



# HOLSTEIN ASSOCIATION

## CJHA VIRTUAL INTERVIEW CONTEST – SENIOR DIVISION

### Purpose:

Develop the ability to apply and interview for any opportunity or job and demonstrate skills needed in seeking career interest and or other opportunities.

### Eligibility:

The senior division is open to all youth ages 18 to 21 years old, but not over 21 as of January 1, 2025. To be eligible to compete in the Virtual Interview Contest, the individual must be a Junior Member of the California Holstein Association.

### Procedures:

1. Participants in the senior division will apply for a mock scenario –  
**You are competing to earn a trip to a dairy event anywhere in the world and mini-internship working at the event. Where would you go, and why?**
2. Participants must email a cover letter and resume to [californiaholstein@yahoo.com](mailto:californiaholstein@yahoo.com) on or before **December 27, 2024**. Late entries will not be eligible.  
Format: Last Name\_Senior Division.pdf
3. Virtual interviews will be performed by a panel of three judges **via Zoom on January 11th**. Instructions will be provided via email when the interview is scheduled. California Junior Holstein Representatives or adult advisors will moderate the interviews.
4. Senior division interviews will be no more than 30 minutes in length.
5. All participants will receive feedback on their cover letter and resume and interview.

### Scorecard:

Cover Letter	25 points
Resume	75 points
Interview	100 points

### Prizes: CASH

1 <sup>st</sup> - \$100
2 <sup>nd</sup> - \$75
3 <sup>rd</sup> - \$50
4 <sup>th</sup> - \$25

\*In case of a tie, the participant with the highest interview score will rank higher.

*Results will announced at the CA State Holstein Convention Junior Meeting on January 31.  
Participants are not required to be present.*



# HOLSTEIN ASSOCIATION

## CJHA Virtual Interview Contest- Intermediate Division

### Purpose:

Develop the ability to apply and interview for any opportunity or job and demonstrate skills needed in seeking career interest and or other opportunities.

### Eligibility:

The intermediate division is open to all youth ages 14 to 17 years old as of January 1, 2025. To be eligible to compete in the Virtual Interview Contest, the individual must be a Junior Member of the California Holstein Association.

### Procedures:

1. Participants in the intermediate division will apply for a mock scenario –  
**You are competing to be hired for a summer job you'd like in the agriculture industry. Where is it and what would you be doing?**
2. Participants must email a cover letter and resume to [californiaholstein@yahoo.com](mailto:californiaholstein@yahoo.com) on or before **December 27, 2024**. Late entries will not be eligible.  
Format: Last Name\_Intermediate Division.pdf
3. Virtual interviews will be performed by a panel of three judges **via Zoom on January 11th**. Instructions will be provided via email when the interview is scheduled.  
California Junior Holstein Representatives will moderate the interviews.
4. Intermediate division interviews will be no more than 20 minutes in length.
5. All participants will receive feedback on their cover letter and resume and interview.

### Scorecard:

Cover Letter	25 points
Resume	75 points
Interview	100 points

### Prizes: CASH

1 <sup>st</sup> - \$100
2 <sup>nd</sup> - \$75
3 <sup>rd</sup> - \$50
4 <sup>th</sup> - \$25

\*In case of a tie, the participant with the highest interview score will rank higher.

*Results will announced at the CA State Holstein Convention Junior Meeting on January 31.  
Participants are not required to be present.*



# HOLSTEIN ASSOCIATION

## CJHA Virtual Interview Contest- Junior Division

### Purpose:

Develop the ability to apply and interview for any opportunity or job and demonstrate skills needed in seeking career interests and or other opportunities.

### Eligibility:

The junior division is open to all youth ages 9 to 13 years old as of January 1, 2025. To be eligible to compete in the Virtual Interview Contest, the individual must be a Junior Member of the California Holstein Association.

