

RWL Employer Engagement Menu

A school resource for identifying partner options to support RWL

Explore



No two employers are the same; they differ widely when it comes to priorities, capabilities and people. Ultimately, the goal is to discover these nuances and align them with student needs. As you work closely with employers, we encourage you to have several potential options available to discuss. This menu should enable you to speak to most engagement possibilities within the key stages of Real World Learning (explore, engage, immerse). Each activity includes a brief description, benefits, requirements, preparation, as well as expected time commitments for guidance.

	Workplace Tour (Students or Educators)	Career Presentation* (Offsite or Virtual)	Informational Interviews (SME)	Job Shadow
Description	Host students or educators inside work facilities to explore and experience work life, company culture, and activities firsthand.	Professionals participate in school-based classroom activities or an event focused on understanding a range of career options.	Engage with students in-person or digitally (e.g. Zoom, email) either 1:1 or in small group settings to share information, build relationships and answer questions about careers, the workplace, and essential skills of professionals.	Engage with students 1:1 or in small groups to give real-time insights into what a 'day in the life' in a career or within a company involves.
Benefits	<ul style="list-style-type: none"> » Create awareness of potential careers in support of decision making for future coursework » Amplify the connection between school-based skills and their application to a professional environment, showing the importance of both technical and essential skills » <u>For Educators</u>: Awareness of applied knowledge to academic standards » <u>For Educators</u>: Awareness of career fields to support advising students 	<ul style="list-style-type: none"> » Create awareness of future careers in support of decision making for future coursework » Amplify the connection between school-based skills and the essential skills needed in a profession » Reduced time away from work. (If virtual) 	<ul style="list-style-type: none"> » Support understanding of academic standards and essential skills in context of a professional environment » Build communication competencies and social capital 	<ul style="list-style-type: none"> » Develop student awareness of career options, pathways, preparations and requirements » Build social capital » Acquire insights on how to be a successful leader in the industry
Preparation Requirements	<ul style="list-style-type: none"> » Route the tour » Prepare the main points & places to be covered » Make accommodations for security, safety requirements, lunch and logistics for the day » Solicit key staff to ensure their availability and participation as needed » Optional: Coordinate with public affairs team 	<ul style="list-style-type: none"> » Identify subject matter experts » Professionals prepare summary of personal learning and career journey as well as company/industry overview 	<ul style="list-style-type: none"> » Identify subject matter experts » Process determined to manage outreach and responsiveness » Develop sample interview questions for students to respond to and list of highest priority topics to discuss » Consider adding a mini-tour for both in-person and virtual interviews if appropriate 	<ul style="list-style-type: none"> » Experience planning, accomodating security and safety requirements » Create an agenda for the day that provides a diverse range of things to see, people to meet and skills to learn » Optional: Coordinate with public affairs team
Onsite Requirements	<ul style="list-style-type: none"> » Reserve facilities 	<ul style="list-style-type: none"> » Determined by event or individual professional presenting » Appropriate connectivity and platform access (If virtual) 	<ul style="list-style-type: none"> » For Video Virtual: Select a location with limited background noise and distractions » For in-person: Comfortable space that mimics an authentic and comfortable interview environment 	<ul style="list-style-type: none"> » Reserve facilities
Time Commitment	2-5 hours planning time + 1-2 hours onsite hosting	2-4 hours planning time + 30-60 minutes of engagement	2-4 hours planning time + 2-6 hours host time	2-4 hours planning time + 2-6 hours host time

*Consider [PREP-KC's Connector](#)

Engage



	Project Sponsorship	Educator Externships
Description	Provide authentic projects for students to complete individually or in small groups that allows for coaching and engagement with professionals along the way.	Engage with educators 1:1 or in small groups to show what a 'day in the life' of a job or industry involves.
Benefits	<ul style="list-style-type: none"> » Develops student essential skills and technical skills aligned with career options within the industry. » Provide access to a growing and developing talent pool » Create mentoring relationships and strengthen leadership skills in current associates » Opportunity to collaboratively select real-world problems for students to engage in 	<ul style="list-style-type: none"> » Develop educator awareness of career options, pathways, and preparation requirements » Builds social capital
Preparation Requirements	<ul style="list-style-type: none"> » Determine problem statement and dates of interest in project engagement. » Coach through project design process, provide engagement and feedback during project cycle » Participate in project evaluation 	<ul style="list-style-type: none"> » Experience planning, accommodating security and safety requirements » Optional: Coordination between public affairs teams
Onsite Requirements	<ul style="list-style-type: none"> » Reserve facilities, associate engagement in hosting site visit, recruit associates for project check-ins (in-person or virtual) and project review (in-person or virtual) 	<ul style="list-style-type: none"> » Reserve facilities, associate engagement in hosting, potential provision of food or promotional items
Time Commitment	2-4 hours planning time + 8-10 hours engagement (site visit, project check-ins, project review)	1-4 hours planning time + 2-6 hours host time

