

www.AlmostRealProducts.com

ALMOST
REAL. PRODUCTS.

A fictitious company.

**A very real online job application
and pre-employment experience.**

Chapter 1

General Overview

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Target Users

- **Job seekers – all ages and all abilities**
 - ✓ **High school students working with teachers in various academic areas, vocational schools, youth programs, business education programs**
 - ✓ **Special needs students in transition programs**
 - ✓ **Two- and four-year college students**
 - ✓ **Adults working with workforce development professionals or One-Stop Centers**

Anticipated Outcome I

- Improve users ability to successfully complete online job applications and pre-employment assessments through repeated practice and review of performance

Anticipated Outcome II

- Present a true picture of the competitive nature of the employment process so individuals can gauge job readiness, remediate as necessary, and improve their chances of successfully completing this first step in securing a job interview

General Information

- **AlmostRealProducts.com is a real website developed around a fictitious company that has a large number of diverse ‘job openings’**
- **Allows users to practice and refine job application skills**

Why Practice?

- People who are reaching retirement age had, on average, two jobs by the time they were 38 years old; research indicates that today's young adults will have 14 jobs by the time they are 38
- Applying for jobs will be a skill all workers will need on a regular basis

Genesis/Connections

- Developed in response to focus groups of teachers, trainers, employers
- AlmostRealProducts.com can be used as part of the LearnDoEarn Student Achievement System

www.LearnDoEarn.org

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For more information, call 609-989-8315

Imagine

- **Almost Real Products is a large company located on a sprawling suburban campus with multiple buildings and a firm commitment to supporting its workforce of over 10,000 employees**

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The Premise

- **Imaginary premise provides the platform to build a robust ‘company website’ with a diverse set of features that mimic those of online applications being used by a rapidly growing number of employers**

Mimics Real World

- **‘Almost Real’ Activities**
 - ✓ **Online Job Application Forms**
 - ✓ **Job Match Surveys**
(with situational judgment questions)
 - ✓ **Pre-employment Tests (in key academic areas)**
 - ✓ **Competency Assessments**
 - ✓ **Open-ended Interview Questions**
 - ✓ **Strategic Career Awareness**

Twelve 'Almost Real' Divisions

Accounting

Child Care Center

Sales and Customer Service

Research and Development

Communications and Marketing

Human Resources, Learning and Legal

Security, Maintenance, and Transportation

Health and Wellness

Manufacturing

Administrative

Food Services

Horticultural

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The Result

- Multiple divisions produce opportunities for users to ‘apply’ for and learn about many kinds of jobs in a diverse range of careers and occupations

Site Characteristics

- **Representative of the application process being used by many employers**
- **Adult reading level throughout**
- **AlmostRealProducts.com website equals challenge of corporate sites (no concessions to age or ability)**
- **Users time-out in 30 minutes**

Exceptions

- **No personal data about users collected**
- **Assessments scored instantaneously and results shared with users**
- **No individual test performance results saved**
- **Aggregate results delivered to organization under upgraded licenses**

Navigation

ALMOST
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Welcome to the Almost Real Products Portal Page

Almost Real Products (ARP) is a fictitious company that offers a very real online job application experience. AlmostRealProducts.com offers all job seekers, ages 14 and up, the opportunity to practice completing job applications and taking pre-employment tests and surveys. Virtually identical to those required by real employers, AlmostRealProducts.com is better than any other job application website. AlmostRealProducts.com are scored instantly and provide a clear sense of their job readiness. Additionally, AlmostRealProducts.com offers a review with instructors, who can review deficiencies and provide feedback on improving their performance and as a result, they can be hired by real employers.

Access to AlmostRealProducts.com is through various subscription packages. For more information on available subscriptions, [click here](#).

AlmostRealProducts.com does not collect any data entered by any individual. Whenever you click on any of our 'submit' buttons, all personal data entered on any form on the website is erased - no information is saved. Instructors can review and print all documents prior to 'submission' or all data entered will be lost.

ABOUT ARP

GO TO ARP

FREE TRIAL

LOGIN

ANALYTICS LOGIN

**Go AlmostRealProducts.com
and login under one of two
subscription packages ...**

Welcome to the Almost Real Products Portal Page

Almost Real Products (ARP) is a fictitious company that offers a very real online job application experience. AlmostRealProducts.com offers all job seekers, students and teachers the opportunity to practice essential job application and job interview preparation tests and surveys. Virtually Identical to real life applications, AlmostRealProducts.com provides a realistic and engaging experience that allows users to gain a sense of their job readiness and receive immediate feedback. This helps users to identify areas for improvement and review with instructors. AlmostRealProducts.com is designed to help users improve their performance and increase their chances of success in the real world.

