



# HOLSTEIN ASSOCIATION

## CJHA Virtual Interview Contest

### 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:

To be eligible to compete in the Virtual Interview Contest, the individual must be a Junior Member of the California Holstein Association.

The junior division is open to all youth ages 9 to 13 years old as of January 1, 2026.

**Juniors apply for this mock scenario: You are competing to be awarded a trip to a dairy event anywhere in the world. Where would you go, and why?**

Interviews will be no more than 15 minutes in length

The intermediate division is open to all youth ages 14 to 17 years old as of January 1, 2026.

**Intermediates apply for this 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?**

Interviews will be no more than 20 minutes in length

The senior division is open to all youth ages 18 to 20 years old as of January 1, 2026.

**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?**

Interviews will be no more than 30 minutes in length

### Procedures:

1. *Participants must email a cover letter and resume to [caholsteinassoc@gmail.com](mailto:caholsteinassoc@gmail.com) on or before **January 5, 2026**. Late entries will not be eligible.  
Format: Last Name\_agedivision.pdf*
2. *Virtual interviews will be performed by a panel of three judges **via Zoom on January 10th (and 11<sup>th</sup> if needed)**. Instructions will be provided via email when the interview is scheduled. California Junior Holstein Representatives or adult advisors will moderate the interviews.*
3. *All participants will receive feedback on their cover letter and resume and interview.*

Contest results will be announced at the CA Junior Holstein meeting Friday morning, January 30.

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

Prizes: CASH 1<sup>st</sup> \$100, 2<sup>nd</sup> \$75, 3<sup>rd</sup> \$50, 4<sup>th</sup> \$25

# **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?*

# 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>			<b>/2</b>
<b>Format</b> <i>Is proper cover letter formatting being used? Is it consistent throughout the cover letter?</i>			<b>/3</b>

### Content

	Yes	No	Points
<b>Completeness/Length</b> <i>Is the cover letter complete, but not too long -- or too short?</i>			<b>/3</b>
<b>Professionalism</b> <i>Is your cover letter free of spelling errors and typos?</i>			<b>/5</b>
<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>			<b>/7</b>
<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>			<b>/5</b>

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): \_\_\_\_\_**