



HUMAN RESOURCE MANAGEMENT SERIES EVENT

HRM-26
Association Event 2

CAREER CLUSTER
Business Management &
Administration

CAREER PATHWAY
Human Resources
Management

INSTRUCTIONAL AREA
Operations

PARTICIPANT INSTRUCTIONS

This event is presented to you through your review of the Career Competencies, Performance Indicators and Event Situation.

You have up to 10 minutes to review this information and prepare your presentation. Using the materials provided, you may make notes to use during your presentation.

You will have up to 10 minutes to present to the judge(s).

You will be evaluated on your solution to the event situation, how you incorporate the performance indicators of this event and how you demonstrate the career competencies.

Turn in all your notes and event materials when you have completed the event.

SOLUTION

- Unique – Demonstrate original thinking, fresh perspectives and an insightful approach.
- Practical – Develop an actionable/viable solution in a real-world context.
- Effective – Develop a solution that achieves relevant outcomes.

CAREER COMPETENCIES

- Critical Thinking – Think critically to understand and solve problems.
- Communication – Communicate clearly, effectively and with reason.
- Decision Making – Consider the impacts of decisions.

PERFORMANCE INDICATORS

- Set up company's safety training program.
- Describe general health and safety practices monitored and assessed by human resources management.
- Maintain a safe work environment.
- Comply with policies and procedures for use of property and equipment.
- Explain the nature of staff communication.

EVENT SITUATION

You are to assume the role of the human resources director for REGIONAL LANDSCAPING, a business that maintains corporate and residential properties across the region. The owner (judge) wants you to create an outline for a safety training program.

Over 150 employees work in teams at REGIONAL LANDSCAPING to maintain customers' properties. The teams work with various lawncare equipment, sod, mulch, landscaping stones, planting, fertilizing, tree trimming and lawn aeration. Each team is provided a list of clients to service each day along with scheduled breaks.

REGIONAL LANDSCAPING provides on-the-job training to new employees that have never worked with lawncare equipment. The training includes how to properly and safely use and maintain the equipment.

There has been a significant increase in the number of employee incident reports in the past year. The owner (judge) asked you to look for trends in the incident reports to identify recurring risks. You found that minor back and shoulder injuries have increased by 40% among field employees. Most incidents have occurred when workers lift heavy equipment or materials. After reviewing the reports and speaking to supervisors you discovered several key factors:

- Inconsistent use of proper lifting techniques despite training
- Seasonal hires who only work 3-4 months had the most incident reports
- Pressure to complete jobs quickly
- Old or poorly maintained equipment

The owner (judge) wants you to create an outline for a new safety training program. The outline must include both the business's responsibilities and the employee's responsibilities in maintaining a safe work environment. You must also determine how the new safety training program will be communicated to REGIONAL LANDSCAPING employees.

You will present your ideas to the owner (judge) in a role-play to take place in the owner's (judge's) office. The owner (judge) will begin the role-play by greeting you and asking to hear your ideas. After you have presented ideas and have answered the owner's (judge's) questions, the owner (judge) will conclude the role-play by thanking you for your work.

JUDGE INSTRUCTIONS

JUDGE CHARACTERIZATION

You are to assume the role of the owner of REGIONAL LANDSCAPING, a business that maintains corporate and residential properties across the region. You want the human resources director (participant) to create an outline for a safety training program.

Over 150 employees work in teams at REGIONAL LANDSCAPING to maintain customers' properties. The teams work with various lawncare equipment, sod, mulch, landscaping stones, planting, fertilizing, tree trimming and lawn aeration. Each team is provided a list of clients to service each day along with scheduled breaks.

REGIONAL LANDSCAPING provides on-the-job training to new employees that have never worked with lawncare equipment. The training includes how to properly and safely use and maintain the equipment.

There has been a significant increase in the number of employee incident reports in the past year. You asked the human resources director (participant) to look for trends in the incident reports to identify recurring risks. The human resources director (participant) found that minor back and shoulder injuries have increased by 40% among field employees. Most incidents have occurred when workers lift heavy equipment or materials. After reviewing the reports and speaking to supervisors the human resources director (participant) discovered several key factors:

- Inconsistent use of proper lifting techniques despite training
- Seasonal hires who only work 3-4 months had the most incident reports
- Pressure to complete jobs quickly
- Old or poorly maintained equipment

You want the human resources director (participant) to create an outline for a new safety training program. The outline must include both the business's responsibilities and the employee's responsibilities in maintaining a safe work environment. The human resources director (participant) must also determine how the new safety training program will be communicated to REGIONAL LANDSCAPING employees.