Access to AlmostRealProducts.com is available on available subscription plans.

AlmostRealProducts.com does not store any data entered by any individual. When a user clicks on any of the 'Submit' buttons, all personal data entered on any website is erased - no information is ever captured. Instructors or users must print all documents prior to 'submission' of any data entered will be lost.

... or visit the Almost Real Products home page and cruise around the site.

[ABOUT ARP](#)

[GO TO ARP](#)

[FREE TRIAL](#)

[LOGIN](#)

[ANALYTICS LOGIN](#)



TECHNOLOGY

WITH THE MOST ADVANCED TECHNOLOGY IN THE INDUSTRY, ALMOST REAL PRODUCTS IS AT THE FOREFRONT OF INNOVATION. WE PROVIDE CUSTOMERS WITH UNRIVALED PRECISION PRODUCTS.



QUALITY

ALMOST REAL PRODUCTS' COMMITMENT TO EXCELLENCE AND OUR UNPARALLELED QUEST FOR PERFECTION GIVE OUR CUSTOMERS THE HIGHEST QUALITY PRODUCT AT COMPETITIVE PRICES. ARP - A NAME YOU CAN TRUST.



PEOPLE

ALMOST REAL PRODUCTS PRIDES ITSELF ON THE TALENT IT ATTRACTS FROM ACROSS THE GLOBE. EDUCATED, SKILLED EMPLOYEES WHO ARE DEDICATED TO PROVIDING OUR CUSTOMERS WITH THE BEST PRODUCTS ON THE MARKET.

Your Success is Our Success!



01. INNOVATION & EFFICIENCY

Almost Real Products has invested in state-of-the-art automated systems that create products with 99.9% accuracy. Our 50 years experience plus precision machinery allow us to produce our products as cost effectively as possible, ensuring you high quality at a fair price.



02. ENGINEERING PERFECTION

We start with the highest quality raw materials and introduce them to our precision engineering. We hand inspect each item 43 times before it leaves our distribution center. You can be sure that our name doesn't go on it unless we can stand behind it.



03. CREATIVE IDEAS

From Almost Real Products' patented "Hinds Without Borders" program to the "Dumps Looms" creative room, our pool of talented staff thinks outside the box and brings fresh and creative ideas that keep us at the forefront of our industry.

Manufacturers. Retailers. Consumers.



Manufacturers. Start with the best.

Almost Real Products delivers the quality and reliability that serve as the foundation for superior end-user consumer goods.



Retailers. Sell with confidence.

Fewer returns and more satisfied customers means your shoppers will come back again and again.



Consumers. You have a right to know.

Look for the Almost Real Products label on the products you buy. You can be assured that your purchase will last for years to come.

What Makes Us Best!

- 1 Highest standard of quality - start to finish
- 2 Affordable prices
- 3 Products are built to last
- 4 Innovative solutions to your component needs
- 5 Efficient, state-of-the-art machinery
- 6 Creative design team
- 7 50 years and counting
- 8 Respected the world over

AlmostRealProducts.com Home Page

Our Company



You don't even know we're in your house.

In 1962, John Almost and Franklin Real were working together at an engineering firm in New Jersey. Over lunch one day, they were comparing notes about their wives' complaints about how quickly many of their common household items were wearing out. The two brainstormed about which items would last the longest.

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Why Choose ARP

01. PROCESS

We've been doing this work for 50 years and no other company comes close to matching our products. We start with high quality raw materials. Our equipment is automated and state-of-the-art. Every product undergoes a rigorous quality control process, ensuring you the best in the business.

02. DEDICATION

"Adequate" and "good enough" are not in our vocabulary. We stand behind our products because we strive for perfection in everything we do. Others think we're crazy. We prefer to think of ourselves as dedicated.

03. TALENT

From our creative design team to our food service gurus, ARP staff members bring unique talents from around the globe and across cultures. This rich diversity provides well-rounded perspectives and fertile ground for inspiration.

Various pages on the site provide company information, which will be needed to answer questions on some assessments.



