

# WORK-BASED LEARNING PROGRAMS MAKE A DIFFERENCE

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# Work-based Learning

- ✓ Paid training
- ✓ Non-paid training
- ✓ Apprenticeships
- ✓ Shadowing
- ✓ Simulations



Any activity which takes the student into a real world environment.

# Work-based Learning Programs



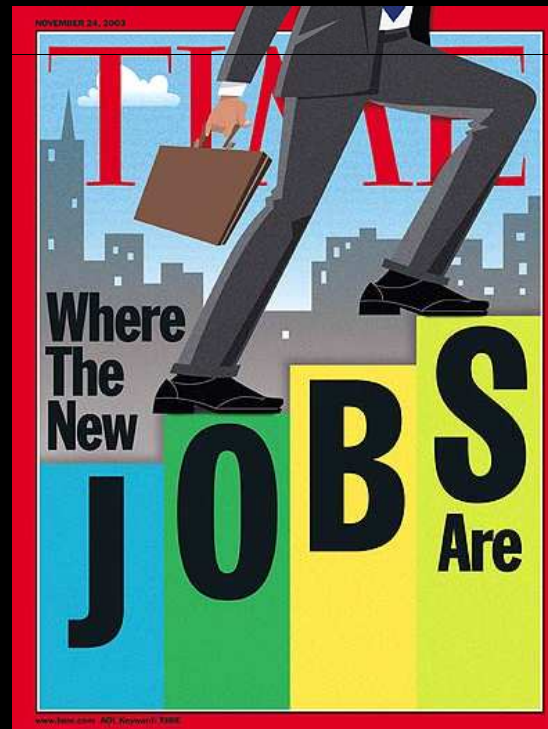
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Validation of Rigor  
and Relevance

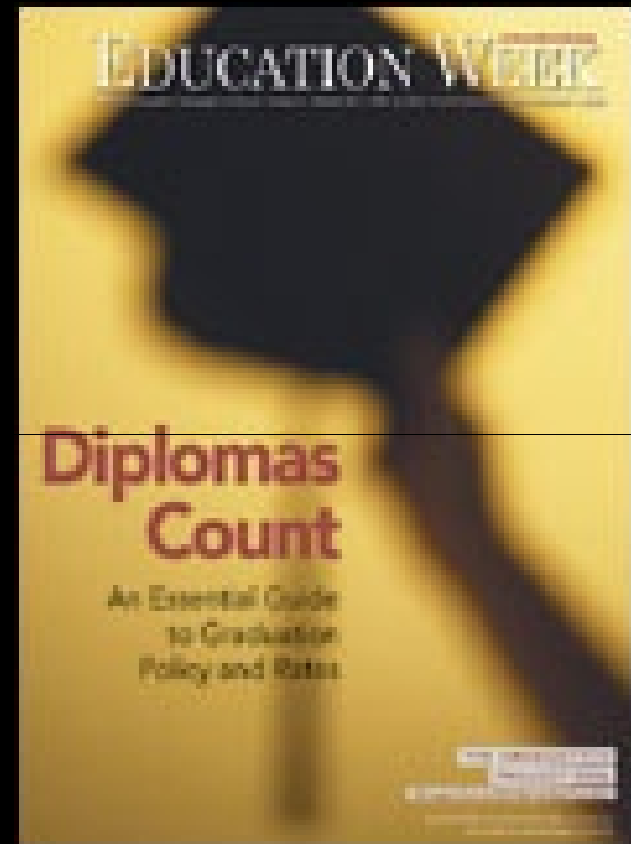
# WBL PROGRAMS

- Raising graduation rates.
- Preparing our students for both college and work.
- Building student self-esteem and citizenship.



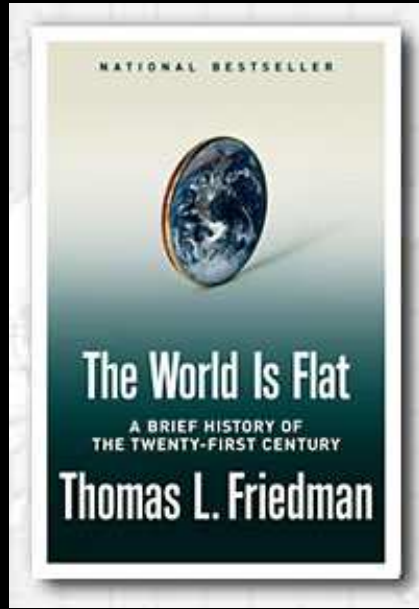
# Student Benefits

- Career Focus
- High School graduation
- 21st Century Skills
- Valuable work experience
- Self-esteem
- Citizenship

