



TALENT SHADOW

WHAT: Provide an in-depth, hands-on, one-on-one experience for a student to be immersed in your industry

Show what a “day in the life” of a professional in your industry looks like and what sets your company apart as a desirable place to work.

COMMITMENT: PLANNING - 2 MONTHS

Collaboration (phone call, email) to determine day-of schedule, topics to discuss, important questions, etc. will take two weeks however, schools typically require two months notice.

EVENT - 3 to 8 HOURS

WELCOME/TOUR : 30 min.

Welcome student to the office/retail location and give them a tour of the office/worksite/location. While touring, ask questions about each other to “break the ice.” Show a company video if you have one.

DETAILS ABOUT ROLE/HANDS-ON EXPERIENCE : 45 min.

Share details about your role, show some examples of your work, and ask questions to connect it to the student’s interests. Find ways for the students to get hands-on if possible.

CONNECT WITH COLLEAGUES IN OTHER AREAS : 90 min.

Conduct three 30-minute sessions on the different areas of the business, talking with colleagues about their work and how it impacts the overall goals of the organization. Find ways for the students to get hands-on if possible.

Q&A/WRAP-UP: 45 min.

Prep students with some questions, wrap up and conduct a feedback survey.

CONSIDER ADDING...

Refreshments/lunch; Branded company swag; Small prizes or a company product as raffle prizes or giveaways; Allow the student to join for a meeting - prepare them so they can understand what the meeting is about and look for a way to seek their input on the topic if possible.

BENEFITS

BUSINESS

Teach potential future workers about your business and industry, allowing for more intimate learning where the student is the focus

STUDENTS

Offer opportunity for learning through questions and 1:1 activity to build occupational knowledge and visualize a personal path toward a career



NEXT STEPS

GO TO

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OR CALL

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