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Your Success is Our Success!



Access all interactive activities via Career button.

Almost Real Products is an Equal Opportunity Employer and does not discriminate on the basis of race, color, national origin, creed, age, gender or disability.

Almost Real Products offers competitive salaries, health benefits including medical, dental, vision, life and disability insurance, contributory 401(K) plans, tuition reimbursement, paid vacation and personal time. For more information, see below.

Individuals applying for available positions should know that Almost Real Products tests for illegal drug use at the point of hire and may perform random drug tests during employment depending on the job classification. As allowed by state and federal law, prior to making a hiring decision, ARP will perform criminal background and credit checks, check candidate driving records, and may refuse to hire individuals who smoke or who have visible tattoos.

Divisions With Available Positions:

Accounting Division

The Almost Real Products Accounting Division is responsible for tracking all revenue and expenses, financial accounting, including financial and fixed asset reporting, payroll and accounts payable. The division must maintain the general and subsidiary ledgers, process and record all revenues, and prepare general purpose financial statements in compliance with appropriate mandates and policies.

[Click here for more information on the Accounting Division and for available positions in that division.](#)

Administrative Division

On behalf of managers in other divisions of the company, the Administrative Division at Almost Real Products hires support staff to perform a broad range of secretarial duties through a centralized employment process. Managers who have budget allocations for additional administrative staff or who have to replace departing administrative staff notify the Administrative Department, which finds and recommends appropriately skilled individuals for available positions.

[Click here for more information on the Administrative Division and for available positions in that division.](#)

Child Care Center

Almost Real Products offers top-quality child care services to its employees on a first-come, first-served basis. The center can accommodate 50 infants (up to nine months), 100 toddlers (nine months to two years), and 200 pre-kindergarten-aged children (two years to five years). The Center is open from 6 a.m. to 6 p.m. every day, Monday through Saturday. A pediatric nurse specialist is on duty at all times.

[Click here for more information on the Child Care Center and for available positions in that division.](#)

Communications and Marketing Division

The Communications and Marketing Division is responsible for the company's internal and external communications and positioning. The division also assists the Sales Division with high-impact sales documents, including brochures, reports, studies, and the like. The division must manage an incredibly diverse set of projects and publications.

[Click here for more information on the Communications and Marketing Division and for available positions in that division.](#)

Food Services Division

As part of our Food Services Department, you will assist in providing quality meals to employees at the Hamburger Hamburger Café within the corporate headquarters. Responsibilities include assuring cleanliness of food preparation area, receiving of food deliveries, operating various food workstations and monitoring inventory.

[Click here for more information on the Food Services Division and for available positions in that division.](#)

**Multiple
interactive
activities are
found in each
of the twelve
divisions on the
Careers page.**

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Clicking on the link to any division page ...

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Password:

Login

If you find that your password is not working, try clicking

[Privacy policy](#)

[board](#).

[company phil](#)

**... will bring
up a login
access page.**

ALMOST
REAL. PRODUCTS.

HOME

COMPANY

PHILANTHROPY

CAREERS

CONTACTS

Areas of this site are password protected and available only to subscription holders. For subscription information, [click here](#).

Password:

Login

If you find that your password is not working, try clicking the Login button rather than hitting the Enter button on your keyboard.

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[Home](#) [Company](#) [Phi](#)

To access interactive activities, enter password. For a free trial and subscription information, click here.

Subscription Information

- Sold as 'virtual seat' licenses (50 seat minimum) available 24/7
- Accommodates hundreds of users (as would a waiting room with fifty seats filling and emptying as people come and go during any period of time)

Basic

- **Duration: one year**
- **Users: any served by the subscribing organization (schools can include parents and community)**
- **Single easy-to-remember password for all activities and for all users**

Upgraded

- **Analytics License best for multiple sites of single organization, such as:**
 - ✓ **School district with three schools**
 - ✓ **Boys/Girls Club with four sites**
 - ✓ **State with 16 One-Stop Centers**
- **Provides data about usage rates, assessment scores**

Proceed to Other Chapters

1. **Overview**
2. **Using Online Job Application Forms**
3. **Using Job Match Surveys**
4. **Using Open-Ended Questions**
5. **Strategic Career Awareness 'Research'**
6. **Using Pre-employment Assessments**
7. **Using Job Competency Assessments**