### Procedures:

1. Participants in the junior division will apply for a mock scenario –  
**You are competing to be awarded a trip to a dairy event anywhere in the world.**  
**Where would you go, and why?**
2. Participants must email a cover letter and resume to [californiaholstein@yahoo.com](mailto:californiaholstein@yahoo.com) on or before **December 27, 2024**. Late entries will not be eligible.  
Format: Last Name\_Junior Division.pdf
3. Virtual interviews will be performed by a panel of three judges **via Zoom on January 11th**. Instructions will be provided via email when the interview is scheduled. California Junior Holstein Representatives or adult advisors will moderate the interviews.
4. Junior division interviews will be no more than 15 minutes in length.
5. All participants will receive feedback on their cover letter and resume and interview.

### Scorecard:

Cover Letter	25 points
Resume	75 points
Interview	100 points

### Prizes: CASH

1 <sup>st</sup> - \$100
2 <sup>nd</sup> - \$75
3 <sup>rd</sup> - \$50
4 <sup>th</sup> - \$25

\*In case of a tie, the participant with the highest interview score will rank higher.

*Results will be announced at the CA State Holstein Convention Junior Meeting on January 31. Participants are not required to be present.*

# California Junior Holstein Association Virtual Interview Contest

Applicant name \_\_\_\_\_

## Cover Letter Scorecard

### Layout and Appearance

	Yes	No	Points
<b>Appearance/Style</b> <i>Is the cover letter visually appealing? Is the font size and style easy to read?</i>			/2
<b>Format</b> <i>Is proper cover letter formatting being used? Is it consistent throughout the cover letter?</i>			/3

### Content

	Yes	No	Points
<b>Completeness/Length</b> <i>Is the cover letter complete, but not too long -- or too short?</i>			/3
<b>Professionalism</b> <i>Is your cover letter free of spelling errors and typos?</i>			/5
<b>Content</b> <i>Does the cover letter make a personal connection with all the relevant information for the job, scholarship, or trip the youth member is seeking?</i>			/7
<b>Stand-out Factor</b> <i>Does the cover letter draw you in and paint a clear picture of the person that makes them stand-out from the crowd? Will you remember the person after you have read 25 cover letters?</i>			/5

Cover Letter Total Points (25 Possible): \_\_\_\_\_

## Resume Scorecard

### Layout and Appearance

	Yes	No	Points
<b>Appearance/Style</b> <i>Is the resume visually appealing? Is the font size and style easy to read?</i>			/10
<b>Format</b> <i>Is proper resume formatting being used? Is it consistent throughout the resume?</i>			/10

### Content

	Yes	No	Points
<b>Completeness/Length</b> <i>Is the resume complete, but not too long -- or too short?</i>			/5
<b>Professionalism</b> <i>Is the resume free of spelling errors and typos?</i>			/10
<b>Content</b> <i>Does the resume make a personal connection with all the relevant information for the job, scholarship, or trip the youth member is seeking?</i>			/20
<b>Use of Accomplishments</b> <i>Are one or more relevant accomplishments identified (and quantified) for each experience?</i>			/10
<b>Stand-out Factor</b> <i>Does the resume draw you in and paint a clear picture of the person that makes them stand-out from the crowd?            Will you remember the person after you have read 25 resumes?</i>			/10

**Resume Total Points (75 Possible): \_\_\_\_\_**

# California Junior Holstein Virtual Resume & Interview Contest

## Interview Scorecard- 100 points

### Professionalism:

**Appearance**      \_\_\_/5

*Is the youth member dressed appropriately for the interview scenario?*

**Setting**      \_\_\_/10

*Has the applicant taken virtual interview considerations? Is the background professional and not distracting? Is the lighting adequate? Is the audio good and clear of distracting background noise?*

**Speaking Ability**      \_\_\_/10

*Does the youth member articulate their answers well? Are they professional and sincere?*

**Interaction & Engagement**      \_\_\_/10

*Does the candidate ask questions back to the judges? Do they look at the camera/judges during the interview? Was the candidate engaged throughout the whole interview? Were they prepared for the interview?*

### Content:

**Qualifications**      \_\_\_/20

*Is the candidate qualified for the interview scenario? Do they articulate past experiences well?*

**Depth of Thought**      \_\_\_/20

*Did the youth member answer the questions fully and thoughtfully?*

**General Impression**      \_\_\_/25

*Does the candidate give a good overall impression? Did something about this candidate stand out? How did they differentiate themselves?*