

Employer Work Experience Fact Sheet

Work experiences offer learners⁸ 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, learners also work on developing and demonstrating professional and occupational skills, communicating effectively and being a productive part of the team. The 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/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 learners?

- Every young person needs a first job, and for many, participation in a work experience program provides that opportunity.
- Work experiences expose 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 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?

- Learners 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 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 learner during the experience and have that person connect with the work-based learning connector or 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.

⁸ 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.