

Why Partner in Work-Based Learning?

Boost Your Bottom Line and Strengthen Your Workforce

Investing in workers through on-the-job training can boost retention and job satisfaction while also enabling companies to save on costly churn.

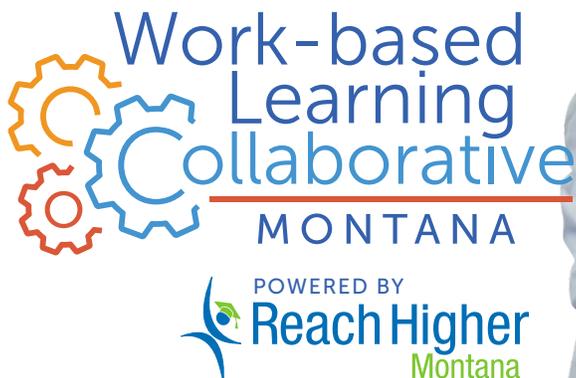
Workers value the opportunity to learn, and that value shows up for the bottom line: one analysis found that for every dollar that employers spent on an education benefit program, they generated an additional \$1.29 in savings – a 129% return on investment.

Employer Benefits

- Cut hiring costs with reduced turnover
- Build a skilled pipeline
- Train employees with the skills you need them to learn
- Increase productivity
- Access talent early
- Reduce commitment risk
- Boost community reputation
- Provide youth with a sense of belonging and purpose

Strengthen the Local Economy

- **Every \$1 invested in work-based learning** returns \$1.50 - \$2.00 in local economic value.
- **12 hours per week at minimum wage** allows a student to contribute \$10,000/year to the local economy.
- **42,000 young Montanans are not engaged in work** and most claim school is the reason.
- **School and work can co-exist** through work-based learning.



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Return on Investment for Various Career-Connected Learning Experiences

Activity	Typical Cost	Direct and Indirect Returns	ROI (Value per \$1 Spent)	Key Benefit
Job Shadow (1-5 days)	\$200-\$300	Early brand awareness, future interest	\$3-\$5	Build future talent pipeline
Career Fair (2-16 hours)	\$250-\$700	Visibility, recruitment savings	\$4-\$8	Market your business to many at once, cheap
Guest Speaker/ Panelist (1-2 hours)	\$200-\$400	Broad reach, build industry awareness	\$5-\$10	Build brand, attract talent
Internship (8-16 weeks)	\$2,600-\$4,600	Productivity, pipeline, retention	\$2-\$4	Train and retain future employees

According to the Society for Human Resource Management, the average cost to hire a new employee is \$4,700 (2025).

References

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For more information, **contact Gabrielle Rowley** at growley@ReachHigherMontana.org or (406) 422-6809 or visit wblmt.org