Pine Bluff	-35.29%	+19.48%	-22.68%
Jonesboro	-33.33%	-24.03%	-40.35%
Stuttgart	-33.82%	+15.55%	-23.52%
Springdale	-20.20%	-30.08%	-44.21%
El Dorado	-12.87%	-43.47%	-50.75%
Russellville	-34.59%	-44.23%	-63.52%
Little Rock	-15.49%	-40.83%	-50.00%
<b>2024 DRAFT DAY SERIES TOTALS</b>	<b>-24.25%</b>	<b>-25.14%</b>	<b>-45.54%</b>

## Appendix C: Company Participation Summary

Company Name	Fort Smith	Pine Bluff	Jonesboro	Stuttgart	Springdale	El Dorado	Russellville	Little Rock
ABB	1							
Aerojet Rocketdyne						1		
Air National Guard	1	1	1	1	1	1	1	1
Airco Service								0
Albemarle						1		
Americold Logistics							1	
Amfuel						1		
APAC	1				1		0	
ArcBest	1							
Arkansas Children's Hospital					1			1
Arkansas Department of Corrections		1					1	
Arkansas Electric Cooperatives								

Company Name	Fort Smith	Pine Bluff	Jonesboro	Stuttgart	Springdale	El Dorado	Russellville	Little Rock
Arkansas Glass Container Corp			1					
Arkansas National Guard	1	1	1	1	1	1	1	1
Arkansas Rural Water Association					0		0	
Arnold & Blevins					1			1
AWJ Electric, LLC								
Baldwin & Shell		1		1	1			1
Baptist Health	1			1				1
Beaver Water District					1			
Bekaert Corporation (ARV)	1							
Best Manufacturing, Inc.			1					
Blackstone Construction, LLC.							1	
Brightspeed							0	
Bruckner Truck & Equipment							1	
Butterball LLC	1				1			
Canfor Southern Pine						1		
Cards Recycling					0			
Cargill					1			
Central Arkansas Water								1
Central Moloney Inc.		1						
Central South Training Trust Fund							1	
Clark Contractors, LLC					1	1		1
Code 3 Services, LLC						1		
ConAgra							1	
Crossland Construction					1			
Dassault Falcon Jet	0	0	1	1	1		1	1
Delta Companies Inc.			1					
Denso Manufacturing Arkansas (DMAR)			0					
Doggett Freightliner	1	1		1	1		1	0
DSI					1			
El Dorado Cabinets & Millworks						1		
Emery Sapp & Sons					1			
Entergy				1				
FMH Conveyors			1					
Forsgren, Inc. (ARV)	1							
Friendship Community Care, Inc.							1	
Frito-Lay			1					
George's Inc.					1			
Georgia Pacific	1							
Gerdau	1							
Green Bay Packaging, Inc							1	
Greenway Equipment		1	1	1			1	1
Hampton Inn		0						
Harps					1			
Highland Pellets		1						
Hytrol	1		1					
International Paper	1						1	0
J&H Automation Solutions	1							

Company Name	Fort Smith	Pine Bluff	Jonesboro	Stuttgart	Springdale	El Dorado	Russellville	Little Rock
Kinco Constructors					1			1
Koontz Electric Company, Inc.							1	
Kopco, Inc. (ARV Sponsor)	1							
LANXESS						0		
Legacy Heights Nursing and Rehab, LLC							1	
Lennox				1				
Lexicon		1	1	1	1			1
Lockheed Martin						1		
Mahle							1	
Martin Sprocket & Gear			0					
McGeorge Contracting Company, Inc.		1						
Mercy	1				1			
Methodist Village Senior Living	1							
MHC Truck Leasing, LLC	0				0		0	0
Mondi Group		1						
Multi-Craft Contractors					1			
Nestle Gerber	1							
Northwest Control Systems, Inc.					1			
Nucor Steel		1	1	1		1	1	1
Nucor Yamato Steel			1			0	0	
NWA Steel Co LLC					1			
OG&E	1							
Old Dominion Freight			0					
Owens Corning	1							
Ozarko Tire Center	1						1	0
PAM Transport	1				1			1
Planters/Hormel Foods	1							
Potlatch Deltic							0	
Producers Rice Mill, inc				1				
Quantum Plastics	1							
Reynolds Construction Company		1						
Rheem	1							
Riceland Foods, Inc.		1	1	1				
Riggs CAT	1		1		1	1		1
Ritter Communications			1					0
Rockline							1	
Roseburg Forest Products						1		
Rush Truck Center - North Little Rock			0					0
Rush Truck Centers - Lowell, AR					0			
Saint Mary's Regional Medical Center							1	
Sanhua/American Tubing Int.					0			
Simmons Foods	1				1			
SMA			1					
Southwestern Electric Power Company					1			
SPF America (ARV Hospitality)	1							
St. Bernards Medical Center			1					
Streib Company					1			

