



Take a Child to Work Day

Activity & Social Media Toolkit

for Maryland Workplaces

Inspire the Next Generation of Maryland's Workforce

Across the U.S., **Take a Child to Work Day** invites children to step into the world of work and begin imagining their future careers. The Maryland Department of Labor invites you to join us on **April 23, 2026** in opening doors for the next generation.

By welcoming young Marylanders into your workplace — even for a few hours — you can help them see how their interests and classroom learning connect to real-world careers.

Simple activities like job shadowing, workplace tours, hands-on activities, or conversations with staff can spark curiosity, build confidence, and inspire future possibilities.

This toolkit offers **activity ideas and templates** that you can use to host a Take a Child to Work Day experience at your workplace. We've also included **sample social media posts** and tips for you to share your activity photos and highlights through #KidsVisitWorkMD.

Join us!



Activity Toolkit



Tier 1 – Workplace Visit

Welcome + Observation: 2-3 hours

- Easy to coordinate and implement, with minimal time commitment
- Provides an accessible experience for kids
- Simple activities like:
 - Welcome session describing what your team does and why it matters
 - Shadowing a parent, guardian, or mentor in their regular work
 - Observation activities in various units, including unit overviews



Tier 2 – Structured Half-Day Program

Rotations + Activities: 3-4 hours

- This requires a little more staff time to implement, but offers more career exposure for participating youth.
- Structured activities like:
 - Planned rotations with different teams or departments to offer kids a variety of career exposure
 - Demo stations for hands-on activities, showcasing skills your staff use at work or simple craft activities related to your organization’s mission
 - Q&A panel with employees, offering deeper insight into what your organization does or employees’ personal career pathways



Tier 3 – Career Exploration Day

Structured Exploration: 6–8 hours

- This may require more coordination and a budget, but would provide the most complete and valuable experience for kids.
- Structured, coordinated activities like:
 - Welcome session with a dynamic leader
 - Career pathway presentations and stories of how workers entered the profession
 - Rotations and job shadowing with multiple units of the organization
 - Tours to explore different areas of the work facility
 - Hands-on projects guided by staff volunteers
 - A closing activity with structured reflection to maximize learning and career-connected understanding
 - Breakfast, lunch, and snack breaks throughout the event.



Half-Day Sample Schedule

8:30 – Welcome & Icebreaker

“Guess the Job” activity

9:00 – What We Do & Why It Matters

Company overview in youth-friendly language

9:30 – Department Rotations

10:45 – Hands-On Activity (self-guided, with time for break)

11:30 – Career Pathways Talk

- Education and skills needed
- Spotlights and storytelling about the profession, like how employees got started, favorite parts of job, etc.
- Career growth opportunities
- Q&A

12:00 – Wrap-Up and Group Photo



Full-Day Sample Schedule

8:30 – Welcome & Icebreaker

“Guess the Job” activity

9:00 – What We Do & Why It Matters

Company overview in youth-friendly language

9:30 – Department Rotations

10:45 – Hands-On Activity

11:30 – Career Pathways Talk

- Education and skills needed
- Spotlights and storytelling about the profession
- Career growth opportunities
- Q&A

12:00 – Lunch plus a tour or break

1:00 – Career Interest Survey Activity

- Example: [O-NET Interest Profiler](#)

2:00 – Workplace Scavenger Hunt or Career Bingo Game

3:00 – Reflection Session

- What they liked
- What they didn't like
- What they would change
- Additional insights

3:30 – Wrap-Up and Group Photo

Sector-Specific Engagement Ideas

Agriculture

- Food supply chain mapping
- Drone technology demo
- Sustainability challenge

Construction & Skilled Trades

- Tool identification game
- Blueprint reading basics
- VR safety simulation

Healthcare

- Practice taking pulse (on demo equipment)
- Medical career bingo
- Meet key roles beyond doctors/nurses (techs, billing, IT)

Life Sciences

- Microscope Discovery: explore samples
- Lab experiment and testing showcase
- Meet professionals in research, lab work, biomanufacturing

Manufacturing

- Robotics or automation demo
- Build a simple prototype challenge
- Show production-to-distribution pipeline

Technology

- Mini coding activity
- Cybersecurity simulation game
- App design brainstorming

Activity Sample: Career Exploration Bingo

As you explore today's workplace, find someone who matches each box. Write their name in the square. Try to get Bingo!

