

# CAREER CONNECT WASHINGTON

## EMPLOYER ENGAGEMENT OPPORTUNITIES

Career Connect Washington is a regional system to expand registered youth apprenticeships, internships, and career connected learning opportunities across the state. **Industry/business leaders play an essential role in helping students explore careers, learn skills that will get them hired, and contribute to a strong and equitable workforce system.** From **student & teacher facing activities—career awareness, exploration, preparation, and launch—** to **system level changes — advocacy, funding, industry tables, and culture shifts—** there are many ways employers can lead in workforce talent development.

### WAYS TO GET INVOLVED

TIME INVESTMENT

STUDENT & TEACHER FACING ACTIVITIES



#### CAREER AWARENESS

Support students' early awareness of exciting careers in your industry.

- Participate on a **Career Panel**
- Table or host a **Career Fair**
- Host a **Worksite Tour** for students to visit your company

Low



#### CAREER EXPLORATION

Inform and motivate the next generation of young professionals and help teachers connect your careers to their curriculum.

- Host a student **Job Shadow** or **Informational Interview**
- Attend a **Networking & Career Prep Workshop**
- Participate in an **Industry-based Design Challenge** (support students through a real-world problem)
- Offer a **Teacher Externship** (worksite visit)

Mid



#### CAREER PREPARATION

Advise students and provide them with career experiences linked to their classroom learning.

- Host a high school **Intern**
- **Mentor** a student

High



#### CAREER LAUNCH

Develop a ready workforce with the credentials required for jobs in your industry.

- Provide **On-the-Job Training**
- Sponsor a **Registered Youth Apprenticeship**

High

SYSTEM LEVEL CHANGES



#### ADVOCACY

Build support for ongoing success of career pathways and talent development.

- Write to or meet with **Legislators**
- Attend a regional **Legislative Breakfast**
- Create an **Outreach/PR Campaign**

Low



#### FUNDING

Provide flexible funding that can match restrictive public investments and support innovative ideas.

- **Invest** in organizations and schools supporting career connected learning

Low



#### INDUSTRY TABLES & COMMITTEES

Be part of a streamlined/single point of contact and ensure industry alignment with courses and experiences.

- Serve on a **Next Generation Sector Partnership Table** (industry-led groups working on shared problems and solutions)
- Serve on a **Career and Technical Education (CTE) Advisory Board** or a school district industry-specific **Career Pathway Committee**

Mid



#### CULTURE SHIFTS

Create changes within your business that support a diverse and inclusive workplace

- Examine your **workplace culture** and **message** about your organization's values to next generation workforce

High

Visit [www.washingtonstem.org/focus\\_area/career-pathways/](http://www.washingtonstem.org/focus_area/career-pathways/) to engage today, help build local talent, get more young people onto meaningful career pathways, and address your workforce needs!

For more information contact: Gilda Wheeler at [gilda@washigntonstem.org](mailto:gilda@washigntonstem.org)



# DIGGING DEEPER – STUDENT FACING ACTIVITIES

## EMPLOYER ENGAGEMENT OPPORTUNITIES

### DEFINITIONS & EXEMPLARY PROGRAMS

### WHAT IT TAKES

**Career Panel:** Professionals present (in-person or virtually) information about their career, their typical work day, and the knowledge, skills, and attributes required to pursue and be successful in their work. ~1-2 hrs./employee

**Career Fair:** Professionals attend and share about their industry at an event for students. The event may include opportunities for students to do mock interviews, network, and have hands-on experiences that mirror the workplace. ~1-3 hrs./employee  
**Exemplary Programs:** **Pizza, Pop, and Power Tools** (Wenatchee Learns); **STEM Like Me!** (Mid-Columbia STEM Network)

**Worksite Tour:** Students visit worksites to explore an industry, spending time with a primary host and a variety of employees observing daily activities and asking questions about the organization and the work environment. ~3-5 hrs./employee  
**Exemplary Program:** **DiscoverU** (Community Center for Education Results); **Business After School** (Spokane STEM Network)

**Informational Interview:** Students interview experts about their work and learn about industry career pathways. ~1-2 hrs./employee

**Networking & Career Prep Workshop:** Students learn and practice specific skills such as networking, elevator pitches, resume writing, and mock interviews to increase their social and professional capital and prepare them for additional professional interactions. ~2-3 hrs./employee  
**Exemplary Program:** **Career Readiness Workshop** (MESA and Washington STEM)

**Job Shadow:** Students follow an employee for a day to learn about an occupation or industry and experience a day in the life of an employee. ~5-6 hrs./employee

**Industry-based Design Challenge:** Students engage in class in authentic, work-based problems using tools and approaches present in the field. Experts from the field mentor students and/or teachers through the problem and support instruction either in person or virtually. ~40 hrs./employee  
**Exemplary Program:** **Engineering Fellows** (South Central STEM Network and MESA)

**Teacher Externship:** Teachers spend time (from one day to two weeks) at a workplace to learn about the work and career pathways and how they can connect careers to their curriculum. ~40 hrs./employee  
**Exemplary Program:** **Teach the Teachers** (Spokane STEM Network)

**Internship (onsite and/or virtual):** Students work under the supervision of a professional in a workplace to engage with the content and context of the business/industry. In a virtual internship, students explore careers in situations where the worksite is not available due to safety issues, laws, company policy, or location via an online connection to a professional. ~80+ hrs./employee  
**Exemplary Program:** **Instructional Worksite Learning** (Southwest STEM Network)

**Mentorship:** Professionals provide students with ongoing one-to-one guidance and support related to professional skills and knowledge. ~40+ hrs./employee  
**Exemplary Program:** **Skills that Shine** (Washington State Opportunity Scholarship)

**On-the-Job Training:** One-on-one training at the job site often consisting of an experienced worker passing down their skills to a new employee. ~80 hrs./employee

**Registered Youth Apprenticeship:** A 2,000-hour program for high school juniors and seniors to develop career-ready skills in a specific industry, combining paid on-the-job training with an employer and college-level classroom instruction which can lead to a high school diploma, journey-level card, and short-term college certificate. ~120+ hrs./employee  
**Exemplary Program:** **Advanced Manufacturing Youth Apprenticeship** (Aerospace Joint Apprenticeship Committee)