

# H.I.R.E.D!

# NEWS



## KIMBEL

MECHANICAL SYSTEMS



[Video](#): Camden Wright on his experience with the H.I.R.E.D! Program this year

As we wind down the school year the H.I.R.E.D! Team wanted to give you an overview of what we have accomplished this year. You'll see data showing the positive, trajectory changing impact and the program has had on students, particularly our seniors.

We want to start this news with one testimonial of how the H.I.R.E.D! Program has already had life changing impact on one student. The picture to the left is a link to a video of Gentry student, Camden Wright, telling how the H.I.R.E.D! program has changed his entire trajectory. Camden is just one of many that have similar stories.

*[At the beginning of the school year] "I didn't really have a plan. I was just busy goofing off, doing things I shouldn't have been doing.... [now] I'm 18 years old, still in high school and I have a 401K." ~Camden Wright when asked how the pre apprenticeship program has impacted his life. See the video above for more of his description of the program.*

## POSITIVE IMPACT

Our career coaches have collectively had over 1100 individual meetings with students this year and over 3000 student contacts in small groups or classrooms. They have helped students make over 1300 contacts with business and industry partners through tours and hosted over 50 business partners as speakers in your schools, along with 79 more speakers through career seminars. But has all this activity made a difference? We believe it has! 95% of seniors surveyed in April said their meetings with the coaches have had a positive impact on them. At the beginning of the school year we surveyed seniors and only 33% knew their exact career pathway. Now, 83% report knowing their exact career pathway, and only 3% still report having no plan for the future. That means 97% of seniors have a plan, even if they don't know the exact career that plan is leading to. That's a positive impact!

# THE H.I.R.E.D! INTERNSHIP AND PRE APPRENTICESHIP PROGRAM

One of the most important parts of making decisions about one's career is having enough experience in the field to know that it is a good fit for you. That's why so much of what we do at H.I.R.E.D! revolves around allowing students to see and experience different work environments and careers. One way we do this is through our internship and job shadowing placements. Our coaches help place students into these experiences based on interests. Our interns are generally placed for a semester or a full year, although some experiences are shorter, and our job shadows are for a single day. So far this year, coaches have found placements for 27 student interns and 25 job shadowing experiences, and through Gravette's "Job Shadow" day for juniors and seniors, another 77 students found their own job shadowing opportunities. Some of our students have found that they did not like the career they thought they would love, while others solidified their decision to

follow the career path they were investigating.

Another of our goals for our students is that they start down the pathway to their career while still in high school if at all possible. This includes college bound students taking AP and college level courses and students interested in the careers that require OJT hours starting their apprenticeship while still in high school. For students who already know that they want a career like dental assisting or the skilled trades, that require them to be trained on the job, H.I.R.E.D! has created a pre apprenticeship program. This allows students to shave time off of their pathway to licensure or certification before they leave high school. H.I.R.E.D! staff have placed 14 pre-apprentices and another 14 apprentices were placed and will start as soon as they graduate. congratulations to these apprentices and a huge thank you to the companies investing in these young professionals.

Left: Students at Ozarks Community Hospital, Center: Student at Rush Truck Centers, Right Student at Williams Law Firm.



