

# WORK-BASED LEARNING

## FEDERAL DEFINITION

**Sustained interactions** with industry or community professionals in **real workplace settings**, to the extent practicable, or simulated environments at an educational institution that foster **in-depth, firsthand engagement** with the tasks required in a given career field, that are **aligned to curriculum and instruction**.

Strengthening Career and Technical Education for the 21st Century Act, 2019.



## KEY ACTORS

- State Education Agency
- State Department of Labor
- Workforce Development Boards
- K-12 Education System
- Postsecondary Education Systems and Institutions
- Employers and Chambers of Commerce



## FUNDING SOURCES

- Perkins V and Workforce Innovation and Opportunity Act
- State Appropriations
- District Allocations
- Employers
- Philanthropic Grants

## WORK-BASED LEARNING CONTINUUM



### SUPPORTING ACTIVITIES

#### AWARENESS

Activities that expose individuals to professionals and information on careers and the skills they require.

CAREER FAIRS

SPEAKERS AND CLASSROOM VISITS BY PROFESSIONALS

SERVICE LEARNING

#### EXPLORATION

Activities that deepen individuals' understanding of a career and some of its specific job functions.

TOURS OF BUSINESSES

JOB SHADOWING

INFORMATIONAL INTERVIEWS AND MENTORSHIP



### WORK-BASED LEARNING ACTIVITIES

#### PREPARATION

Activities that allow individuals to experience and explore work-specific tasks in a specific field.

PRE-APPRENTICESHIPS

PRACTICUMS

PAID SUMMER EMPLOYMENT

#### TRAINING

On-the job training for specific jobs and careers.

APPRENTICESHIPS

INTERNSHIPS

CLINICAL EXPERIENCE

## STATE POLICY COMPONENTS



### STATE AND REGIONAL COORDINATION.

Establish a consistent definition, create a clear plan and designate entities to help state and regional workforce and education stakeholders coordinate efforts.



**ACCESS.** Provide information and opportunities for all individuals across the P-20 and adult education spectrum to engage in meaningful work-based learning opportunities.



**FINANCE.** Provide funding to develop, implement, evaluate and support work-based learning activities, and to pay individuals for participating in the activities.



**PROGRAM QUALITY.** Establish statewide guides and supports that lead to alignment and accountability for work-based learning programs.



**CREDIT.** Ensure that individuals receive credit for completing work-based learning activities at both the secondary and postsecondary levels.

## STATE EXAMPLES



Broadly **defines** work-based learning.

[Workplace Experiences for Nebraska](#)

initiative outlines a work-based learning continuum. [Links](#) education and work-based learning experiences.



Clear **definition** of work-based learning.

Provides a **continuum** of work-based

learning activities. [Links](#) work-based learning with classroom learning.

## POLICY EXAMPLES



In 2019, Illinois enacted [H.B. 2658](#), defining

work-based learning and requiring the state

board of education to develop a work-based

learning database to help facilitate relationships

between school districts.



In 2020, Virginia enacted [S.B. 112](#), requiring the

state board to include in its graduation

requirements the options for students to

complete a dual enrollment course or high-quality,

work-based learning experience.

## RESOURCES

- [Work-Based Learning Blog Series](#)
- [Perkins V Blog Series](#)
- [Career and Technical Education Policy Snapshot](#)
- [Work-Based Learning: Model Policy Components](#)

