

Work-Based Learning Framework

Work-based learning looks beyond the classroom to expand academic and technical learning and accelerate advancement along career pathways. Work-based learning is defined as a student or worker completing meaningful job tasks in a workplace that develop readiness for work, knowledge, and skills that support entry or advancement in a particular career field. Work-based learning supports a continuum of lifelong learning and skill development for a range of workers and learners—K-12 students, young adults, college students, adult jobseekers, and incumbent workers.

CAREER EXPERIENCE

SPECIFIC SKILLS | PERMANENT EMPLOYMENT

Engages individuals as paid workers to gain specific skills, in conjunction with related classroom or lab instruction, in a particular industry or occupation.

Models include:

- Registered Apprenticeships
- Youth Apprenticeship
- Other Forms of Apprenticeships
- Transitional Jobs
- On-the-Job Training
- Work-Based Courses

CAREER EXPOSURE

INDUSTRY INTRO | SHORT-TERM

Brings participants to workplaces for short periods of time with the goal of gaining introductory information about an industry and associated occupations.

Models include:

- Job Shadows
- Company Tours
- Mentoring
- Simulations
- Information
- Interviews

CAREER ENGAGEMENT

BASIC TECHNICAL & EMPLOYABILITY SKILLS

Provides extended opportunities for participants to increase their knowledge of an identified field of interest and gain employability skills and some entry-level technical knowledge or skills.

Models include:

- Internships
- Pre-Apprenticeships
- Apprenticeship Readiness
- Cooperative Education
- Service Learning

WORK-BASED LEARNING

PREPARATION FOR WORK-BASED LEARNING

CAREER EXPLORATION

AWARENESS | FOUNDATION | PREPARATION

Builds awareness of careers. Career exploration activities do not take place in workplaces and are not work-based learning, but provide a foundation for work-based learning and prepare participants to make the most of opportunities.

Models include:

- Career Fairs
- Industry Projects
- Interest Inventories
- Mock Interviews