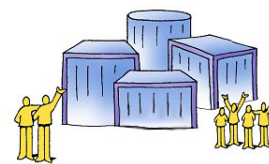
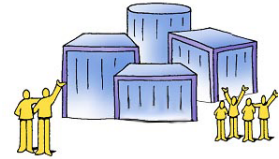


# HANDLING EMPLOYER OBJECTIONS TO WORK-BASED LEARNING



“Lack of Resources!”	Possible Solution
<p>“No Time to Train”</p> <p>“No Coordinator”</p>	<ul style="list-style-type: none"> <li>▪ "Many businesses have this concern, but are impressed at the skill level of youth once they get there - especially using technology."</li> <li>▪ We're committed to making good matches.</li> <li>▪ We'll send prepared youth with good skills. Let us know what skills you need them to have.</li> <li>▪ Suggest holding a company team meeting to brainstorm ideas and how to share the mentoring role.</li> <li>▪ Conduct first meeting as site-visit and organizational assessment to help plan for students in the workplace.</li> <li>▪ Have a few tried-and-true youth job descriptions as on hand. Suggest starting out with one or two placements.</li> </ul>
“What Can They Actually Do?”	Possible Solution
<p>“We only want college level students”</p>	<ul style="list-style-type: none"> <li>▪ "There are common misconceptions about the abilities of high school age youth."</li> <li>▪ Use examples of businesses who have had successful youth experiences</li> <li>▪ Have lists of possible job functions HS students have proven to be successful in (especially if they have been validated by professionals in the industry.</li> </ul>
<p>“How can we make it fun for them?”</p>	<ul style="list-style-type: none"> <li>▪ Not needed - these youth want to have professional, valuable experiences.</li> </ul>
	<ul style="list-style-type: none"> <li>▪ Think of them as employees, with high expectations for performance and behavior.</li> </ul>
	<ul style="list-style-type: none"> <li>▪ Make it fun, by making it challenging.</li> </ul>

# HANDLING EMPLOYER OBJECTIONS TO WORK-BASED LEARNING



“Now's Not a Good Time”	Possible Solution
“Try me later, Not a good time”	<ul style="list-style-type: none"> <li>▪ Don't give up easy.</li> <li>▪ Emphasize that students can actually help with the workload, they are an asset.</li> <li>▪ If really "NO" then follow up is key. Keep good notes, share them with other liaisons and call back on a regular basis to show you are dedicated and it is important.</li> </ul>
“Concerned about working with young people”	Possible Solution
<p>“We want older students.”</p> <p>“It’s a quality of work issue.”</p> <p>“We only want kids with high grades.”</p>	<ul style="list-style-type: none"> <li>▪ Use success stories from similar situations to shift perceptions.</li> <li>▪ Invite the person to visit a class to meet students, especially in an academy program for the same industry.</li> <li>▪ Bring a student with you to the meeting when appropriate.</li> <li>▪ Again, emphasize the skill level of students and what we have learned about high school students' incredible capacity to learn fast and adapt.</li> <li>▪ Take sample resumes with you.</li> <li>▪ Talk about how your program helps students build skills and focus.</li> <li>▪ Walk the person through identifying the minimum skills required for certain positions and emphasize that you’ll find a youth who can do these jobs.</li> <li>▪ All students need these experiences and most seem to do better in a professional environment - Grades are not necessarily the best indicator of performance.</li> <li>▪ Use it as a call to action- “Sign up now to get the cream of the crop.”</li> <li>▪ Participate in other activities to gain access to students and "try before you buy."</li> </ul>

# HANDLING EMPLOYER OBJECTIONS TO WORK-BASED LEARNING

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