

Employer Work Experience Fact Sheet

Work experiences offer students/learners the opportunity to be at a worksite doing real work for pay. The experience can be regular, paid summer or year-round employment, or it may be learning-rich, subsidized employment.

While delivering productive work for pay, students/learners also work on developing and demonstrating professional and occupational skills, communicating effectively and being a productive part of the team. The student/learner is held to the same expectations as all employees and is evaluated by the workplace supervisor based on workplace expectations and performance.

Program Level: Usually 11th grade or higher.
Employer/Student/Learner Ratio: 1:1
Duration: Varies, can be summertime or year-round
Frequency: One time
Location: Worksite
Costs: Wages (often subsidized)
Special Considerations: Supervisor selection. Labor laws and safety considerations. Impacts on personnel policies.

Why are work experiences important for students/learners?

- Every young person needs a first job, and for many, participation in a work experience program provides that opportunity.
- Work experiences expose students/learners to potential careers and jobs and help build work-readiness skills and occupational knowledge.
- They provide a context for learning and foster an understanding of how academic concepts are applied in a real-world setting.
- They illustrate the education and training needed for entry into certain occupations and careers.
- They let students/learners know about your company's processes and products/services and the role your business plays in the community.

What are the benefits to my company?

- Students are engaged a core productive activity in your company.
- Exposes potential future workers to advanced job opportunities and careers with your company, as well as the required skills and education to be successful in your industry.
- Introduces students/learners to one or more of your employees.
- Helps your employees understand how to better communicate with the next generation of workers.
- Provides leadership development opportunities for your existing workforce

What do I need to do next?

- Determine who will supervise the student/learner during the experience and have that person connect with the work-based learning connector or student/learner to address scheduling, planning and logistics.
- Arrange for a presentation to those employees who will participate in the work experience.
- Distribute the Employer Work Experience Tip Sheet to identified supervisors.
- 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.