Work-based Learning Definition

Work-Based Learning: A continuum of experiences that support career awareness, career exploration, and career preparation, through engagement with employers and real work opportunities. Work-based learning experiences are connected to curriculum and range in intensity, from tours and job shadowing, which expose students to career options, to internships, work experience, co-op, and apprenticeships, which teach both general and specific career-related skills through actual work. High intensity WBL can also include projects completed, or services performed, in classrooms, if employers are directly involved, or if the projects and services are being developed/performed for a client outside of class. Examples include a web development project or service for a local non-profit organization. Any high intensity WBL experience requires a learning plan, assessment, and adherence to other criteria for high quality and safe practice. Work-based learning, while sometimes coordinated by staff outside the pathway, is integral to both Pathway Participation and Career and Employment Preparation and connects the two. (from ERJP Glossary)

Work-Based Learning Continuum

Career Awareness

Learning ABOUT work.

Build awareness of the variety of careers available and the role of postsecondary education; broaden student options.

Sample Student Learning Outcome Student can articulate the type of postsecondary education and training required in the career field and its importance to success in that field.

Experience Defined by:

- One-time interaction with partner(s), often for a group of students
- Designed primarily by adults to broaden student's awareness of a wide variety of careers and occupations

Experiences might include:

- Workplace tour
- Guest speaker
- Career fair

Career Exploration

Learning ABOUT work.

Explore career options and postsecondary for the purpose of motivating students and to inform their decision making in high school and postsecondary education.

Sample Student Learning Outcome Student can give at least two examples of how the student's individual skills and interests relate to the career field

and/or occupations. Experience Defined by:

- One-time interaction with partner(s) for a single student or small group
- Personalized to connect to emerging student interests.
- Student takes an active role in selecting and shaping the experience
- Depth in particular career fields.
- Builds skills necessary for in-depth work-based learning

Experiences might include:

- Informational interview
- Job shadow
- · Virtual exchange with a partner

Career Preparation: Practicum and Internships

Learning THROUGH work.

Apply learning through practical experience that develops knowledge and skills necessary for success in careers and postsecondary education.

Sample Student Learning Outcom

Student builds effective collaborative working relationships with colleagues and customers; is able to work with diverse teams, contributing appropriately to the team effort.

An Experience Differentiated by:

- · Direct interaction with partners over time
- Application of skills transferable to a variety of careers
- Activities have consequences and value beyond success in the classroom.
- Learning for student and benefit to partner are equally valued

Experiences might include:

- Paid and unpaid internships
- Co-op experiences
- Service learning and social enterprises with partners
- Student-run enterprise with partner involvement
- Projects with regular input from professionals

Career Training

Learning FOR work.

Train for employment and/or postsecondary education in a specific range of occupations.

Sample Student Learning Outcome Student demonstrates knowledge and

Student demonstrates knowledge and skills specific to employment in a range of occupations in a career field.

An Experience Differentiated by:

- Interaction with partners over extended period of time
- Benefit to the partner is primary and learning for student is secondary
- Develop mastery of occupation specific skills
- Complete certifications or other requirements of a specific range of occupations

Experiences might include:

- Internship required for credential or entry to occupation
- Apprenticeship
- Clinical experience
- · On-the-job training
- · Work experience

Source: Linked Learning Alliance (2012).