



## Career exploration

**Overview:** Offer young people (typically middle or high school age) opportunities to learn about your profession, field, and/or company to build interest.

**Examples:** Speak at events, host job shadowing/field trips/company tours, participate in career fairs.

**Time, Staffing, and \$ Investment:**

Minimal time commitment from employees with no budgeted expenditures.

**Return on Investment:** Spark interest among young people in your profession, field, and/or company that could pay off many years in the future.



## Career preparedness

**Overview:** Provide paid, short (<400 hours) work experiences for young people (typically high school or college-age) to build employability skills and first-hand knowledge of your profession and/or company.

**Examples:** Hire interns, conduct pre-apprenticeships.

**Time, Staffing, and \$ Investment:**

Stipends for interns (may be covered by local funds), moderate time commitment from supervisors, little to no budgeted expenditures.

**Return on Investment:** Build loyalty, interest, and employability skills in young people that could pay off in a few years.



## Career launch

**Overview:** Hire young people (typically high school or college-age) to get deep work experience and training (1,000+ hours) so they are ready to be hired full-time.

**Examples:** Hire apprentices, develop intensive education and training program for new hires, provide transitional jobs.

**Time, Staffing, and \$ Investment:**

Participant wages (may be covered by local funds), supervisor and staff time and budgeted expenditures, training costs, wrap-around support.

**Return on Investment:** A loyal talent pipeline that immediately pays off, lower costs of recruitment, and improved employer retention.