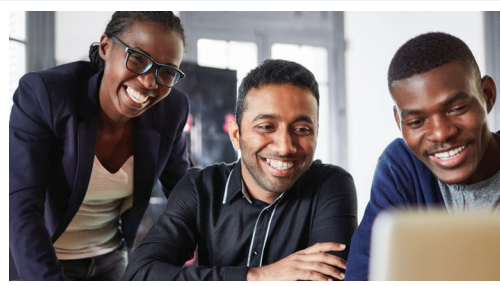
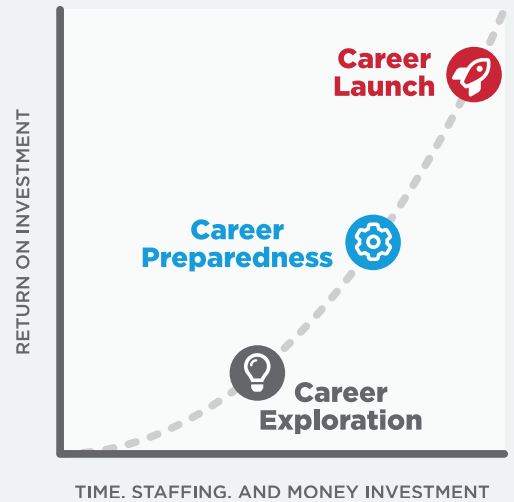


Building a Local, Diverse Talent Pipeline Through Work-Based Learning: A Framework for Employers

When companies hire local, diverse talent, their businesses thrive, our residents thrive, and our local economy thrives. Engaging youth (typically aged 16-24 years old) in high quality work-based learning opportunities gives employers a direct recruiting line of new, diverse, local talent. **Employers can use this framework to understand which work-based learning opportunities align with your desired goals and capacity to engage. For more information on good-fit partners ready to partner with you on this opportunity, refer to the [Hire Local DC Call to Action Resource](#).**



CAREER EXPLORATION




CAREER PREPAREDNESS

CAREER LAUNCH

Offer youth people (typically high school-aged) brief opportunities (usually 1-4 hours in length) to learn about a variety of professions, fields, companies, and their postsecondary interests.

TIME, STAFFING, AND MONEY INVESTMENT:
Minimal time commitment from employees with no budgeted expenditures.

RETURN ON INVESTMENT:
Potential pay off in the long-term by sparking interest in your profession/field/company among young people.

- EXAMPLES:**
-  Speak at events
 -  Host job shadowing/field trips/company tours
 -  Participate in career fairs

Provide paid, short-term (usually 1 month - 1 year and up to 400 hours) work experiences for young people (typically high school or college-aged) to build employability skills and first-hand knowledge of your profession and company.

TIME, STAFFING, AND MONEY INVESTMENT:
Stipends for interns (may be covered by government funds), moderate time commitment from supervisors, little to no budgeted expenditures.

RETURN ON INVESTMENT:
Pays off in the medium + long-term by building interest and employability skills in young people.

- EXAMPLES:**
-  Host Interns
 -  Host Pre-Apprentices

Hire young people (typically high school or college-aged) to work while getting on-the-job training, aligned classroom experience, and postsecondary credit/industry certification (usually 1-3 years and 2,000 hours). Participants are prepared to be competitive for an entry-level full-time position with their employer.

TIME, STAFFING, AND MONEY INVESTMENT:
Participant wages, supervisor and staff time and budgeted expenditures, training costs, wrap-around support. Participants work part-time as they accrue portable postsecondary credit and credentials.

RETURN ON INVESTMENT:
Pays off immediately by being able to hire qualified talent to a full-time role at the culmination of the program.

- EXAMPLES:**
-  Hire apprentices
 -  Partner with Training to Job Programs



CITYWORKS

Contact us with questions or feedback.

Modeled after Bain & Co. Career Connected Learning Framework