

2025 HOLSTEIN ASSOCIATION USA 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 interests or other opportunities.

Eligibility:

The intermediate division is open to all youth ages 15 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 Holstein Association USA.

Procedures:

1. Youth in the intermediate division will apply for a mock scenario – an internship on a Holstein farm in another country.
2. Participants must email a cover letter and resume to kdunklee@holstein.com on or before October 1, 2025. Late entries will not be eligible.
3. Up to 15 applicants will be selected for a virtual interview based on the combined cover letter and resume score. All participants will receive feedback on their cover letter and resume.
4. Virtual interviews will be performed by a panel of three judges via Teams. Please note that participants will be expected to have their camera on during the interview, so plan accordingly. Instructions will be provided when the interview is scheduled (December). Holstein staff will moderate the interviews.
5. Intermediate division interviews will be no more than 30 minutes in length. All interview participants will receive feedback.

Scorecard:

Cover Letter	25 points
Resume	75 points
Interview	100 points

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

Prizes:

Cash prizes will be awarded

- 1st - \$250
- 2nd - \$100
- 3rd - \$50