The participant will present information to you in a role-play to take place in your office. You will begin the role-play by greeting the participant and asking to hear about his/her ideas.

During the course of the role-play, you are to ask the following questions of each participant:

1. How can we recognize teams without reported incidents?
2. How can HR work with team supervisors to make the training more effective?

Once the human resources director (participant) has presented information and has answered your questions, you will conclude the role-play by thanking the human resources director (participant) for the work.

You are not to make any comments after the event is over except to thank the participant.

EVALUATION INSTRUCTIONS

- The participants are to be evaluated on their solution and ability to apply the specific performance indicators stated on the cover sheet of this event and restated on the Judge's Evaluation Form. Although the participants may demonstrate other performance indicators, those listed in the Performance Indicators section are the selected ones you are evaluating for this particular event.
- Maintain a consistent expectation when evaluating each participant.
- The maximum score for the evaluation is 100 points. This presentation will be valued at one-third of the total score.

Levels of Evaluation

FOCUS AREA	NOVICE	DEVELOPING	PROFICIENT	EXEMPLARY
Content Understanding	Demonstrates a limited or inaccurate understanding of key concepts.	Demonstrates a basic understanding of key concepts.	Demonstrates a solid understanding of key concepts and clearly explains and supports ideas using appropriate evidence.	Demonstrates comprehensive understanding of concepts and applies them effectively to solve the scenario, including in more complex or extended contexts.
Application of Performance Indicators and Career Competencies	Lists the performance indicators and career competencies, but understanding is incomplete or inaccurate.	Defines the performance indicators and career competencies, but does not connect them to solve the objective of the case study scenario.	Explains the performance indicators and career competencies and connects them to solve the objective of the case study scenario.	Strategically applies the performance indicators and career competencies and connects them to comprehensively solve the objective of the case study scenario.
Reasoning	Ideas are unclear, inaccurate, or lack logical support. There is no application of the ideas and concept.	Ideas are present and somewhat logical but contain gaps in reasoning, development, or supporting evidence.	Ideas are logical, well-developed, and supported with appropriate evidence, with only minor gaps.	Ideas are logical, well-supported using appropriate business concept and theories and demonstrates reasoning with clear practicality and real-world relevance.
Workplace Readiness	Participants represent an employee who requires significant guidance and support to complete tasks.	Participants represent an employee who demonstrates basic skills and can complete routine tasks with some guidance.	Participants represent an employee with solid skills and who works independently to complete tasks effectively.	Participants represent an employee with advanced skills, works independently, and adapts effectively to new or unpredictable challenges.



HUMAN RESOURCE MANAGEMENT SERIES – 2026

JUDGE'S EVALUATION FORM ASSOCIATION EVENT 2

Participant: _____

ID Number: _____

INSTRUCTIONAL AREA:

Operations

Rate the participant's ability to:		Novice	Developing	Proficient	Exemplary	Judged Score
PERFORMANCE INDICATORS						
1.	Set up company's safety training program.	0-1-2-3	4-5-6	7-8-9	10	
2.	Describe general health and safety practices monitored and assessed by human resources management.	0-1-2-3	4-5-6	7-8-9	10	
3.	Maintain a safe work environment.	0-1-2-3	4-5-6	7-8-9	10	
4.	Comply with policies and procedures for use of property and equipment.	0-1-2-3	4-5-6	7-8-9	10	
5.	Explain the nature of staff communication.	0-1-2-3	4-5-6	7-8-9	10	
SOLUTION						
6.	Unique Demonstrate original thinking, fresh perspectives and an insightful approach.	0-1-2	3-4-5	6-7	8	
7.	Practical Develop an actionable/viable solution in a real-world context.	0-1-2	3-4-5	6-7	8	
8.	Effective Develop a solution that achieves relevant outcomes.	0-1-2	3-4-5	6-7	8	
CAREER COMPETENCIES						
9.	Critical Thinking Think critically to understand and solve problems.	0-1	2-3	4-5	6	
10.	Communication Communicate clearly, effectively and with reason.	0-1	2-3	4-5	6	
11.	Decision Making Consider the impacts of decisions.	0-1	2-3	4-5	6	
OVERALL IMPRESSION						
12.	Demonstrate overall career readiness through professionalism, poise and confidence.	0-1-2	3-4-5	6-7	8	
TOTAL SCORE						