# THE COLLEGE OUTLOOK FOR OUR STUDENTS

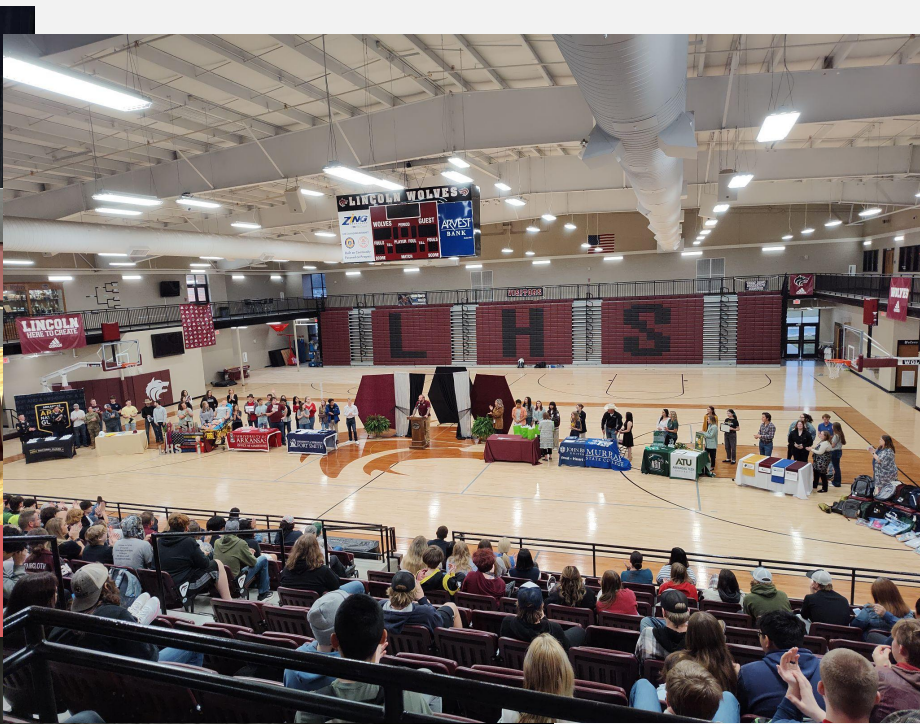
One of our goals in the H.I.R.E.D! Program is to help remove barriers for students who need to attend college for their desired next step in life, but struggle to know how to make that next step happen. In our 6 school districts the college going rate last year was 30%. To give some perspective, the state average was 41%. While we do not believe college is the right move for every student, we do believe that it is the right move for many, and possibly for more than 30%. We coach students about finding the right career fit first, then help them determine the right pathway to that career. If college is the best move, then we help students break down barriers to going.

When we surveyed our seniors at the end of April, roughly 50% of those surveyed planned to attend a 2 year or 4 year college. Of course, life can happen in the next 3 months, but we are cautiously optimistic that we have, not

only encouraged students who need to attend college for their career, but that we have also reduced the confusion and overwhelming parts of college admission and financial aid that discourage students from attending. The other aspect of going to college that we hope to impact is staying in college. We feel like our program helps students who attend college develop a greater sense of purpose, because they have more experience in their chosen field. So when college gets hard, they have clear goals that help them stay focused on finishing.

## GENTRY HIGH SCHOOL Class of 2023





Lincoln Decision Day: top right  
 Gentry: Left  
 Huntsville: Top left  
 Greenland: Bottom right

# SIGNING AND DECISION DAY CELEBRATIONS

Many schools have celebrated students who are making decisions as they leave high school for years now. It's exciting to be a part of celebrating those who are going to college, into the military as well as those who are going into the workforce. H.I.R.E.D! Coaches are so proud of all our students who have made decisions as they move into their next phase of life beyond high school.



# CAREER SEMINARS: CONNECTING STUDENTS WITH PROFESSIONALS IN THE FIELD.

Part of the H.I.R.E.D! grant focuses on creating an online learning community where students can interact with professionals. Our goal in creating the Career Seminars was to find another avenue for students to hear about various careers and to learn more about all aspects of those careers from the people who are already there. This year the H.I.R.E.D! Team

hosted 5 career seminars with a total of 79 professionals from business and industry, as well as from post secondary education. We had approximately 2000 students present for each seminar which is over 8000 student participations. When surveying our students, they had many favorite seminars, but one stood out as favorite for many and that was

Bobbye Orona, the Crime Scene Investigator with the Fayetteville Police Department. Bobbye gave an engaging, gritty overview of both the rewarding and hard parts about her job. She held back nothing, and many students left knowing that they did **NOT** want to be a Crime Scene Investigator after all. Knowing what you don't want to do is half the battle.

