



SUBMISSION FORM

All submission forms must include the following information. Separate submission forms must be turned in for each eligible program. **Deadline: July 1, 2023.** Please include this submission form with the electronic entry. If you do not receive an email confirming receipt of your entry within 3 days of submission, please contact [Gage Harter](#).

PROGRAM INFORMATION

County: Chesterfield

Program Title: Student Job Fair

Program Category: Community & Economic Development

CONTACT INFORMATION

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SIGNATURE OF COUNTY ADMINISTRATOR OR DEPUTY/ASSISTANT COUNTY ADMINISTRATOR

Name: Joseph P. Casey, Ph.D.

Title: County Administrator

Signature: Joseph P. Casey, Ph.D.

Digitally signed by Joseph P. Casey, Ph.D.
DN: cn=Joseph P. Casey, Ph.D., o=Chesterfield County, ou=County Administration,
email=caseyjoe@chesterfield.gov, c=US
Date: 2023.06.27 12:16:14 -04'00'

Student Job Fair
(Community & Economic Development Category)

Abstract of the Program:

Chesterfield County Public Schools is preparing students for successful futures and creating a better tomorrow. CCPS strives to provide opportunities for students to understand the options that are available once they graduate to reach their post-secondary goals. CCPS division goals align to the VDOE goals for graduates to be life ready and have an Academic and Career Plan (ACP) that connects a student's interests to courses and multiple Work-Based Learning experiences (WBL) that build on each other to affirm a student's career pathways to reach their desired outcomes. CCPS leadership identified a need to provide a meaningful connection for our graduating students that were looking to go directly to the workforce but had expressed difficulty with facilitating a connection to local employers. As a result, it was determined to support our students and community a Student Job Fair would be held to address this need and create a connection from our established WBL employer partners. CCPS provided opportunities for students that registered for the event to better prepare for the student job fair through practice of workplace readiness skills. Over 500 students registered for the student job fair with 83 WBL employer partners ready to offer employment opportunities. Our WBL employer partners represented all 17 career clusters and aligned to the expressed interests of the registered students seeking employment. Resulting in 351 full-time employment contracts being offered to students worth approximately \$12.2 million in economic impact to the Chesterfield region.

Problem or need addressed by the program:

This student job fair focused heavily on a large number of CCPS identified seniors that were looking to go directly into the workforce after graduation or seniors that didn't have a transition plan for after high school. Our WBL employer partnership had also addressed the current issues surrounding their workforce demand needs. CCPS leadership decided to conduct a student job fair that tied our identified

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seniors to our WBL employer partners that had invested thousands of hours and energy to create meaningful connections with our high school students. By engaging this model our students and employers were already invested in one another and it facilitated a faster avenue to secure employment.

Program Description:

The CCPS Student Job Fair was a result of students having a work-based learning (WBL) experiences that align to a student's Academic and Career Plan (ACP): CCPS counseling staff work with all students to develop an ACP that aligns to the students interests, courses, and desired post-secondary goals. The ACP plan is revisited often and seniors must inform counselors of their plans for after graduation.

During the 21-22 school year, a significant number of students expressed they were either looking to secure full-time employment after high school or didn't have a clear transition plan for once they graduated. The CCPS WBL team worked with employer partners through the CCPS WBL initiative that provides real world experiences (internships, job shadows, clinicals) that align to student's current courses and ACP. CCPS leadership sought an avenue to support these seniors by connecting them to our CCPS employer partners who were voicing their current workforce needs. All of these components led to establishing a student job fair to meet the needs of our seniors and employer partners.

The goal of the student job fair was to provide employment opportunities for CCPS seniors that were looking to go directly into the workforce after graduation or seniors that didn't have a transition plan for after high school. The student job fair committee worked with school leadership, administration, school counseling, and employer partners to promote this event to prospective students and employers.

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In order to support the students, registration was advised to collect data on:

- Students age
- Type of desired Employment
- Career area of interest

Once students registered, communication was sent out bi-weekly with support to better prepare students for employment. Each communication provided insight on the following items:

- How to write a resume
 - A template was provided along with tips and tricks on what to include
- Interview Guidance
 - Mock questions were provided along with examples of good and bad responses
- Professional skills and attire
- Items were suggested for students to understand professional dress
- Communication and follow up
- Examples of how to pitch yourselves to potential employers along with how to follow up after the event.

To assist in planning the event and supporting students' career interest, students that registered were polled to provide their top 3 career clusters. This provided insight as to the variety of employers and available job positions that were secured to attend the job fair. The job fair planning committee also ensured that all 17 career clusters were represented during the event. The highest desired areas of employment were: health care, construction trades, and manufacturing.

