

Employer Work Experience Fact Sheet

Work experiences offer students 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 also work on developing and demonstrating professional and occupational skills, communicating effectively and being a productive part of the team. The student is held to the same expectations as all employees and is evaluated by the workplace supervisor based on workplace expectations and performance.

Employer/Student Ratio: 1:1

Duration: Varies, can be summertime or year-round

Frequency: One time

Location: Worksite

Costs: Wages (may be subsidized)

Special Considerations: Supervisor selection. Labor laws and safety considerations. Impacts on personnel policies.

Why are work experiences important for students?

- ✓ Everyone needs a first job or experience in a field of interest, and for many, participation in a work experience program provides that opportunity.
- ✓ Work experiences expose students 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 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 in 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 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 during the experience and have that person connect with the work-based learning coordinator or student 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 the Los Angeles/Orange County Regional Consortium.