Immerse



	Internships	Apprenticeships	Hosted Classroom
Description	Provide student internships (may be paid or unpaid) that allows them to perform real work activities under the supervision of current professionals.	Provide paid apprenticeships with on-the-job training as a pathway to full-time employment within the company.	Host courses, learning or professional events, and/or provide real-world equipment or other resources needed to support authentic learning environments.
Benefits	<ul style="list-style-type: none"> » Develop student essential skills and professional skills aligned with career options within the industry » Develop pipeline of potential future associates calibrated to company expectations » Strengthen connection between classroom and real-world application » Opportunity for students to receive compensation for their contributions (eg. financial, school credit and/or MVA credential) 	<ul style="list-style-type: none"> » Develop student essential skills and industry specific skills » Develop pipeline of potential future associates calibrated to company expectations » Strengthen connection between skills learned in the classroom and real-world skills learned in an authentic professional environment » Potential for funding through Department of Labor 	<ul style="list-style-type: none"> » Provide authentic opportunities for students to learn as they build knowledge and practice about the profession
Preparation Requirements	<ul style="list-style-type: none"> » Recruiting and placement process, on-boarding, continuous feedback process, evaluation. » Potential background checks required 	<ul style="list-style-type: none"> » Recruitment and placement process, on-boarding, continuous feedback, and evaluation 	<ul style="list-style-type: none"> » Secure physical space, accommodation for security, and safety requirements
Onsite Requirements	<ul style="list-style-type: none"> » Dedicated work space and necessary equipment, ongoing availability of manager, (optional) transportation to/from internship 	<ul style="list-style-type: none"> » Dedicated work space and necessary equipment, ongoing availability of manager, (optional) transportation or subsidy for transportation to and from apprenticeship 	<ul style="list-style-type: none"> » Ongoing engagement to manage use of space
Time Commitment	24-40 hours of preparation for student internship of 120+ hours.	40-60 hours of preparation for apprenticeships of 1,000+ hours	2-4 hours planning time, daily presence with some oversight

Support



	Curriculum Support	Industry Taskforce	Guest Instruction	Project Review	Career Mentoring
Description	Share company/industry insights to support alignment of academic content to real-world knowledge and skills needed.	Provide information about hiring needs, skills and competency profiles, and job progression opportunities to inform talent and workforce development efforts.	Provide subject matter experts to assist with content delivery in the classroom.	Provide subject matter experts to assist with evaluation of student outputs.	One to one relationships between professionals and students to support pathfinding and build social capital.
Benefits	» Advisory engagement has potential to impact significant numbers of students if content is embedded	» Ensure learning objectives and approach reflect real-world expectations and skills. » Emphasize connection between school and work » Expand professional learning for teachers	» Ensurs learning objectives and approach reflect real-world expectations and skills » Emphasize connection between school and work » Expand professional learning for teachers	» Ensure learning objectives and approach reflect real-world expectations and skills » Emphasize connection between school and work » Expand professional learning for teachers	» Deep engagement fills potential gaps in advising and support
Preparation Requirements	» Identify subject matter experts » Manage availability and coordinate support of internal information	» Identify subject matter experts » Manage availability and coordinate support of internal information	» Potential background checks required dependent upon length/depth of engagement	» Identify subject matter experts/associate volunteers » Ensure joint understanding of definition of success for student work and learning process	» Recruitment and placement process, likely in partnership with school or intermediary » Background check
Onsite Requirements	Potentially host meetings and worksite tours	Potentially host meetings and worksite tours	Potential background check	NONE	NONE
Time Commitment	1-2 hours planning + 12-24 hours professional engagement	1-2 hours planning + 12-24 hours professional engagement	8-10 hours planning + 5-40 hours professional engagement	1-2 hours planning + 1-4 hours professional engagement (in-person or virtual)	2-4 hours planning + 4-120 hours professional engagement