Company Name	Fort Smith	Pine Bluff	Jonesboro	Stuttgart	Springdale	El Dorado	Russellville	Little Rock
Stribling Equipment			1		1	1	1	1
Taber Extrusions, LLC.							1	
Telcoe Federal Credit Union								1
The First National Bank of Fort Smith	0							
The Greater Fort Smith Association of Home Builders	1							
The Greenbrier Companies			1					
TOLM Group Inc.							1	
Trinity Rail			1					
Tyson Foods, Inc.		1			1		1	
UAMS								1
Union Pacific Railroad		1		1				1
United Cerebral Palsy of Arkansas			1		1		1	1
United Rentals					1			
W&W   AFCO Steel	1			1				0
Wabash					1			
Wal-Mart					1			
Walmart- Facility Services					1			0
Walther Arms Manufacturing	1							
Water and Wastewater Utilities	1							
Water Tech, Inc.	1							
Wayne Sanderson Farms							1	
Weaver-Bailey Contractors			1				1	1
Weyerhaeuser		1				1		
<b>TOTAL</b>	<b>34</b>	<b>17</b>	<b>23</b>	<b>15</b>	<b>35</b>	<b>15</b>	<b>28</b>	<b>21</b>

### 2024 Company Registration vs. Participation

Draft Day Event	Registered	Attended	Attrition Rate
Fort Smith	37	34	8.18%
Pine Bluff	19	17	10.52%
Jonesboro	27	23	14.81%
Stuttgart	15	15	0.00%
Springdale	30	25	16.66%
El Dorado	17	15	11.76%
Russellville	34	28	17.64%
Little Rock	30	21	30.00%
<b>TOTAL</b>	<b>209</b>	<b>178</b>	<b>14.83%</b>

## Appendix D: Post-Secondary Training Provider Summary

Post-Secondary Training Provider	Fort Smith	Pine Bluff	Jonesboro	Stuttgart	Springdale	El Dorado	Russellville	Little Rock
Arkansas Elite Welding Academy		1	1	1		1	1	
Arkansas Northeastern College			1					
Arkansas State University Newport			1					
Arkansas Welding Academy Inc.								0
American Welding Laboratories	1							
ATU Ozark	1						1	
Black River Technical College			1					
Business and Industry Training					1			
Heavy Equipment Operating Academy	1	1	1	1	1	1	1	
Northwest Arkansas Community College					1			
Northwest Technical Institute					0			
Phillips Community College				1				
South Arkansas College						1		
University of Arkansas - Fort Smith	1							
University of Arkansas Community College at Morrilton							1	
<b>TOTAL</b>	<b>4</b>	<b>2</b>	<b>5</b>	<b>3</b>	<b>3</b>	<b>3</b>	<b>4</b>	<b>0</b>

### 2024 Post-Secondary Training Provider Registration vs. Participation

Draft Day Event	Registered	Attended	Attrition Rate
Fort Smith	4	4	0.00%
Pine Bluff	2	2	0.00%
Jonesboro	5	5	0.00%
Stuttgart	3	3	0.00%
Springdale	4	3	-25%
El Dorado	2	3	+50%
Russellville	4	4	0.00%
Little Rock	0	0	0.00%

