

# Work-Based Learning

An educational program or experience involving student interactions with industry or community professionals in real, virtual, online, or simulated work environments that expose learners to postsecondary options, provide opportunities for skill development and proficiency attainment, and allow students to reinforce and deepen their school-based learning.

School-directed experiences, which may or may not involve industry participation, focused on exposing students to a broad range of industries.

Immersive experiences in professional work environments that augment academic and career development.

**Career Awareness**

**Career Exploration**

**Career Preparation**

**Career Training**

Student-driven experiences with professionals that allow students to learn about specific areas of interest based on inventories/assessments.

Industry-led training in which students demonstrate academic/career/technical proficiency through trade-related experiences.



## Benefits to Schools

- Provides flexible pathways for students to demonstrate college and career readiness.
- Enhances the ability to meet the interests and needs of diverse student populations.
- Contributes to and supports the personalized learning planning process.
- Strengthens the school's relationship with the community and the workforce.
- Makes learning more relevant and authentic for students.
- Increases student engagement.
- Opportunity for students to demonstrate proficiencies through work-based learning.

## Benefits to Employers

- Develops new pool of potential employees who will understand the needs and expectations of the workplace.
- An effective way to communicate employer needs to local educators and provide opportunities for students.
- Improves employee retention.
- Reduces training/recruitment costs.
- Provides developmental opportunities for a current workforce.
- A valuable strategy to provide a community service.

## Benefits to Students

- Opportunity to apply classroom learning to real world settings.
- Establishes a clear connection between education and work/career.
- Opportunity to identify and explore various career fields.
- Increases self-confidence, motivation to stay in school, and post-graduation job prospects.
- Exposure to the expectations of the workplace.
- Opportunity to practice positive work habits and attitudes.
- Builds direct connections with adult role models and mentors.
- Establishes professional contacts.