

NELC (National Employer Leadership Council) Model—Employers Working Directly With Students

As an employer, you can offer students a variety of opportunities to understand the kinds of tasks that today's workforce does every day. Show the link between “Learning and Earning.” Below are activities in which you or your company could participate with the schools in your communities: Building career awareness with talks and fairs, helping students explore career options at your workplace, or using internships and apprenticeships to help students with career preparations.

<i>What you, as an employer can do:</i>	<i>Student Grade Level</i>	<i>Employee to Student Ratio*</i>	<i>Activity Duration</i>
Career Awareness			
Career Talks: Employers and employees visit students in the classroom and explain the work in their industry or company.	(K-16)	1-2 hours	1:25 or 30
Career Days/Career Fairs: Special events are typically held to allow students to meet with postsecondary educators, employers and employees, or human resource professionals to learn about education and work opportunities. Career day activities are designed to help students think about their interest and abilities in relation to potential careers.	(K-16)	2 hours to half day	varies with type of setting
Workplace and Industry Tours: Students visit the work site, talk with employees and observe the workplace activities.	(K-16)	1-2 hours	1:10 or 25
Career Exploration			
Job Shadowing: A student follows an employee at a company location to learn about a particular occupation or industry. Job shadowing can help students explore a range of career objectives and select a career major for the latter part of high school.	(6-16)	varies, one day to 2 weeks	1:1-5
Job Rotations: At a worksite, students transfer among a number of positions and tasks that require different skills and responsibilities in order to understand the steps that go into creating a product and/or service; how their own effort affects the quality and efficiency of production and customer service; and how each part of the organization contributes to productivity.	(9-16)	Varies by program	1:1 to 8
Career Preparation			
Internships: Students work for an employer for a specified period of time to learn about a particular industry or occupation. Students' workplace activities may include special projects, a sample of tasks from different jobs, or tasks from a single occupation. These may or may not include financial compensation.	(10-16)	Minimum of one semester, 5-10 hours a week or a summer session full time for 4-6 weeks	1:1 to 8

<p>Cooperative Education: Students alternate or coordinate their high school or postsecondary studies with a job in a field related to their academic or occupational objectives. Students and participating businesses develop written training and evaluation plans to guide instruction, and students receive course credit for both their classroom and work experiences. Credit hours and intensity of placements often vary with the course of study.</p>	(10-16)	Minimum of 3 hours a week for one semester	1:1 to 8
<p>Youth Apprenticeship: A multi-year program that combines school and work-based learning in a specific occupational area or occupational cluster and is designed to lead directly into either a related postsecondary program, entry-level job or registered apprenticeship program. Youth Apprenticeships may or may not include financial compensation.</p>	(10-14)	Minimum of one semester 5-10 hours a week	1:1 to 8
<p>Apprenticeship (Registered): Registered apprenticeship programs meet specific federally approved standards designed to safeguard the welfare of apprentices. The programs are registered with the Bureau of Apprenticeship and Training (BAT), US Department of Labor, or one of 27 State Apprenticeship Agencies or Councils approved by BAT. Apprenticeships are relationships between an employer and employee during which the worker, or apprentice, learns an occupation in a structured program sponsored jointly by employers and labor unions or operated by employers and employee associations.</p>	(13-16)	Defined by the program.	Defined by the program.
<p>Mentoring: Employee(s) who possess the skills and knowledge to be mastered by a student, and who instructs the student, critiques the performance of the student, challenges the student to perform well, and works in consultation with teachers or youth organizations and the employer of the student.</p>	(9-16)		