

Employer - Education Engagement Kansas City

A critical ingredient to a thriving regional economy is a ready supply of diverse, skilled talent. Kansas City is committed to creating an ecosystem where learners of all ages have access to a robust continuum of experiential/real world learning experiences that help them develop the knowledge, skills and behaviors critical to success in life and work.

Kansas City employers play a key role in creating access to quality experiences that allow students to see how their interests, aptitude and skills align with opportunities in our region. Employers can engage in a variety of ways that make sense for them. Ultimately, a student's journey is informed by multiple touches, with deeper experiences delivering the most direct results in terms of job readiness and interest alignment.

To support scaling of experiential/real world learning opportunities as a community, we have developed a common framework and language to make it simpler and easier for everyone to understand the options and how they can engage in a way that best suits their needs.

Explore

Develop awareness through short bursts of content or events

- Workplace Tour/Video
- Career Presentation/Fair
- Informational Interview/Mentoring
- Job Shadow

Engage

Apply learning through practical experience

- Guest Instruction/Assessment
- Project Work
- Performance Coaching
- Simulation

Immerse

Perform work in authentic environments with other working professionals

- Internship
- Apprenticeship
- Teacher Externship
- On-the-job Training

Ecosystem Support

- Provide Facilities or Equipment
- Curriculum Input/Design
- Job and Career Path Info
- Advocacy



Explore

Workplace Tour/Video

Host guests inside work facilities (onsite or virtually), letting them see and experience employer activities and culture firsthand.

Time Required: 1-2 hrs

Benefits: Develops student awareness of career fields and learning beyond the classroom. Builds employer/industry brand. Emphasizes connection between school and work.

Career Presentations/Fairs

Professionals share information about their work in formal and informal settings (classrooms, career fairs, networking, etc).

Time Required: 1-2 hrs

Benefits: Develops student awareness of career options, pathways, preparation requirements. Builds student's network. Builds employer/industry brand.

Informational Interviews/ Mentoring

Engage with students in person or virtually to answer questions about work, workplace and careers.

Time Required: 1-4 hrs

(more if extended relationship)

Benefits: Develops student awareness of career options, pathways, preparation requirements. Builds student's network. Builds employer/industry brand. Provides early look at talent.

Job Shadow

Engage with students 1:1 or in small groups to show what a 'day in the life' involves.

Time Required: 1-4 hrs

Benefits: Develops student awareness of career options, pathways, preparation requirements. Builds student's network. Builds employer/industry brand. Provides early look at talent.



Engage

Guest Instruction/Assessment

Provide subject matter experts to assist with instruction and provide feedback on student work and competencies.

Time Required: 1-8 hrs+ depending on project scope.
Benefits: Ensures learning objectives and approach reflect real-world expectations and skills. Emphasizes connection between school and work. Expands professional learning for teachers.

Performance Feedback

Provide professional input and coaching as part of client, entrepreneurial, research or service learning projects.

Time Required: 4-24 hrs depending on project scope
Benefits: Develops student competencies and skills to meet real-world expectations. Enables early access to talent. Calibrates skills to shifting market needs. Increases employee engagement. Strengthens/develops mentor skills. Builds employer/industry brand.

Project Work

Provide authentic projects for students to complete, with coaching from industry professionals along the way.

Time Required: 4-24 hrs+ depending on project scope
Benefits: Develops student competencies and skills to industry expectations. Enables early access to talent. Calibrates skills to shifting workforce needs. Increases employee engagement. Strengthens and/or develops mentor skills. Builds employer/industry brand.

Simulation

Provide subject matter experts to assist with development and/or execution of simulated work environment or case studies for learning purposes.

Time Required: 1-4 hrs
Benefits: Ensures learning objectives and approach reflect real-world expectations and skills. Emphasizes connection between school and work. Expands professional learning for teachers.



Immerse

Internship

Provide student internships, co-ops or pre-apprenticeships (may be paid or unpaid) requiring students to perform real work activities under the supervision of professionals.

Time Required: 24-40+ hours (supervision) for student internship of 120+ hours.

Benefits: Develops student competencies and skills to meet real-world expectations. Enables early access to talent. Develops pipeline of students calibrated to employer culture and expectations. Strengthens connection between classroom and real-world application and accelerates learning. Increases employee engagement. Strengthens/develops mentor skills.

Apprenticeship

Provide paid apprenticeship opportunities and on-the-job training as a pathway to full-time employment.

Time Required: 24-40 hours or more. DOL-approved apprenticeships also require set OJT hours.

Benefits: Develops student competencies and skills to industry expectations. Enables early access to talent. Develops pipeline of students calibrated to employer culture and expectations. Strengthens connection between classroom and real-world application. Increases employee engagement. Strengthens/develops mentor/manager skills.

Teacher Externship

Provide teacher externships (may be paid or unpaid), engaging teachers in real work activities and environments.

Time Required: 8+ hours, depending on externship length and scope.

Benefits: Develops teacher competencies and skills. Helps teacher understand employer culture and expectations. Strengthens connection between classroom and real-world application. Increases employee engagement.



Ecosystem Support

Provide facilities/equipment

Provide real-world equipment, facilities or other resources needed to support authentic learning environments.

Variable time and financial commitment.
Benefits: Supports talent development to meet employer expectations. Increases employee engagement and understanding of connections between school and work.

Curriculum Input/Design

Provide subject matter experts to give input on curriculum design and assessment approaches (lessons, simulations, case studies, etc).

Time Required: 1-4 hrs
Benefits: Ensures learning objectives and approach reflect real-world expectations and skills. Emphasizes connection between school and work. Expands professional learning for teachers.

Job & Career Path Info

Provide information about hiring needs, skills and competency profiles, and job progression opportunities to inform talent and workforce development efforts.

Time Required: 4-8 hours
Benefits: Coordinated demand planning, more efficient alignment of resources, learners can access current info.

Advocacy

Engage at local, state and national level to provide employer perspective on talent needs and education system alignment.

Time Required: 4-8 hours
Benefits: Supports systemic scaling and sustainability of effective practices.