



Employer Workplace Challenge Fact Sheet

In a workplace challenge, small groups of students/learners (four to six per team) are engaged in solving a real-world problem or a challenge issued by an employer. The challenge is identified by the employer in consultation with the work-based learning connector and a classroom teacher. The structure of the challenge is based upon effective project-based learning approaches, enhanced by a focus on the targeted career pathway and an authentic problem or issue faced by an employer partner.

Program Level: All Grades.
Employer/Student/Learner Ratio: 1-2 employees to 4-6 students/learners.
Duration: 6-8 weeks (periodic contact)
Frequency: One time
Location: School/Workplace
Costs: Staff time
Special Considerations: Employee selection. Company volunteer policies and practices.

Students/Learners work as a team to identify possible solutions. They then create and deliver a presentation on their solutions to the employer. Designed to meet specific learning outcomes, workplace challenges are educationally rich, are tied to the curriculum, and help students/learners connect what they're learning in school with the workplace.

Why are workplace challenges important for students?

- Provide exposure to potential careers and jobs.
- Help develop problem solving and research skills.
- Help develop teamwork and presentation skills.
- Provide a context for learning and foster an understanding of how academic concepts are applied in a real-world setting.
- Inform career planning.

What are the benefits to my company?

- Exposes potential future workers to your company and shows them some of the required skills and education needed for success in your industry.
- The solution uncovers fresh approaches and potential solutions to a problem or issue you are facing.
- Introduces students/learners to one or more of your employees.
- Helps your employees understand how to communicate with the next generation of workers.
- Provides an efficient way to introduce and engage multiple employees with your commitment to education and connect your company with the community.

What do I need to do next?

- Determine who will participate in the workplace challenge and have them connect with the work-based learning connector to address scheduling, planning and logistics.
- Distribute the Employer Workplace Challenge Tip Sheet to interested employees.
- Consider any impacts on company policy.

Resources

- Review the Employer Participation Options Fact Sheet to learn more about how to get the most out of your partnership with Earn & Learn.