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

Nebraska - Broadly defines work-based learning. Workplace Experiences for Nebraska initiative outlines a work-based learning continuum. Links education and work-based learning experiences.

Tennessee - Clear definition of work-based learning. Provides a continuum of work-based learning activities. Links work-based learning with classroom learning.

POLICY EXAMPLES

Illinois - 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.

Virginia - 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

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