



# Case Scenario

## FOR GROUP DISCUSSION

### MODULE 1, LESSON 2

## ESTABLISHING EMPLOYER ENGAGEMENT BOUNDARIES

### Introduction

Let's practice establishing boundaries. When meeting an employer for the first time, it is tempting to "*promise the moon*" to make a good impression. However, it is important to be truthful and clear of what you can and can't provide.

### Scenario

For example, think about how you would respond if the employer said they need to hire some employees, but need to get their business established first, and wonder if you could pay wages for a while. Look at the two options and weigh the pros and cons of each. Are there other options that you would consider?

**Option 1: You tell your co-workers that job placements are an option and ask them to set up some paid work experiences to help the employer.** (Response: *Try again. Paid work experiences are a great work-based learning opportunity but you need to make sure that the clients have an interest in that profession and would benefit from the experience.*)

**Option 2: You ask the employer for more information about the types of jobs she needs to fill and talk with her about work-based learning.** (Response: *Yes! Work-based learning opportunities are great for employers as well as for job seekers. However, it is important to know if there is a match between client interests and employer needs.*)

It is important to work on establishing clear boundaries with employers from the beginning. This doesn't need to be an obvious process to the employer, but rather in the way you respond to questions and present information. For example, you want to provide clear information on the intent of the work-based experience and the goal of facilitating quality job matches between job seekers and employers. Nicely done!