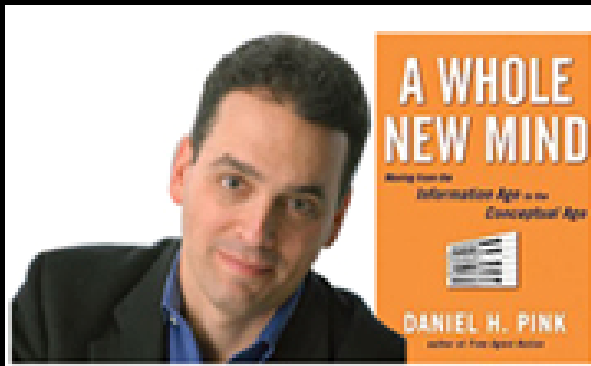




# School Benefits



- Engaged students
- Improved high school graduation rates
- Faculty updates on knowledge and skills
- Community pride



# Employer Benefits



- Development of future workforce
- Motivated workers
- Workers possess 21st Century Skills
- Community presence

# Role of the Student



- Assess one's interests and talents
- Master knowledge and skills
- Apply knowledge and skills to workplace



# Role of the Coordinator



- Counselor /Educator
- Coordinator/Problem Solver/Solutions Finder
- Trend Watcher
- Leader/Ambassador



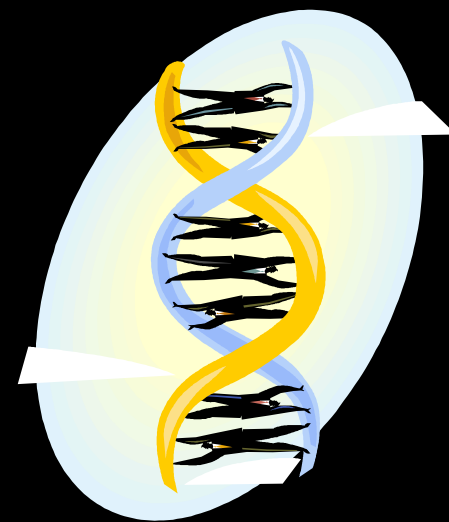
# Quality Elements for WBL



- ✓ Assessment - Career DNA, Career Planning
- ✓ Parent Involvement
- ✓ Pre-employment Instruction
- ✓ Quality/Legal Training Site
- ✓ Legal documents
- ✓ Safety Training
- ✓ Supervision and evaluation
- ✓ Advisory Board

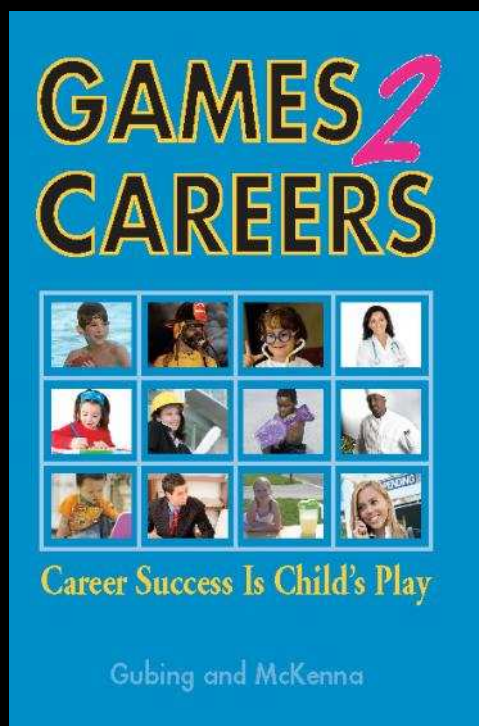


# Career DNA



- Interests
- Work Preferences –  
– People, Data,  
Things
- Personality Traits
- Aptitudes
- Abilities
- Values

