

Welcome to January Ecosystem Enrichment!

Introduction to Work-Based Learning

WHAT IS ECOSYSTEM ENRICHMENT?



Monthly professional development opportunity for workforce professionals – career coaches, business services representatives, training instructors, and more!



Information that helps connect a complex system of services so that jobseekers can get the support they need to find, obtain, and maintain quality employment – no matter where they start!

Broadly applicable workforce development skills/knowledge with local context



Join us each month for more, invite others you think are a good fit, and reach out if you have questions about previous or upcoming sessions

Housekeeping Items

The session is being recorded, the PowerPoint and other materials will be sent out after the session.

Please mute yourselves to make sure that speakers can be heard, and we do not experience feedback. No need to keep video on unless you want!

Feel free to share your own thoughts, reactions, and reflections to the topics as we go along. If time allows, we can move to participant questions, so please send those to me privately!

Introductions

Type in the chat

Name, Title, Organization

How to stay energized at work?



Key Learning Objectives



What is Work-Based Learning and who provides it?



What is WBL important and the case to employers



Types of WBL



Components of Effective WBL

What is Work-Based Learning

- Application of academic, technical, or employability skills in a work setting
- Different forms and intensities
- Participants gain technical skills as well as professionalism and employability skills
- Examples include:
 - Paid apprenticeships
 - Summer youth employment programs
 - Paid and unpaid internships
 - On-the-job training
 - Clinicals
- Less intensive forms of work-based learning involve job shadowing, work site visits, or simulated work environments used in many technical training programs.

A photograph of a group of people, likely students, with their hands raised in a classroom or meeting setting. The image is dimly lit and has a dark green overlay. The text is overlaid on the image.

Raise your hand if...

You have participated in a work-based learning opportunity?



Who Provides Work-Based Learning?

Typically, employers and training providers will work in tandem to offer work-based learning as a part of a longer learning or training program

Work-and-Learn Model Continuum

LOW TOUCH

Work-and-Learn

- Less structured
- Low engagement/
resources needed
from the employer
- General career
knowledge for the
working learner

Career Fair, Career
Expo/Job Fair

Industry Tour

Job Shadowing

Externship

Pre-Apprenticeship

Mentorship

Clinical Training/
Practicum

Returnship

On-the-Job Training

Internship

Cooperative
Education/Co-Op

Apprenticeship

Registered
Apprenticeship

HIGH TOUCH

Work-and-Learn

- Very structured
- High engagement/
resources needed
from the employer
- Full immersion and
career/industry
knowledge for the
working learner

WBL Framework

Click on the components to learn more

**ALIGNMENT OF
CLASSROOM AND
WORKPLACE LEARNING**



**APPLICATION OF ACADEMIC,
TECHNICAL, AND EMPLOYABILITY
SKILLS IN A WORK SETTING**



**SUPPORT FROM
CLASSROOM OR
WORKPLACE MENTORS**





Opportunity for exposure to work and hands-on learning that might not be available in classroom training



Better alignment with skill requirements from employers hiring in the industry an individuals is training in



Socialization in a real work environment



Reinforcement of employability skills that can be hard to apply in a classroom

Importance of Work-Based Learning

Benefits to Participants

- Gain applicable experience and technical skills
- Ensure interest and aptitude in an occupation/industry
- Network with potential employers for future job prospects
- Connect classroom learning to real-work application

Benefits to Training Providers

- Make classroom learning more relevant
- Increase understanding of workplaces for students
- Provide students with opportunities for success
- Improve job placement and wage outcomes for students

The Business Case for WBL

- According to JFF, WBL can benefit businesses with
 - Improved productivity and quality
 - Increased innovation
 - Higher levels of employee engagement
 - Increased workplace diversity and inclusion
 - Enhanced visibility and favorability in the community

Key WBL Models: Internships

Overview

- Provide participants with an opportunity to learn about a career or industry by working for an employer in the field of interest for a limited period of time
- A form of experiential learning, often tied to a secondary or postsecondary program of study, that enables participants to gain applied experience, build professional and technical skills, and make connections in a field of interest

Population Served

- Secondary and postsecondary students
- Opportunity youth
- Recent college graduates
- Working-age adults

Core Purposes

- Exposure to a career field and/or the world of work
- Development of professional skills
- Academic learning
- Job (temporary)

Key WBL Models: On-the-Job Training

Overview

- Workplace-based opportunity for participants to develop career-track skills needed for entry to a particular industry or advancement along a career track
- Can support rapid re-employment of individuals following mass layoffs
- Can be used to retrain incumbent workers if technological or other changes within a workplace demand the development of new skills
- The Workforce Innovation and Opportunity Act (WIOA) contains provisions for funding OJT programs that meet established federal requirements, but employers and other organizations may also establish independent OJT programs

Population Served

- Dislocated workers and low-skilled adults
- May be incorporated in individual service plans for opportunity youth

Core Purposes

- Development of professional skills
- Job (permanent)

Key WBL Models: Transitional Jobs

Overview

- Designed to address challenges faced by individuals with barriers to employment
- Time-limited employment, through which participants gain professional skills and establish a successful work history, is combined with a range of supportive services, including employment services
- WIOA contains provisions for funding transitional jobs programs that meet established federal requirements, but workforce and community-based organizations may also establish independent transitional jobs programs
- Temporary Assistance to Needy Families (TANF) funds may be used to implement transitional jobs programs and to subsidize wages, and local workforce development boards can use WIOA formula funds for transitional jobs.