## Appendix E: Supporting Organization Summary

Supporting Organization	Fort Smith	Pine Bluff	Jonesboro	Stuttgart	Springdale	El Dorado	Russellville	Little Rock
Arkansas Office of Skills Development	1	1	1	1	1	1	1	1
Arkansas State Chamber of Commerce	1	1	1	1	1	1	1	1
Ben E. Keith Foods	1	1	1	1	1	1	1	1
Be Pro Be Proud, Inc.	1	1	1	1	1	1	1	1
Arkansas Department of Workforce Services	1	1	1	1	1	1	1	
Arkansas Trucking Association	1	1	1	1	1	1	1	
Arkansas Construction Education Foundation								
AMP - Arkansas Manufacturing Professionals	1							
Fort Smith Regional Chamber of Commerce	1							
Northwest Arkansas Council					1			
Rogers Lowell Area Chamber of Commerce					1			
Springdale Chamber of Commerce					1			
Allegra/iMage360	1	1	1	1	1	1	1	1
Arkansas Department of Education	1	1	1	1	1	1	1	1
Domtar	1	1	1	1	1	1	1	1
Future Farmers of America	1	1	1	1	1	1	1	1
Walton Family Foundation	1	1	1	1	1	1	1	1
Little Rock Chamber of Commerce								1
Arkansas Center for Data Sciences	1	1	1	0	1	1	1	
Russellville Area Chamber of Commerce							1	
Stuttgart Chamber of Commerce				1				
Jonesboro Regional Chamber of Commerce			1					
Jonesboro Unlimited			1					
Jefferson County Alliance		1						
Pine Bluff Chamber of Commerce		1						
Camden Chamber of Commerce						1		
El Dorado Chamber of Commerce						1		
Magnolia Chamber of Commerce						1		
<b>TOTAL</b>	<b>14</b>	<b>14</b>	<b>14</b>	<b>12</b>	<b>15</b>	<b>15</b>	<b>13</b>	<b>10</b>

### 2024 Supporting Organization Registration vs. Participation

Draft Day Event	Committed	Participated	Attrition Rate
Fort Smith	13	14	+7.69%
Pine Bluff	14	14	0.00%
Jonesboro	14	14	0.00%
Stuttgart	13	12	-7.69%
Springdale	15	15	0.00%
El Dorado	15	15	0.00%
Russellville	13	13	0.00%
Little Rock	10	10	0.00%

# Appendix F: Communications Summary

	Educators	Employers	Support Organizations
<b>June</b>			
6/7	Connecting Educators to Industry Russellville		
6/15	Connecting Educators to Industry Little Rock		
6/20	Connecting Educators to Industry Stuttgart		
<b>July</b>			
7/11	ACDA Conference		
7/19	Economic Arkansas Conference		
7/24	AAEA Summer Conference		
<b>August</b>			
<b>September</b>			
9/29	Springdale Draft Day Kick Off Reminder		
<b>October</b>			
10/4	Springdale Draft Day Kick Off		
10/6	Fort Smith First Friday Breakfast		
10/17	Employer Registration Opens		
10/25	Russellville Educator and Industry Breakfast		
10/31	Educator Toolkit Email		
10/31	BPBP Quarterly Newsletter: Draft Day Registration Information		
<b>November</b>			
11/2	Train the Trainer Workshop #1   Resume Building		
11/3	Train the Trainer Workshop #1   Follow Up Email		
11/7	Senior Registration Reminder		
11/14	Senior Registration Deadline Extension: 12/8		
11/28	Senior Registration Reminder, YouScience Update, Workshop #2 Reminder		
	Little Rock The Academies Career Expo		
11/30	Train the Trainer Workshop #2   Interview Preparedness		
<b>December</b>			
12/1	Train the Trainer Workshop #2   Follow Up Email		
12/5	Senior Registration & YouScience Deadline Reminders		
12/7	BPBP Draft Day News Segment & Registration Reminder		
12/12	Senior Registration & YouScience Deadline Reminders		
<b>January</b>			
1/3	Registration Reminder		
1/8	Registration Reminder		
1/17	Train the Trainer Workshop #3   Reschedule for 1/25		
1/19	Fort Smith Partner Engagement Luncheon RSVP Reminder		
1/25	Train the Trainer Workshop #3   TODAY Reminder		

