
H.I.R.E.D!

Overview and Update

January 23, 2023



H.I.R.E.D!
Helping Individuals Reach Employment Dreams

Advisory Committee Members

Business & Industry Partners

Brian McHaney, Crossland Construction
Heather Keenan, Team Ag Real Estate
Matt Cleaver, Cornerstone Bank (CS Bank)
Sarah Rutledge, Simmon's Foods
Julie McAllaster, Business Industry Training

Community Partners

Ashley Simpson
Northwest Technical Institute
Secondary Career Center

Steve Harari
Gravette Chamber of Commerce
Narrow Path Advisors

Participating Rural Schools

Andrea Martin, Greenland
Jonathan Warren, Huntsville
Terrie DePaola, Gentry
Maribel Childress, Gravette
Mary Ann Spears, Lincoln
Steven Watkins, Decatur

Other Partnerships:

University of Arkansas
Northwest Arkansas
Community College
Northwest Arkansas Counsel

Grant Partners

Kim Davis, Walton Family Foundation
Scott Smith, APSRC
Melody Morgan, APSRC
Jerrie Price, Project Coordinator



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Grant Overview

Grant Overview

- [H.I.R.E.D!](#) stands for **H**elping **I**ndividuals **R**each **E**mployment **D**reams.
- HIRED is a partnership between six small NWA school districts (Gentry, Decatur, Gravette, Lincoln, Huntsville, and Greenland), business and industry leaders, and post secondary educators to provide opportunities for both high school students (to find their careers) and employers (to hire high quality, skilled employees).



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Progress and Timelines

H.I.R.E.D! Grant Performance Measures

- ✓ Project Coordinator Hired: *Completed* Winter 2022
- ✓ Advisory Committee Established: *Completed* Spring 2022
- ✓ Teacher Externships Secured: *17 Externships Completed*
Summer 2022 - Looking toward Summer 2023
- ✓ Career Coaches Hired: *Completed* Summer 2022
- ✓ Online Learning Community Launched: *Launch Completed*
October 19, 2022.

Student Internship Placements/Youth Apprenticeships:
2022-23 *Currently Planning*



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Grant Goals

The most important goals of the H.I.R.E.D! Grant are:

- To give students increased exposure to and understanding of the career opportunities that are available in Northwest Arkansas.
- To expose students to the pathways needed for various careers.
- To help students start down the pathway to their desired career, whether it requires college, technical school, apprenticeship or on the job training.



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Accomplishing the Grant Goals

The goal of exposing students to career opportunities is being accomplished by:

- Career Research
- Online career seminars by industry professionals
- Face to face guest speaking by industry professionals
- Industry tours
- Job shadowing opportunities
- Internship opportunities
- Youth Apprenticeships
- Teacher summer externships



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Accomplishing the Grant Goals

The goal of having students start down the pathway to their chosen career is being accomplished by:

- Coaching students about CTE classes and technical programs available and about college classes they can take during high school.
- Placing students into paid youth apprenticeships which end with industry credentials.
- Placing students into unpaid internships.



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What we have accomplished so far:

- Coaches have met with over 650 students individually
- Coaches have met with over 2,000 students in small group or classroom settings.
- Hosted 3 career seminars with a total of 44 industry professionals for students to choose from.
 - Over 160 teachers and 1800 students participated in each. 2 more seminars to come.



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What we have accomplished so far:

- Connected over 1100 students (some multiple times) with industry professionals through guest speakers, tours and career events.
- Had over 2,000 students attend college events like financial aid nights, college visits, guest speakers from colleges and universities.
- Placed 28 students into unpaid internships and many more into job shadowing opportunities.
- Secured 28 paid youth apprenticeships
- Placed 17 teachers in teacher externships



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What sets the H.I.R.E.D Program apart from other college and career coaching programs:

1. Serves ALL students, not just those attending college.
2. Has developed a network of industry partners to:
 - a. Help students learn what is available
 - b. Give students opportunities to work on credentials and work experience in the industry settings.
 - c. To create a pipeline of employees in high need areas where college is not required (primarily skilled trades.)
3. Utilizes the collective efforts of multiple school districts to create experiences for students.



