

Employer Workplace Challenge Tip Sheet

Thanks for agreeing to participate in a workplace challenge. As you think about how to best prepare for the challenge, keep the following success factors in mind.

Before the Workplace Challenge

- ❑ Identify a few issues or problems your company or industry is facing that might be a good focus for a team of students to work on together. Keep in mind that authentic issues work much better than hypotheticals.
- ❑ Work with a coordinator or teacher who will help you select and develop a challenge that is a good fit with the current focus in the classroom, student interests and available resources.
- ❑ Present the challenge to the participating students. Workplace challenges work best when the challenge is issued at the workplace, where students can actually “see” the problem.
- ❑ Provide teacher with website link(s) about your company and industry to help students prepare for the challenge.
- ❑ If students are visiting the workplace, let them know where to enter the building and whether identification is needed. If safety equipment is required, have it ready for the students.

During the Workplace Challenge

- ❑ Touch base with the coordinator or teacher during the challenge period of six to eight weeks to answer questions or clarify anything.
- ❑ If you have the time, you may want to schedule a visit to the classroom to observe and engage with the students during the process.
- ❑ Arrange for you and others at your company to view the solution presentation provided by the students and provide feedback. Again, this works best if conducted at the workplace.

After the Workplace Challenge

- ❑ Participate in an evaluation and assessment of the students’ performance and the workplace challenge itself.
- ❑ Consider how you might use the workplace challenge to promote your company’s visibility in the community.

Go Deeper

- ❑ Talk to the coordinator about being a guest speaker, conducting a mock interview, or hosting students for job shadows or internships.

Workplace Challenge Timeline

Before the challenge:

- Identify a few issues or problems at your company or industry and discuss challenge options with coordinator and/or teacher.
- Present the challenge to students.
- Provide teacher with company/industry website links.

During the challenge:

- Answer any questions that arise.
- Consider visiting the classroom to observe challenge in process.
- View the solution with coworkers and offer feedback.

After the challenge:

- Evaluate students’ performance and the challenge itself.
- Think about best ways to publicize your company’s involvement.
- Consider your next steps in applying the approach or solution presented by the students.