*The H.I.R.E.D! Team is currently working on outreach for next year's career seminars. If you have ideas for careers you think students should hear about, or if you would be interested in speaking at a career seminar, let your local career coach know. Our contact information is on the last page of the newsletter.*

## STUDENT SPOTLIGHT: RHANDELL FIPPS: CLASS OF 2023



Rhandell Fipps is a senior at Decatur high school who has been determined to pursue a career in construction, more specifically, he wanted to become a certified heavy equipment operator. Rhandell's plan was to continue his education at a trade school in Oklahoma to obtain his certifications, but after speaking to a recruiter from Crossland construction, he was offered an opportunity to work with the company post-graduation through Crossland's apprenticeship program. Rhandell will now be receiving on the job training and experience with Crossland covering the cost of his education and heavy machinery certifications. Way to go Rhandell!

# EVENT SPOTLIGHT: **BUILD MY FUTURE** **NWA NOT YOUR AVERAGE CAREER FAIR!**

Build My Future is a hands on career fair showcasing the construction industry. Students were able to “try on” a career by doing activities related to the field. Students did everything from to welding to operating a scissor lift. The event was organized, engaging, educational and the food was great! A shout out to Steve Turner, Brian McHaney and all the industry professionals that participated in this amazing event.



# COMMUNITY SHOUT OUT

While it is impossible to recognize every educational/business and industry partner that has volunteered to interact with students in the H.I.R.E.D! schools. The following pages are our attempt to recognize as many as we can. These are the partners who have participated in activities that were sponsored by the H.I.R.E.D! Team or who have offered to host job shadows, interns, or apprentices, etc. There were many, many other partners that our students have interacted with at career fairs and activities sponsored by other organizations. Thank you to all who have invested your time and energy into our students!

Assemblage

The Haunt

U of A Athletics Broadcast

Services

University Recreation

Arvest Bank

Cordova Educational Programs

Healing Edge Massage

Therapy School

City of Springdale

Cerner

Kimbel Mechanical

U.S. Army

Pernod Ricard USA

Simmons

Modus Studio Architecture

City of Siloam Springs

NW Health

Northwest Arkansas

Neuroscience Institute

City of Fayetteville

Fayetteville Police Dept

McKee Foods

Nash Electric

NWTI

Walt Beazly Photography

Don Tyson School of Innovation

State Chamber of Commerce

C2 Technologies

Rick Osborne Law Firm

Serc Physical Therapy

Federal Bureau of

Investigations

Isaac Johnson-Realtor

Association of Small Business

Consultants

Arkansas Game and Fish

Commission

Generations Bank

Siloam Springs Pediatric

Therapy

The CW Network

Huntsville Floral and Gift

Walmart Transportation

Benton Co Sheriff's Office

Navajo Technical University

Amazeum

Heather Keenan-Realtor

Graphic Design Manager

Outdoor Media Summit

Parkview High School

# COMMUNITY SHOUT OUTS (CONT.)

Barbell Disciples

7Brew

Holly Street Physical Therapy

AR Care

Arkansas Archeological Survey

Beaver Water District

Williams Law Firm

Ground Zero Construction

OX - Human Centered

Automation

Uber Freight - L'Oreal

Rush Truck Centers

Quality Collision

Bradford Marine

Lander's Toyota

Huntsville Vet Clinic

C&K Tire

Philips Masonry PMI

Highland Health &

Rehabilitation Bella Vista

Ozark Pediatric Dental

Siloam Springs

Connected Correctly

Farris Insurance Company

Huntsville Lumber

Fayetteville Public Library

Polytec Manufacturing

First Security Bank

Life Family Chiropractor

Gentry School District

Huntsville School District

RSO (Contractor for SWEPCO)