Career Plan





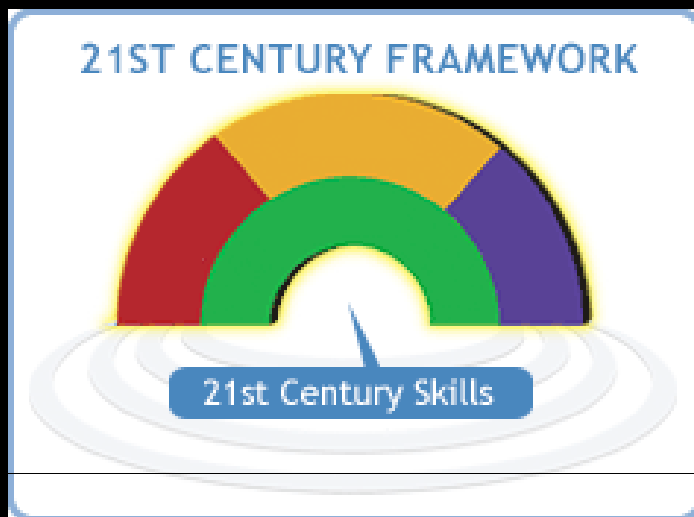
# Pre-Placement Instruction



- Academics + CTE
- Computer and Financial Literacy
- Pre-employment
  - Application
  - Interview
  - Resume
  - Introductions
  - Appearance

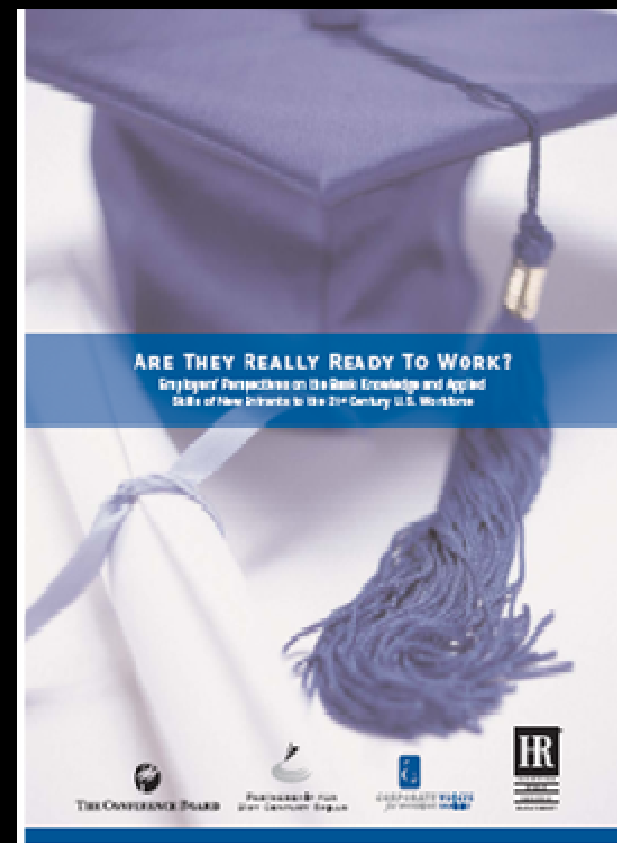


# 21st Century Skills



Communications, Critical thinking, problem solving, use of resources and technology, collaboration, multi-tasking, etc.

10 – 15 jobs/careers  
in a lifetime?



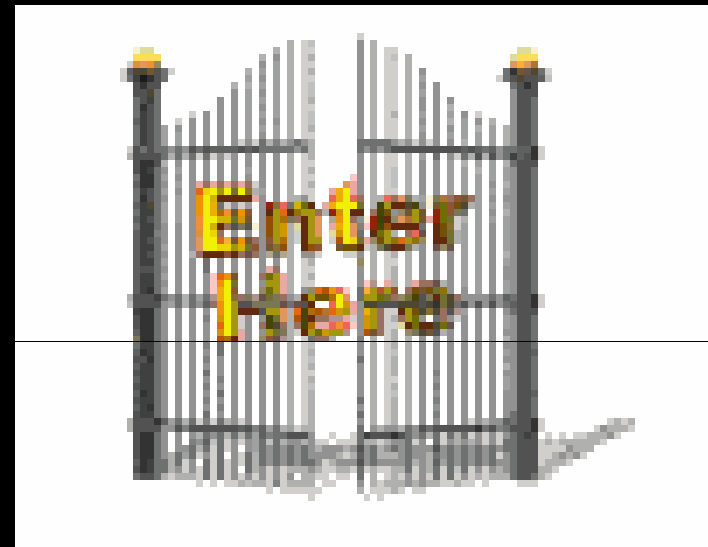
Workforce Ready





# Legal Documents

1. Enrollment Form
2. Parental/Guardian Permission
3. Site Evaluation
4. Memorandum of Agreement
5. Training Plan
6. Student Evaluation
7. Training Hours



[www.nysweca.org](http://www.nysweca.org)



# Site Evaluation

Visit site BEFORE student begins to train.

