

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 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, learner⁷ interests and available resources.
- Present the challenge to the participating learners. Workplace challenges work best when the challenge is issued at the workplace, where learners can actually “see” the problem.
- Provide teacher/faculty with website link(s) about your company and industry to help learners prepare for the challenge.
- If 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 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 learners during the process.
- Arrange for you and others at your company to view the solution presentation provided by the 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 learners' 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 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 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 learners' 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 learners.

⁷ Learners include K-12, community college and college students; youth and young adults engaged in workforce development programs; and adults participating in career development activities.