

## Employer Workplace Challenge Tip Sheet

Thanks for agreeing to participate in a workplace challenge. As you think about how to best prepare for the challenge, keep the following success factors in mind.

### Before the Workplace Challenge

- Identify a few issues or problems your company or industry is facing that might be a good focus for a team of students/learners to work on together. Keep in mind that authentic issues work much better than hypotheticals.
- Work with a connector or teacher/faculty who will help you select and develop a challenge that is a good fit with the current focus in the classroom, student/learner interests and available resources.
- Present the challenge to the participating students/learners. Workplace challenges work best when the challenge is issued at the workplace, where students/learners can actually “see” the problem.
- Provide teacher/faculty with website link(s) about your company and industry to help students/learners prepare for the challenge.
- If students/learners are visiting the workplace, let them know where to enter the building and whether identification is needed. If safety equipment is required, have it ready for the students/learners.

### During the Workplace Challenge

- Touch base with the connector or teacher/faculty during the challenge period of six to eight weeks to answer questions or clarify anything.
- If you have the time, you may want to schedule a visit to the classroom to observe and engage with the students/learners during the process.
- Arrange for you and others at your company to view the solution presentation provided by the students/learners and provide feedback. Again, this works best if conducted at the workplace.

### After the Workplace Challenge

- Participate in an evaluation and assessment of the students' performance and the workplace challenge itself.
- Consider how you might use the workplace challenge to promote your company's visibility in the community.

### Go Deeper

- Talk to the connector about being a guest speaker, conducting a mock interview, or hosting students/learners for job shadows or internships.

### Workplace Challenge Timeline

#### Before the challenge:

- Identify a few issues or problems at your company or industry and discuss challenge options with connector and/or teacher.
- Present the challenge to students/learners.
- Provide teacher/faculty with company/industry website links.

#### During the challenge:

- Answer any questions that arise.
- Consider visiting the classroom to observe challenge in process.
- View the solution with coworkers and offer feedback.

#### After the challenge:

- Evaluate students' performance and the challenge itself.
- Think about best ways to publicize your company's involvement.
- Consider your next steps in applying the approach or solution presented by the students/learners.