Validate:

1. Legal employment
2. Evidence of Worker's Compensation
3. Safe environment
4. Proper use of equipment, chemicals, tools.
5. Appropriate supervision





# Training Site

- Relates to student's career goal.
- Safety training
- Progression of knowledge and skill building as shown in training plan.
- Existence of a true “mentoring” relationship





# Site Visitations

Visit student at work site:

- Within the first ten days of training.
- Then once every five weeks.

Validate:

1. Safety
2. Training
3. Related Instruction
4. Appropriate supervision

Share feedback to parents, teachers, counselors.





# Making the Most of the Training Experience



- All aspects of industry.
- 21st Century Job Success Skills
- Make our students “Workforce Ready.”





# Risk Management



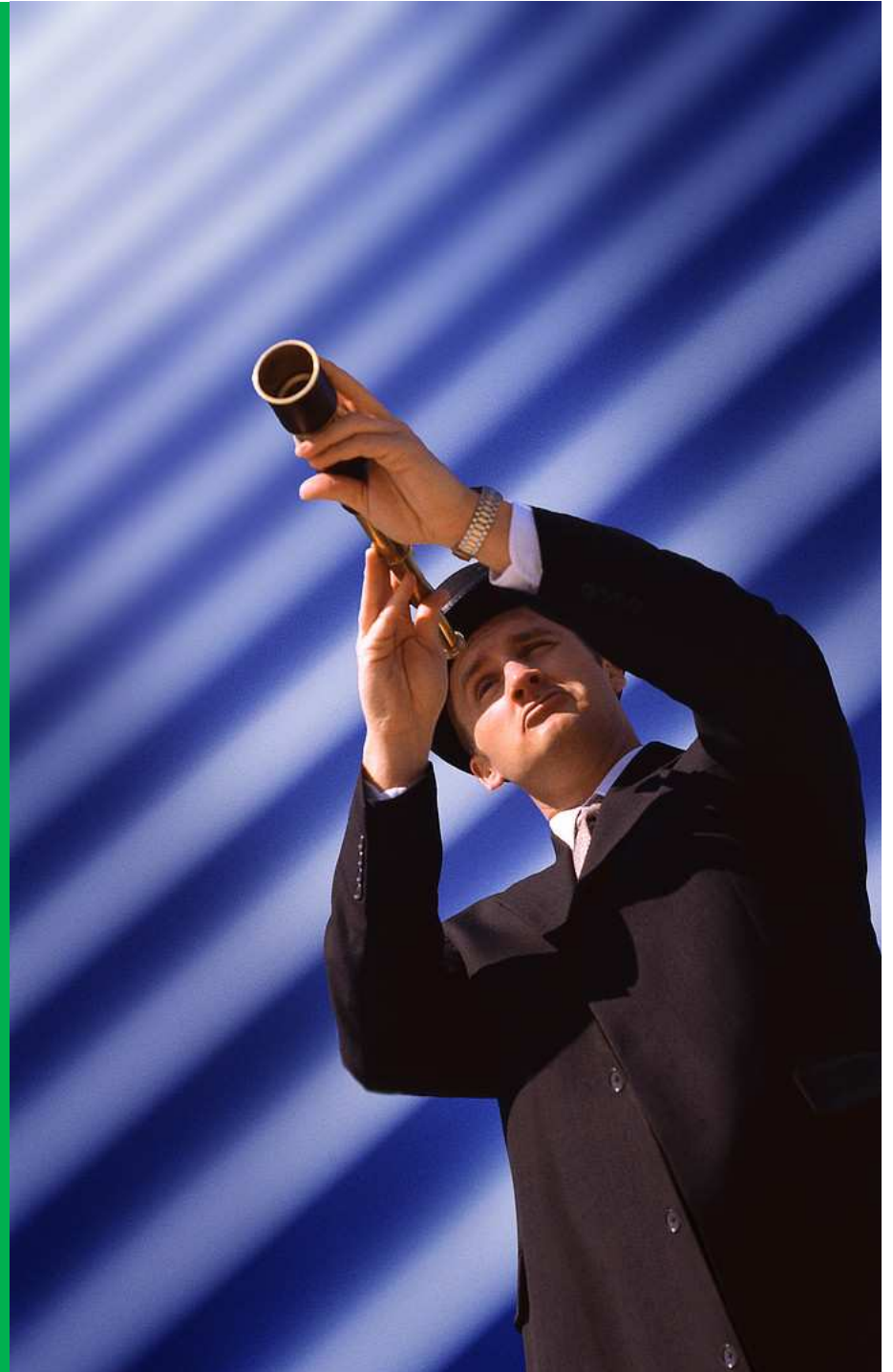
- Safety training – before and during training
- Liability coverage
  - Workers Compensation
  - School District's Insurance
- Parental/Guardian permissions

