Work-based Learning

Why Now and Where to?
Interest in work-based learning driven by research suggesting potential to benefit....

**Individuals**
- Higher earnings
- Networks for job opportunities
- Relevant skills
- Academic achievement and completion

**Firms**
- Productivity
- Employee morale
- Retention
- Safety
- Pool of candidates

**States**
- Cost-effective education and training
- Economic and social impacts
Work-based Learning: Why Now?

Interest in work-based learning driven by incentives to bridge the worlds of education and work....

For employers:
• Demand for “work ready” skills (assessed on the job) as well as tailored technical skills (learned on the job)
• Competition for potential employees and coping with relative skills shortages driven by changing demographics and generational preferences

For post-secondary education providers:
• Increased accountability for employment outcomes (i.e. published results, performance funding)
• Pressure to reduce cost and accelerate time to credential (i.e. RPL and competency based curricula)
• Marketability to students and employer partners – a pathway to employment

For the workforce system:
• Delivering under a “job-driven training” framework and interest in “earn and learn” approaches
• Increased focus on WIBs as conveners to align workforce resources with complex needs of local labor markets and sectors
• Increased focus on strategies for re-engaging out-of-school youth and other hard-to-serve populations
Evolving Interest in Work-based Learning within Federal Policy

President calls to double apprenticeships in 5 years and $100 million American Apprenticeship initiative

Summer employment opportunities expanded under ARRA

$150 million NEG grants to support on-the-job training for long-term unemployed

WIOA requires minimum of 20 percent of youth funding be dedicated to work-based learning, specifically internships

Apprenticeships
Youth Work Experiences
On-the-Job Training
Internships
Support for Work-based Learning
Examples from the States

New York provides $27.5 million for summer work experience for low-income, TANF eligible youth.

Nebraska Internship Program advertises and provides $1.5 million to support paid internships for post-secondary students.

Wisconsin’s Department of Vocational Rehabilitation offers funding for paid work experience programs for disabled youth.

New Mexico’s Job Training Incentive Program is an OJT program that reimburses wages at 60 percent as well as relevant education costs for new or export-oriented companies.

New York provides $27.5 million for summer work experience for low-income, TANF eligible youth.

Rhode Island’s BRIDGEJOBS program reimburses employers for paid internships for unemployed youth.

Iowa’s state economic development agency offers 3 million to cover apprenticeship training costs.

Apprenticeship Carolina offers a tax incentive and technical support and organizing apprenticeship programs with state technical colleges.

NH Works is an OJT program for the long-term unemployed that reimburses employers for 90 percent of wages.
Work-based Learning: Towards an integrated model

BRIDGING EDUCATION AND TRAINING PROVIDERS....

Professional Education
Co-ops
On Campus Work Study
Internships
Working Student Friendly
Youth Work Experience

...WITH THE WORLD OF WORK

Apprenticeship
Off Campus Work Study
Corporate Colleges
Contract Training
On-the-Job Training
Student Friendly

Adapted from National Network of Business and Industry Associations, 2014
# A Conceptual Model

## Work-Based Learning

### Four Core Elements

<table>
<thead>
<tr>
<th>Element</th>
<th>Description</th>
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<tbody>
<tr>
<td><strong>1. AGREEMENT</strong></td>
<td>Formal articulation of terms (plan, length) and compensation (wage, credit) between participant and employer</td>
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<tr>
<td><strong>2. ONSITE WORK COMPONENT</strong></td>
<td>Participant engages in supervised work of value to host organization</td>
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<tr>
<td><strong>3. LEARNING COMPONENT</strong></td>
<td>Participant engages in structured learning activities to enhance existing knowledge, skills and abilities</td>
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<tr>
<td><strong>4. PERFORMANCE ASSESSMENT</strong></td>
<td>Upon conclusion, employer assesses performance and provides feedback directly to participant</td>
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### Element Enhancements

<table>
<thead>
<tr>
<th>Enhancement</th>
<th>Details</th>
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<tr>
<td><strong>WAGES</strong></td>
<td>Participant is paid a wage</td>
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<tr>
<td><strong>PRE-ASSESSMENT</strong></td>
<td>Agreement informed by customized assessment of participant learning objectives/needs</td>
</tr>
<tr>
<td><strong>HIGH-DEMAND INDUSTRY</strong></td>
<td>Host organization represents a high demand sector/industry with sound career/employment prospects</td>
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<tr>
<td><strong>MENTORSHIP</strong></td>
<td>Structured mentorship opportunity</td>
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<tr>
<td><strong>CREDENTIAL</strong></td>
<td>Learning acquired over the course of the experience is certified and/or can be articulated for academic credit</td>
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<tr>
<td><strong>COHORT LEARNING</strong></td>
<td>Learning experience is provided by a professional instructor in an environment with peers</td>
</tr>
<tr>
<td><strong>WORK &amp; LEARNING ASSESSMENT</strong></td>
<td>Employer assessment and feedback is integrated with additional learning outcomes to provide an overall review of the experience</td>
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<tr>
<td><strong>INTERMEDIARY FEEDBACK</strong></td>
<td>Feedback goes to intermediary that organizes work-base-learning</td>
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Work-based Learning: Enhanced model examples

• i.c. stars (project-based work experience)

• Apprenticeship Models (New Century Careers, South Carolina, Kentucky FAME Program)

• NY Dept. of Labor Innovative Internships Grants

• MAT2 Michigan (youth apprenticeship)

• Hitachi’s “Pioneer Employers” initiative (upskilling front-line workers)

• Others
Discussion

• Where are we at now?
  • Work-based training
  • Enhanced models—Combining Work-based and Classroom Training
  • Enhanced models—Accelerated Training

• What are some promising practices and models?

• What are the major issues and barriers in moving these to scale?

• How can they be addressed? What are the implications for your action plans?
Illinois Baseline

Illinois Adult & DW WIA Training by Type
PY12-13

- 88% Classroom Training
- 10% Workbased Training Only
- 1% Customized Training
- Combo of Classroom and Workbased
Illinois Baseline

Work Based Learning in Illinois
PY12-13

- Internship: 1%
- Work Experience: 27%
- OJT: 72%

Legend:
- Green: Internship
- Orange: Work Experience
- Blue: OJT