ARMI Contractors

Hill Electric

Nabholz

Accelerate Plumbing

Garman Trucking

S&S Heating and Air

Williams Law Firm

Ritual Esthetics

Tucker Chiropractic

Adams Truss

Nomads Roofing

Mary's Menagerie

Legacy Bank

JJ's Live Music Production Team

U of A Music Department

U of A Athletic Department

SERC Physical Therapy

Theatre Squared

Hope Bridge

Siloam Vet Clinic

Gentry Family Dentistry

Galyean Farms

McKee Transportation

Ozark Electric

Webb Wheel

Meadowview

Today's Bank

Carroll Electric



# COMMUNITY SHOUT OUT PAGE (CONT.)

Anstaff Bank  
Watson Primary  
Advanced Dermatology  
Farmington Eye Care  
FFA Livestock Barn  
EMS Manufacturing  
Lincoln IT Department  
The Uncommon Label  
Boutique  
Lincoln Fire Department  
White River Contractors  
Farmer's Co-op  
Lincoln Consolidated School  
District  
Lincoln Farm Store  
Poor Man's Auto  
Latco  
Summit Truss  
Norwood Construction  
Ozark Community Hospital  
Razorback Sports Network  
KNWA  
Pigtrail Nation  
Aegis Krav Maga  
Startup Junkie  
Crossland Construction  
R & R Solutions  
BlackHills Energy  
APAC  
Midland Construction  
Royal Oak Charcoal

Sprout Pediatric Dentistry  
Be Pro Be Proud  
NWA Cancer Resource Network -  
Washington Regional  
University of Arkansas  
Business and Industry Training  
Career Academy of Hair Design  
Petra Allied Health  
NWACC  
NWACC Workforce  
Brightwater Culinary Institute  
WyoTech  
NWACC Nursing School  
NWACC Physical Therapy Asst.  
Program  
NWACC Business and Computer  
Information Systems  
Western Benton County Career  
Center  
Educational Opportunity Center  
Director  
US Air Force  
US Army  
US Navy  
US National Guard  
US Marines  
US Coast Guard  
Cornerstone Bank  
AR Rehab Services  
NorthArk

# COMMUNITY SHOUT OUT PAGE (CONT.)

Jacobs Wastewater Treatment  
P&K Tractor  
Multicraft Contractors  
Vold Vision  
Garver Engineering  
Lews Automotive  
Smithers Animal Hospital  
Drake Air Museum  
Maynard Inc.  
Centennial Bank  
Springdale Fire  
Drury University  
Hyatt Marriott of Fayetteville  
The Sudar Group  
Best Friends Animal Hospital  
Brashear's Funeral Home

# CONTACT PAGE AND LINKS TO INDIVIDUAL SCHOOL NEWSLETTERS

**[DECATUR NEWSLETTER](#)**

**[GENTRY NEWSLETTER](#)**

**[GRAVETTE NEWSLETTER](#)**

**[GREENLAND NEWSLETTER](#)**

**[HUNTSVILLE/ST PAUL NEWSLETTER](#)**

**[LINCOLN NEWSLETTER](#)**

## **H.I.R.E.D! STAFF**

H.I.R.E.D! Project Coordinator:

Jerrie Price

[jprice@apsrc.net](mailto:jprice@apsrc.net)

Decatur: Elderlee Gomez

[egomez@decatursd.com](mailto:egomez@decatursd.com)

Gentry: Julie Kelly

[jkelly@gentrypioneers.com](mailto:jkelly@gentrypioneers.com)

Gravette: Mary Smithers

[mary.smithers@gravetteschools.net](mailto:mary.smithers@gravetteschools.net)

Greenland: Amanda Creamer

[acreamer@greenlandsd.com](mailto:acreamer@greenlandsd.com)

Huntsville: Stetson Ledbetter

[sledbetter@1hsd.org](mailto:sledbetter@1hsd.org)

Lincoln: Sarah Simmons

[ssimmons@lincoln.k12.ar.us](mailto:ssimmons@lincoln.k12.ar.us)

