

<b>Employer Role</b> (measured by time commitment)	<b>Career Awareness</b> (Primary targets: 7 <sup>th</sup> and 8 <sup>th</sup> Grade)	<b>Career Exploration</b> (Primary targets: 9 <sup>th</sup> and 10 <sup>th</sup> Grade)	<b>Career Immersion</b> (Primary targets: 11 <sup>th</sup> and 12 <sup>th</sup> grade)
<b>Supporting</b>  (Lighter Engagement)  1 – 6 Hours on a single day	<b>Guest Speaker</b> (30-60 min.): Visit a school to talk with students about jobs, businesses, industries and the skills and knowledge needed to achieve career goals  <b>Workplace Tour</b> (1.5 -2 hrs): Host a small group of students to tour your workplace to discuss career options, a typical day, student opportunities and more	<b>Informational Interview</b> (30-90 min.): Answer student questions in person, by phone or zoom, or email, about a profession or specific topic  <b>Competition Judge</b> (2-6 hrs): Judge student presentations or competitions related to your industry and provide constructive feedback regarding student mastery of targeted competencies	<b>Resume Development</b> (1-2 hrs): Provide feedback to students about their resumes  <b>Audition/Portfolio Review</b> (1-4 hrs): Provide feedback on student performances or artistic/skill-based portfolios  <b>Mock/Video Interview</b> (1-2 hrs): Provide students feedback on their responses to interview questions
<b>Partnering</b>  (Medium Level Engagement)  Range of ½ day, full day, and/or 2 day activities	<b>Career Fair</b> (2-4 hrs, 1/2 day): Staff a booth to share advice about pursuing a career, any skills, knowledge and credentials needed, and career roles and responsibilities  <b>Career Conference</b> (2-4 hrs): Prepare and facilitate an interactive breakout session at student conferences, based on a curricular/career area	<b>Job Shadow</b> (usually one work day): Provide an opportunity for students to observe, discuss and participate in the daily routines and activities of jobs in your workplace; show all aspects of the industry	<b>Industry Project</b> (8-15 hrs, could last longer): Collaborate with teachers to integrate authentic industry tasks/issues/challenges into curriculum, and support implementation of industry-related projects  <b>Industry Recognized Credentials</b> (2-8 hrs): Support teacher efforts to identify relevant IRC's; support creation of methods for student attainment
<b>Leading</b>  (Larger commitment – spread over the course of weeks)  Approx. 15 – 20 hours, typically during one semester	<b>Mentor/Coach</b> (15 hrs over semester): Offer in-person and virtual support, guidance and motivation to students as they learn about careers	<b>On-line Discussion Forum</b> (2-15 hrs): Answer student questions and offer advice, share your experiences and career journey, and otherwise support students virtually  <b>Labor Market Information Activities</b> (1/2 day): Support efforts to teach students about the regional labor market, with information about your industry's needs.	<b>School-Based Enterprises</b> (15-20 hrs): Help students design, manage and run enterprises that offer goods or services to a customer base, typically on school premises, to gain work and entrepreneurship experience  <b>Service-Learning Project</b> (15-20 hrs): Help students design and implement projects at local nonprofits and public agencies to address local needs while gaining work experience
<b>Championing</b>  (Substantial commitment – spread over months, or a full school year)  Anywhere from 40- 150 hrs, or more	<b>Themed Project</b> (24+ hrs): Assist teachers in designing a multidisciplinary learning activity. Potentially coach student teams and/or provide feedback on student work	<b>Financial Literacy and Career Skills Workshops and Courses</b> (2-40 hrs): Help develop and implement 1) financial literacy activities and workshops, relating to college expenses and budgeting re cost of living, and/or 2) career/technical skills course relating to your industry	<b>Internship/Work/Clinical Experience</b> (45+ hrs): Provide employability skill development, for pay for at least minimum wage, with duties and responsibilities comparable to entry level jobs  <b>Youth Apprenticeship</b> (450+ hrs): Paid on-the-job training based on state youth apprenticeship curriculum guidelines