

Work-Based Learning Program

Information Guide

Because of the skills gap and other workforce issues we are encouraging businesses to take on the role of **being producers of talent** and not just consumers of talent. In true partnership with the Kentucky Department of Education and the Kentucky Labor Cabinet we help you create a work-based learning program to build a talent pipeline and train your future workforce.

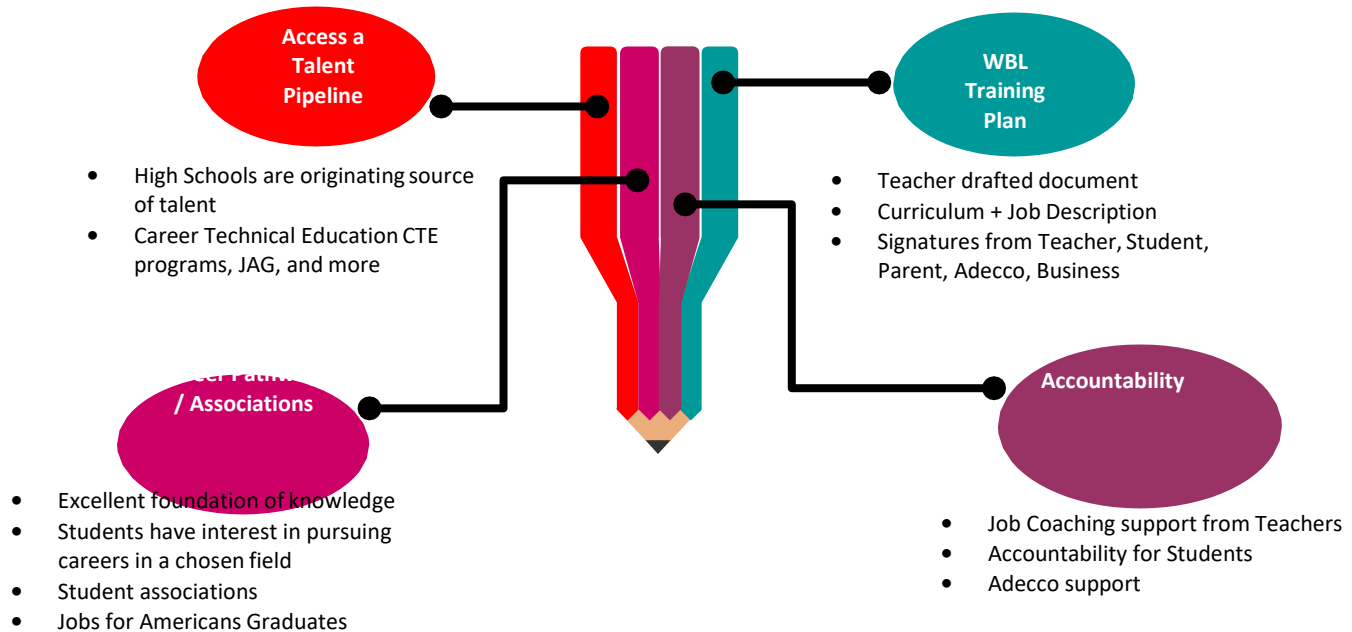
The YES! Mission

To help businesses build partnerships with local schools and allow you to say “YES!” to offering pre-apprentice, co-op, and internship opportunities for high school students ages 16+

Overcoming Barriers to Hiring Youth

- **Child Labor Laws:** We will walk you through the child labor laws, explain the “exemptions for bona- fide student learners,” help you create a program that complies and ensures the best interest of the student.
- **Workers Compensation Insurance:** Your insurance carrier may not allow you to hire underage. Via the staffing model Adecco becomes the employer of record
 - Adecco takes on workers compensation insurance
 - We manage all administrative HR duties and payroll for the students
 - We provide long-term management and support of the students

Why a High School Recruitment Program?





Accountability

This is one of the most important aspects of the program. While students are still in school and working for you through a cooperative program there is accountability for the student. Teachers and Educators become job coaches! They help students navigate the transition to a career, help them keep their commitment to the employer, and learn the competencies written on their Work-Based Learning Plan.

Adecco is also a partner to help students and coach them on soft skills needed for success.

Just imagine! How can our Work-Based Learning Program benefit you?

For many decades, businesses have been unable to offer apprenticeship and student employment because of child labor law fears and because of risk factors. Adecco created our Work-Based Learning Program to develop legal programs and to remove that risk barrier. Data and experiences from around the U.S. and the globe tell us work-based learning is an effective and proven employment and training model. There is a resurgence in this model. In fact, we are on the edge of a renaissance! We invite you to join. Let's get ahead of the curve!

For more information please contact:

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