Population Served

- Opportunity youth
- Individuals with barriers to employment

Core Purposes

- Exposure to the world of work
- Development of professional skills
- Job (temporary)

Key WBL Models: Apprenticeships

Overview

- Intensive work-based learning experiences that generally last from one to six years and provide a combination of on-the-job training and formal classroom instruction
- Intended to support progressive skill acquisition and lead to postsecondary credentials and, in some cases, degrees
- The U.S. Department of Labor and some states administer registered apprenticeship programs, though unregistered apprenticeships that incorporate the key features of the model are also operated successfully by a range of organizations, including employers, industry associations, labor-management organizations, and workforce agencies

Population Served

- Individuals seeking to enter a new career field
- Opportunity youth interested in an industry
\\Incumbent workers seeking advancement

Core Purposes

- Academic learning
- Development of career-track skills
- Job (permanent)



7 Principles for Effective Work-Based Learning

1. Support entry and advancement in a career track
2. Provide meaningful job tasks that build career skills and knowledge
3. Offer compensation
4. Identify target skills and how gains will be validated
5. Reward skill development
6. Support college entry, persistence, and completion
7. Provide comprehensive student supports

1. Support entry and advancement in a career track

- Effective models of work-based learning provide participants with opportunities to build knowledge, develop skills, and advance in specific career paths
- Work-based learning supports the development of both industry-specific technical skills and professional skills, such as communications, teamwork, and problem solving, valued by nearly all employers
- Aspirations regarding entry to a particular career track are likely to vary depending on their educational backgrounds and employment histories

2. Provide meaningful job tasks that build career skills and knowledge

- Opportunities to engage in appropriately complex and relevant tasks (i.e., those that are representative of work in a particular industry)
- Educational institutions should help ensure that participants have sufficient preparation to take on complex tasks
- Employers should create a workplace infrastructure that supports meaningful work-based learning experiences, including taking an active role in preparing and engaging mentors and supervisors so they are prepared to encourage continued growth in participants' skills and knowledge
- Employers should develop job descriptions for work-based learning participants that reflect the goal of engaging participants in job tasks in which they will have opportunities to build knowledge, professional skills, and technical competencies

3. Offer compensation

- Compensating work-based learning participants honors individuals' contributions and helps them remain focused and motivated
- In some instances, particularly work-based learning opportunities for youth, a stipend or tuition reimbursement may be appropriate
- Many individuals, especially opportunity youth, simply do not have the economic resources required to participate in unpaid internships. If work-based learning programs do not offer compensation, these students will be unable to participate because they need paid employment

4. Identify target skills and how gains will be validated

- Mutual understanding of the skills to be attained through work-based learning increases its value to both students
- The specific skills to be attained will vary by occupation and industry, and the process for identifying those skills is more straightforward for some occupations than for others
- Educators should work with employers to identify their skills needs, clarify what students should learn and accomplish through work-based learning, and develop experiences that meet the needs of all stakeholders

5. Reward skill development

- Participants who succeed in their initial assignments should be given opportunities to continue to grow through taking on greater responsibility and more challenging tasks
- Skills development should also be rewarded through mechanisms such as increased wages and benefits, high school or postsecondary credit, opportunities to transition to permanent employment, and promotions for incumbent workers
- Appropriately rewarding skills development is particularly important for underserved populations, including incumbent workers in low-skilled jobs, who may struggle to advance in careers even after finding stable employment

6. Support college entry, persistence,
and completion

7. Provide comprehensive student supports

- Effective work-based learning incorporates career navigation structures that equip students with the information they need to make informed choices about their careers
- Students can draw on these career navigation structures to learn about in-demand occupations, required skills and credentials, and wages
- In addition to advising support, a permanent infrastructure is needed to support work-based learning and ensure that students' progress is not slowed or stopped by challenges such as a lack of transportation or childcare. Linking students with case management and counseling services helps them overcome hurdles to successful completion of work-based learning

Indianapolis Examples

- Indiana Plan: <https://indianaplan.org/>
- Groundwork Indy: <https://groundworkindy.org/>
- Conexus Indiana Catapult: <https://www.conexusindiana.com/activate-talent/catapult-indiana/>

Other Low-Effort WBL

Job Shadowing

Site Visits & Tours

Mentorship

Simulation labs for hands-on
learning

Additional Resources

[Work-Based Learning
Overview \(1-pager\)](#)

[Strategies for Implementing
OJT Simply & Effectively](#)

[OJT Guidance Manual](#)

Learn more about Apprenticeships

Making Work-Based
Learning Work (JFF)

Work-Based
Learning Library
(ACTE)



Announcements from the Audience?

Events, activities, or other information you would like to share?



Rate the Session

Wrap-Up

Next Session: February January 22nd

[Register Here](#)

Are you a new career coach, navigator, or case manager looking for resources?

Are you a seasoned professional with resources to share?

Check out the Resource Library where you can access & request materials to help as you serve jobseekers