Students were polled to ask if the information that was provided to prepare for the event (resume writing interview tips, professional, etc.) was helpful. Over 50% stated that the materials helped to

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better prepare them for the expectations of the event.

All employers and students that attended were asked to complete an exit survey that provided information about the event. Information collected included the number of students that were offered employment- 351 along with polling employers about partnering again for a yearly event- all 83 employers responded yes to attending again.

Responding to Economic Downturn:

This student job fair focused heavily on a large number of CCPS identified seniors that were looking to go directly into the workforce after graduation or seniors that didn't have a transition plan for after high school. Our community partnerships had also addressed the current issues with their workforce demand needs and through the connection of our CCPS Work-Based Learning opportunities, CCPS decided to conduct a student job that tied our identified seniors to our employer partners that had invested time and energy to create meaningful connections with our students. By engaging this model our students and employers were already invested in one another and it facilitated a faster avenue to secure employment.

Advancing Diversity, Equity, and Inclusion:

The CCPS student job fair was open to all high school students. This event was inclusive in nature and sought to provide resources and supports available to all students. Interpreters were on site for English Learners (ELs) and bilingual students and their families. Interpreters for students with visual and hearing impairments were also in attendance during this event to support students with disabilities. The

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interpreters were able to assist students with communicating to employers and with on the spot interviews. Students were also provided with visual supports to identify potential employers. CCPS staff was also on hand to provide support and practice to students prior to conversing or interviewing with employers.

Program Cost:

The CCPS Student Job Fair had minimal costs associated with the event. CCPS wanted the job fair to be open and accessible to all students and employers that had expressed an interest and a need for a hiring event. CCPS was able to use the following resources free of charge and available to the school division:

- Conference Center and adjacent meeting space
- Tables and chairs from conference space
- Printing stations
- Media promotion for CCPS Office of Communication and Engagement
- CCPS WBL staff members to manage and run the event

The following items had a cost for the CCPS Student Job Fair and were funded from the Office of Career and Technical Education:

- Safety and Security for the event (2 officers to direct traffic and monitor event)
- Snacks and water provided for students and employers during the event - \$600.00
- Signage for spaces - \$100.00
- Folders for each student to contain resources and resumes- \$200.00

CCPS did not charge a fee to students or employers to attend this event.

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Program Results/Success:

The first event was held in the 2021-2022 school year for our students. The event was held in the spring of 2022 to assist seniors graduating that were planning on heading straight into their careers. The student job fair had over 500+ students registered to attend the event and had 83 employers register to attend the event. Our WBL employer partners represented all 17 career clusters and aligned to the expressed interests of the registered students seeking employment. During the event these employers offered both part-time and full-time employment. 41 employers offered on site interviews to students during the event. As a result of this student job fair 351 students gained employment. Resulting in full-time employment contracts being offered to students worth approximately \$12.2 million in economic impact to the Chesterfield region. Plans are underway for the 2nd Annual Student Job fair to continue this partnership between our students and employers this spring.

Worthiness of an award:

The CCPS student job fair was a direct result of an identified need addressed by both our senior students and our employer partners. CCPS leadership wanted to make this event a success for all participants by preparing our students with prior instruction to be as prepared as possible for a successful outcome from this event. This event was the culmination of several WBL stakeholders working together to provide opportunities for our students. School counseling connected with students to identify their ACPs, teachers and WBL staff worked to provide a continuum of WBL experiences aligned to courses for students over the course of school year, employer partners made multiple connections points with staff and students to bring awareness to careers and opportunities, parents and families supported staff and students through each process, and our students came ready to learn, engage, and seek the employment opportunities available to them. Each individual contributed to the success of our students.

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The Student Job Fair brought together all of the stakeholders to offer employment opportunities as a direct result of all the listed factors. 351 students. This impacted our students, families, and community to see the value in collaboration and building meaningful partnerships.

Supplemental Materials:

Attached

**CHESTERFIELD COUNTY PUBLIC SCHOOLS
IS HOSTING A STUDENT**

JOB FAIR

**WHO:
ALL CCPS HIGH SCHOOL STUDENTS**

**WHEN:
APRIL 27, 2022, 3:30PM TO 6:30PM**

**WHERE:
CTC@HULL 13900 HULL STREET RD
MIDLOTHIAN, VA 23112**

Start building your career now.

**Find a great short or long term work opportunity from many
local employers. Your future begins today!**

Companies attending will represent careers in the fields of:

**Tourism, Retail, Construction Trades,
Education and Training, Health Care, Manufacturing,
and many more**

Register Today!

<https://forms.gle/aqBeVTx8cb3ifWdX8>



Chesterfield County Public Schools
Innovative. Enaaina. Relevant.