Sample content for the bingo boxes is below. Customize for your organization.



- Works with technology
- Solves problems daily
- Works on a team
- Uses math in their job
- Helps customers
- Works outside
- Uses creativity
- Manages projects
- Works independently
- Went to a 2-year college
- Completed an apprenticeship
- Earned industry certifications
- Works with data
- Helps keep people safe
- Uses communication skills
- Works with tools

Activity Sample: Interview an Employee

Learn about a career! Ask your activity partner about their work.

1. What is your job title?
2. How did you get into this career and this job?
3. What does your typical day look like?
4. What skills are most important in your role?
5. What education or training did you complete?
6. What do you enjoy most about your job?
7. What advice would you give someone my age?



Activity Sample: *My Future Career Vision Board*

Goal: Turn today's career exposure into actionable career research.

Outcome: Connects **career exploration** → **workforce data** → **education pathways**

Explore Careers (5 min)

Visit O*NET [My Next Move](#):

- Search a career seen today
- Review skills, education, and job titles

Reflect (7 min)

Complete Career Reflection Sheet, writing down:

- Career you learned about
- 2–3 key skills required
- One step you can take now

Share (3 min)

Volunteers share insights:

- Did the research confirm or change what you observed today?
- What is one pathway to reach the career you explored?

Employer Planning Checklist

- Designate a lead coordinator (and planners)
- Create an agenda
- Partner with HR and legal to assess needs
- Prepare safety guidance
- Prepare youth-friendly materials
- Promote the event
- Obtain signed waivers and photo releases
- Host the event
- Highlight the event on social media with #KidsVisitWorkMD and tag MD Labor!
- Collect feedback to inform next year's event

Social Media Toolkit



Social media post template 1

For use on LinkedIn, Facebook, Instagram

Thanks to all of the kids who visited *[employer]* today for Take a Child to Work Day!

They had a chance to *[describe activities and include photos]*

We're proud inspire Maryland's future talent in partnership with the Maryland Department of Labor. #KidsVisitWorkMD



Social media post template 2

For use on LinkedIn, Facebook, Instagram

In celebration of Take a Child to Work Day, we're introducing young people to careers in *[industry/sector]*.

Participants are exploring real-world pathways, connecting with professionals, and getting a closer look at opportunities in Maryland's growing industries.

We're proud to partner with the Maryland Department of Labor on this initiative, to inspire the next generation of workers.

#KidsVisitWorkMD



Social media post template 3

For use on LinkedIn, Facebook, Instagram

We're proud to participate in Take a Child to Work Day in partnership with the Maryland Department of Labor!

Let's give young people the chance to explore careers—today and year-round.

Share how your organization is introducing young people to career paths in Maryland. #KidsVisitWorkMD.



Ideas and tips for posting on social media

- Share how many youth participated
- Highlight the industries or careers explored
- Action photos of industry demonstrations
- Action photos from hands-on activities
- Group photos with staff or mentors
- Photos from workplace tours or job shadowing
- Short videos of youth learning about careers
- Quotes from participating students
- Employer perspectives on why career exposure matters
- **Get photo releases for all children included in your posts**
- Tag MD Labor ([Facebook](#), [LinkedIn](#), [Instagram](#)), so we can see and help amplify your posts
- If you'd like to collaborate on an Instagram post, email grant.devuyst@maryland.gov in advance for planning.

Support is available

Do you have questions about this toolkit or how to amplify your event for Take a Child to Work Day?

Contact dlwdalcommunications-labor@maryland.gov.

We are here to help elevate your impact! Please also let us know if you have content that would be a good fit for MD Labor's main social media channels.