	Educators	Employers	Support Organizations
1/25	Train the Trainer Workshop #3   Mock Interviews		
1/26	Fort Smith Partner Engagement Luncheon		
1/31	El Dorado Draft Day Kick Off - El Dorado		
1/31	El Dorado Draft Day Kick Off - Magnolia		
1/31	Springdale Partner Engagement Lunch RSPV 2-Week-Out Reminder		
1/31	YouScience Deadline TODAY Reminder		
<b>February</b>			
2/1	Pine Bluff Partner Engagement Luncheon TODAY Reminder		
2/1	Jonesboro Partner Engagement Luncheon RSVP 2-Week-Out Reminder		
2/1	Pine Bluff Partner Engagement Luncheon		
2/6	El Dorado Partner Engagement Luncheon		
2/7	Springdale Partner Engagement Lunch RSPV 6-Days-Out Reminder		
2/7	Little Rock Partner Engagement Lunch RSPV 2-Week-Out Reminder		
2/8	Stuttgart Partner Engagement Lunch RSPV 2-Week-Out Reminder		
2/8	Jonesboro Partner Engagement Luncheon TODAY Reminder		
2/8	Jonesboro Partner Engagement Luncheon		
2/9		Fort Smith Registration & Partner Supper RSPV Reminder	
2/9	Fort Smith Student Registration Closed, Draft School Schedule, & Lunch Info		
2/13	Little Rock Partner Engagement Lunch RSPV 7-Days-Out Reminder		
2/13	Springdale Partner Engagement Luncheon TODAY Reminder		
2/13	Springdale Partner Engagement Luncheon		
2/14	Russellville Partner Engagement Lunch RSPV 2-Week-Out Reminder		
2/15	Stuttgart Partner Engagement Lunch RSPV 7-Days-Out Reminder		
2/19	Pine Bluff Educator & Recruiter Prep Meetings Reminder		
2/20	Russellville Partner Engagement Lunch RSPV 7-Days-Out Reminder		
2/20	Little Rock Partner Engagement Luncheon TODAY Reminder		
2/20	Little Rock Partner Engagement Luncheon		
2/20	Fort Smith Educator Zoom	Fort Smith Partner Zoom	
2/21	Interview Scheduling Requirements Reminder		
2/22	Stuttgart Partner Engagement Luncheon TODAY Reminder		
2/22	Stuttgart Partner Engagement Luncheon		
2/23	Stuttgart Partner Engagement Luncheon Follow Up	Stuttgart Partner Engagement Luncheon Follow Up	
2/23	Springdale Partner Engagement Luncheon Follow Up	Springdale Partner Engagement Luncheon Follow Up	
2/23	Pine Bluff Partner Engagement Luncheon Follow Up	Pine Bluff Partner Engagement Luncheon Follow Up	
2/23	Little Rock Partner Engagement Luncheon Follow Up	El Dorado Partner Engagement Luncheon Follow Up	
2/23	El Dorado Partner Engagement Luncheon Follow Up	Jonesboro Partner Engagement Luncheon Follow Up	
2/23	Jonesboro Partner Engagement Luncheon Follow Up		
2/27	Little Rock Partner Engagement Luncheon Follow Up		
2/27	Russellville Partner Engagement Luncheon TODAY Reminder		
2/27	Russellville Partner Engagement Luncheon		
2/28	Pine Bluff Recruiter Meeting		
2/29	Russellville Partner Engagement Luncheon Follow Up		

	Educators	Employers	Support Organizations
2/29	Russellville Partner Engagement Luncheon Follow Up		
2/29	El Dorado Presenting Sponsor (Lockheed Martin) Video		
2/29	Stuttgart Educator & Recruiter Prep Meetings Reminder (& Partner Supper RSVP)		
2/29	Little Rock Educator & Recruiter Prep Meetings Reminder (& Partner Supper RSVP)		
2/29	Pine Bluff Educator & Recruiter Prep Meetings Reminder (& Partner Supper RSVP)		
2/29	El Dorado Educator & Recruiter Prep Meetings Reminder (& Partner Supper RSVP)		
2/29	Jonesboro Educator & Recruiter Prep Meetings Reminder (& Partner Supper RSVP)		
2/29	Russellville Educator & Recruiter Prep Meetings Reminder (& Partner Supper RSVP)		
<b>March</b>			
3/4	Fort Smith Partner Engagement Supper		
3/4	Pine Bluff Educator Zoom	Pine Bluff Partner Zoom	
3/4		Fort Smith Volunteer Zoom	
3/5	Pine Bluff Pre Event Meeting PowerPoint		
3/5	Pine Bluff Pre Event Meeting PowerPoint		
3/5	DRAFT DAY ARKANSAS RIVER VALLEY (Fort Smith)		
3/6			
3/7		Pine Bluff Interview Schedule	
3/7	Pine Bluff Interview Schedule		
3/11	Pine Bluff Partner Engagement Supper		
3/12	Fort Smith Follow Up Email		
3/12		Fort Smith Follow Up Email	
3/12	DRAFT DAY ARKANSAS DELTA (Pine Bluff)		
3/13	Jonesboro Educator & Recruiter Prep Meetings TODAY Reminder (& Partner Supper RSVP)		
3/13	Jonesboro Educator Zoom	Jonesboro Partner Zoom	
3/15	Pine Bluff Follow Up Email		
3/15		Pine Bluff Follow Up Email	
3/19		Jonesboro Volunteers	
3/19	Jonesboro Pre Event Meeting PowerPoint		
3/19		Jonesboro Pre Event Meeting PowerPoint	
3/20		Jonesboro Interview Schedule	
3/20	Jonesboro Interview Schedule		
3/22	Springdale Educator & Recruiter Prep Meetings Reminder (& Partner Supper RSVP)		
3/22	Stuttgart Educator & Recruiter Prep Meetings Reminder (& Partner Supper RSVP)		
3/25	Updated Jonesboro Interview Schedule		
3/25	Updated Jonesboro Interview Schedule		
3/26	Springdale Pre Event Meeting PowerPoint		
3/26		Springdale Pre Event Meeting PowerPoint	
3/26	Jonesboro Partner Engagement Supper		
3/26	Stuttgart Educator Zoom	Stuttgart Partner Zoom	
3/27	DRAFT DAY NORTHEAST ARKANSAS (Jonesboro)		
3/28	DRAFT DAY NORTHEAST ARKANSAS (Jonesboro)		
3/29	Stuttgart Pre Event Meeting PowerPoint		
3/30	Stuttgart Pre Event Meeting PowerPoint		
3/30	Stuttgart Interview Schedule		
<b>April</b>			
4/1	Jonesboro Follow Up Email		
4/1		Jonesboro Follow Up Email	
4/1		Stuttgart Interview Schedule	

