

RWL Employer Engagement Menu

A school resource for identifying partner options to support RWL

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, and expected time commitments for guidance.

Employers participating in Real World Learning ensure the viability of their business by investing in the workforce of tomorrow, understanding the ways the talent pool is evolving, and attracting future industry superstars early on in their career exploration.



EXPLORE

Develop awareness through short bursts of content or activities, such as a workplace tour or virtual career introduction.



ENGAGE

Apply learning through practical experience, such as client-connected projects.



IMMERSE

Perform work in authentic environments with other working professionals, such as in an internship or apprenticeship.



Explore



	Workplace Tour (Students or Educators)	Career Presentation* (Offsite or Virtual)	Informational Interviews (SME)	Job Shadow
Description	Host students or educators inside workplace to learn about the business, company culture, and observe work in progress.	Professionals participate in school-based classroom activities or an event focused on understanding a range of career options.	Engage with students in-person or virtually either one on one or in a small group settings to build relationships and answer questions about careers and professional skills.	Engage with students one on one 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"> • Amplify the connection between school-based skills and the essential skills needed in a profession. • For Educators: Awareness of professions for career advice and how to make academic standards relevant. 	<ul style="list-style-type: none"> • Create awareness of future careers. • Amplify the connection between school-based skills and the essential skills needed in a profession. 	<ul style="list-style-type: none"> • Build communication skills and social capital. 	<ul style="list-style-type: none"> • Student awareness of career options, pathways, preparations and requirements • Build social capital.
Preparation	<ul style="list-style-type: none"> • Route the tour • Prepare the main points • Make accommodations for security and logistics • Solicit key staff 	<ul style="list-style-type: none"> • Identify subject matter experts • Prepare summary of personal learning, career journey • Prepare summary of company and/or industry. 	<ul style="list-style-type: none"> • Identify subject matter experts • Develop sample interview questions • Consider adding a mini-tour 	<ul style="list-style-type: none"> • Make accommodations for security and logistics • Create an agenda that provides a range of things to see, people to meet and skills to learn.
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

Engage



	Client Connected 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	<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
Time Commitment	2-4 hours planning time + 8-10 hours engagement (site visit, project check-ins & review)	1-4 hours planning time + 2-6 hours host time

Immerse



	Internships	Apprenticeship	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 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 or school credit. 	<ul style="list-style-type: none"> • Develop student essential skills and professional skills aligned with the industry. • 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	<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
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

Ecosystem 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.	Provide information about hiring needs, skills, and job progression 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 projects.	One to one relationships between professionals and students to support pathfinding and build social capital.
Benefits	Ensure learning objectives and approach reflect real-world expectations and skills. Emphasize connection between school and work. Expand professional learning for teachers.				
Preparation	<ul style="list-style-type: none"> Expand professional learning for teachers 	<ul style="list-style-type: none"> Identify subject matter experts Manage availability and coordinate support of internal information 	<ul style="list-style-type: none"> Potential background checks required dependent upon length or depth of engagement 	<ul style="list-style-type: none"> Identify subject matter experts Ensure joint understanding of definition of success for student work and learning process 	<ul style="list-style-type: none"> Recruitment and placement process, likely in partnership with school or intermediary Background check
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