Internship/Job Shadowing Community Partners

Assemblage

Siloam Springs Vet Clinic

Southwest City Vet Clinic

Lincoln Elementary School

Farmington Eye Care

FFA Livestock Barn

EMS Manufacturing

Lincoln IT Department

The Uncommon Label
Boutique

Lincoln Fire Department

Farmer's Co-op

Lincoln High School
Store

JJ's Live Music
Production Team

U of A Music
department

U of A Athletic
Department

SERC Physical Therapy

Theatre Squared

Gentry IT Department

Watson Primary

Huntsville Middle School

University of Arkansas

Huntsville Middle School

Advanced Dermatology

White River Contractors

HopeBridge (formerly
Autism in Motion)

Ground Zero Construction

Garman Trucking

McKee Foods



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Youth Apprenticeship Community Partners

Kimbel Mechanical

- Electrical Division
- Plumbing Division
- HVAC Division

Knowlton Electric

C & K Tire

Nash Electric

Quality Collision

Huntsville Vet Clinic

Rush Truck Centers

Landers' Toyota

Arkansas Center for Data Sciences



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Speakers, Career Seminars, Industry Tours

Assemblage

Nabholz

Multi-Craft

Kimbel Mechanical

University of Arkansas

Northwest Technical Institute

Modus Studio Architecture

Simmons Foods

City of Siloam Springs

NW Health

Arkansas Neuroscience Institute

Arvest Bank

Cordova Educational Programs

Healing Edge Massage Therapy
School

City of Springdale

Cerner

U.S. Army

Pernod Ricard USA

City of Fayetteville

Fayetteville Police Dept

McKee Foods

Nash Electric



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Speakers, Career Seminars, Industry Tours

Walt Beazley Photography

Don Tyson School of Innovation

State Chamber of Commerce

Decatur High School

FBI- Little Rock Division

Kimbel Mechanical

Association of Small Business

Consultants

JJs Live

Amazeum

Arkansas Game and Fish commission

Ozark Film & Video Productions

Generations Bank

City of Huntsville

Huntsville Floral and Gift

Walmart

Benton Co Sheriff's Office

Kimbel Mechanical

Navajo Technical University



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Gentry Career Coaching

Career Coach - Julie Kelly



[Gentry Newsletter](#)

[Gentry Career & Technical Education
Facebook Page](#)



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Gentry Career Coaching

- All Seniors and Juniors completed a Career Goals Survey and were tiered with those needing the most help with direction after High School.
- Emphasis has been placed on meeting with all seniors (some multiple times) in order to determine need and identify who needs opportunity to experience different pathways.
- I have also met with groups of juniors and seniors in classrooms.
- All 9th-12th Graders have participated in 3 Career Seminars with two more planned for February and March.
- 20+ On-campus visits from military, technical, and college reps.
- 14 Opportunities for students to attend college campus visits, industry tours, and field trips.



Opportunities & Experiences for GHS Students

- 9/13/22 - 20 Students - Career Expo - Springdale Chamber of Commerce
- 9/19/22 - 2 Students - Trip to tour Gentry BIT
- 10/13/22 - 60 Students - DTSOI Trade & Industry Education Day - Springdale
- 10/20/22 - 100 Students - All 10th Graders to Western Benton County Career Center - Gravette
- 11/2/22 - 40 Students - Campus Visit at University of Arkansas (Talent Search) - Fayetteville
- 11/8/22 - 20 Students - Brightwater Culinary Institute - Bentonville
- 11/14/22 - 20 Students - McKee Foods - Gentry
- 11/16/22 - 6 Students - Campus Visit - Missouri Southern State University - Joplin
- 11/17/22 - 60 Students Campus Visit - NWACC Health Information Management - Bentonville
- 12/1/22 - 20 Students - Modus Studio Architecture & Prototyping - Fayetteville
- 12/1/22 - 5 Students - Culinary Tour U of A - Fayetteville
- 1/12/23 - 30 Students - Career Academy of Hair Design - Siloam Springs
- 1/17/23 - 12 Students - Rush Trucking - Lowell
- 1/18/23 - 12 Students - Nabholz - Rogers

Upcoming Events

- Arkansas Road Team - Trucking Presentation
- Nabholz Excavation Simulator
- PipeLife Jetstream
- XNA Airport
- Alternative Design
- ABB - Westville
- Fayetteville Library - Skilled Trade Simulators
- Build My Future NWA



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Apprenticeships - Internships - Job Shadows

- Apprenticeships

Camden Wright - HVAC Kimbel Mechanical

- Internships

Jamie Holt - Gentry IT Dept.

Yahilyn Nevarez - Gentry Family Dentistry

Brooklyn Sisemore - Siloam Springs Veterinary Clinic

Esperanza Martinez - Siloam Springs Veterinary Clinic

- Upcoming Job Shadow Opportunities

McKee Foods Transportation

Garman Trucking

Ground Zero Construction

Williams Law Firm

Ritual Esthetics

Gentry Fire Department

Lightning Bolt Advertising



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Additional Training Opportunities & Military

- Two seniors are taking courses on the BIT campus in Gentry and will have certifications in electrical systems and motor controls that will help them obtain employment as an Electrical Technician.
- Five students have committed to join the Army National Guard.



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Opportunities & Experiences for GHS Students



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