	Educators	Employers	Support Organizations
4/1	El Dorado Educator & Recruiter Prep Meetings Reminder (& Partner Supper RSVP)		
4/2	Stuttgart Partner Supper		
4/2	El Dorado Educator Zoom	El Dorado Partner Zoom	
4/3	Springdale Interview Schedule		
4/3		Springdale Interview Schedule	
4/3		El Dorado Pre Event Meeting PowerPoint	
4/3	El Dorado Pre Event Meeting PowerPoint		
4/3	DRAFT DAY ARKANSAS GRAND PRAIRIE (Stuttgart)		
4/9		Springdale Volunteers	
4/9	Russellville Educator & Recruiter Prep Meetings Reminder (& Partner Supper RSVP)		
4/9	Springdale Partner Supper		
4/10	DRAFT DAY NORTHWEST ARKANSAS (Springdale)		
4/11			
4/11	Stuttgart Follow Up		
4/11		Stuttgart Follow Up	
4/12	El Dorado Interview Schedule		
4/12		El Dorado Interview Schedule	
4/12	Russellville Educator & Recruiter Prep Meetings TODAY Reminder (& Partner Supper RSVP)		
4/12	Updated El Dorado Interview Schedule		
4/12	Russellville Educator Zoom	Russellville Partner Zoom	
4/15	Little Rock Educator & Recruiter Prep Meetings Reminder (& Partner Supper RSVP)		
4/15		El Dorado Volunteers	
4/16	Springdale Follow Up		
4/16		Springdale Follow Up	
4/16		Russellville Pre Event Meeting PowerPoint	
4/16	Russellville Pre Event Meeting PowerPoint		
4/16	Little Rock Educator Zoom	Little Rock Partner Zoom	
4/16	El Dorado Partner Supper		
4/17	DRAFT DAY GOLDEN TRIANGLE (El Dorado)		
4/18	Russellville Interview Schedule		
4/18		Russellville Interview Schedule	
4/18	Updated Russellville Interview Schedule		
4/19		Little Rock Pre Event Meeting PowerPoint	
4/19	Little Rock Pre Event Meeting PowerPoint		
4/22	El Dorado Follow Up		
4/22		El Dorado Follow Up	
4/24	Russellville Partner Supper		
4/25	Little Rock Interview Schedule		
4/25		Little Rock Interview Schedule	
4/25	DRAFT DAY RIVER VALLEY EAST (Russellville)		
4/29	Russellville Follow Up		
4/29		Russellville Follow Up	
4/29	Little Rock Partner Supper		
4/30	DRAFT DAY CENTRAL ARKANSAS (Little Rock)		
<b>May</b>			
5/13	Little Rock Follow Up		
5/13		Little Rock Follow Up	
5/16	All Educator Follow Up		
5/16		All Recruiter Follow Up	
5/16		All Volunteer Follow Up	



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Draft Day Overview



For Students



For Educators