**BE  
CAREFUL**

THE BEST SAFETY  
DEVICE IS A CAREFUL  
WORKER, GET THE  
SAFETY HABIT

# Vision

- State-approved programs
- Certification of coordinators
- Programs that reflect
  - “Rigor and Relevance”
  - Quality training
  - 21st Century Skills
  - Workforce Readiness
  - Safe working environments





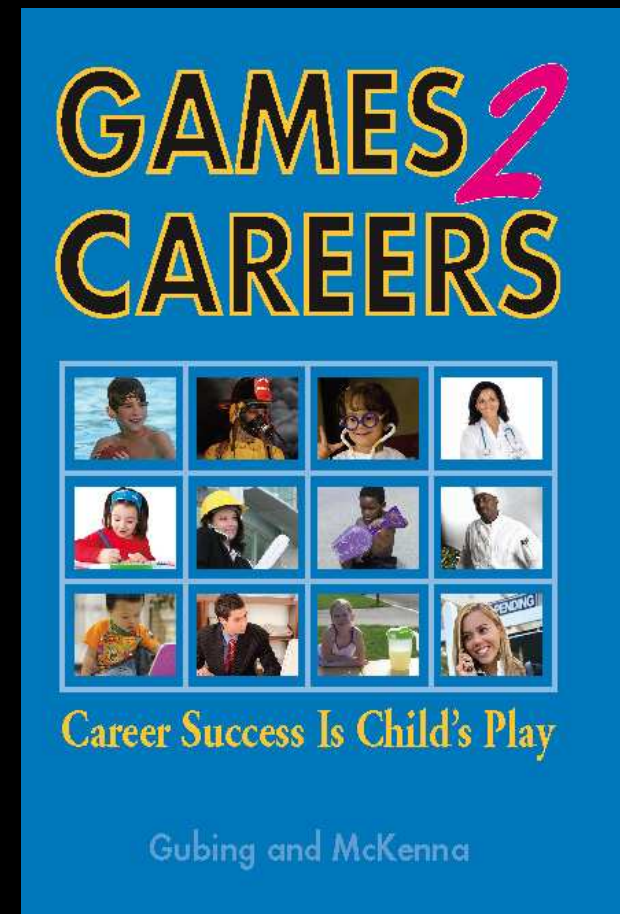
# LINKS

- New York State Work Experience Coordinators Association  
[www.nysweca.org](http://www.nysweca.org)
- Certification –  
[www.gubing.com/wbl/](http://www.gubing.com/wbl/)
- Career DNA –  
[www.careersmarts.com](http://www.careersmarts.com)













# Questions



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**GAMES<sup>2</sup>**  
**CAREERS**

**Career Success Is Child's Play**  
Gubing and McKenna

# Development of Work-Based Learning Programs I

- Philosophy and Types of Work-Based Learning Programs
- Criteria for Approved Work-Based Learning Programs
- New York State CDOS and Career and Technical Education Endorsements, Workforce Ready
- The role of the Work-Based Learning Coordinator
- Networking Techniques
- Creating an Industry Advisory Board
- Generations: Educating and Supervising
- The 21<sup>st</sup> Century Skills and Workplace
- Industry/Career Knowledge



# Implementation and Evaluation of Work-Based Learning Programs II

- Career DNA – Student Assessment and Career Planning
  - Essential forms and employment certificates
  - Pre-employment Instruction and student resumes
  - Handling typical problems with work-based Learning students.
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- New York State Child Labor Laws
  - Work-based learning programs around the world.
  - Creating training plans/work readiness credentials.
  - All Aspects of Industry
  - Safety Training/Hazardous Occupations
  - Calculating your program's return on investment.