

Work-based Learning

Why Now and Where to?

Work-based Learning: Why Now?

Interest in work-based learning driven by research suggesting potential to benefit....

Individuals	Firms	States
<ul style="list-style-type: none">• Higher earnings• Networks for job opportunities• Relevant skills• Academic achievement and completion	<ul style="list-style-type: none">• Productivity• Employee morale• Retention• Safety• Pool of candidates	<ul style="list-style-type: none">• 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:

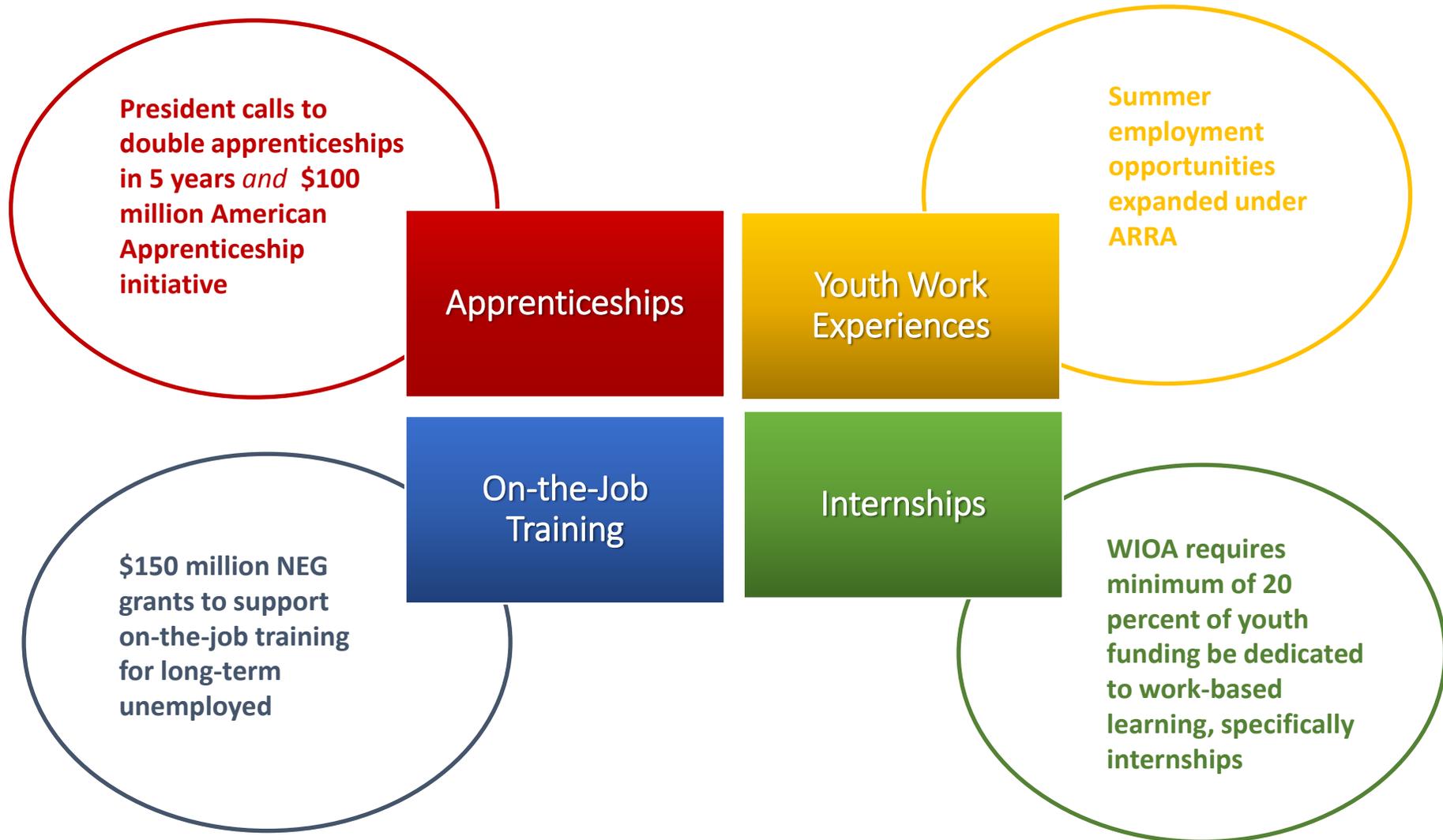
- Increased accountability for employment outcomes (i.e. published results, performance funding)
- Pressure to reduce cost and accelerate time to credential (i.e. RPL and competency based curricula)
- Marketability to students and employer partners – a pathway to employment

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

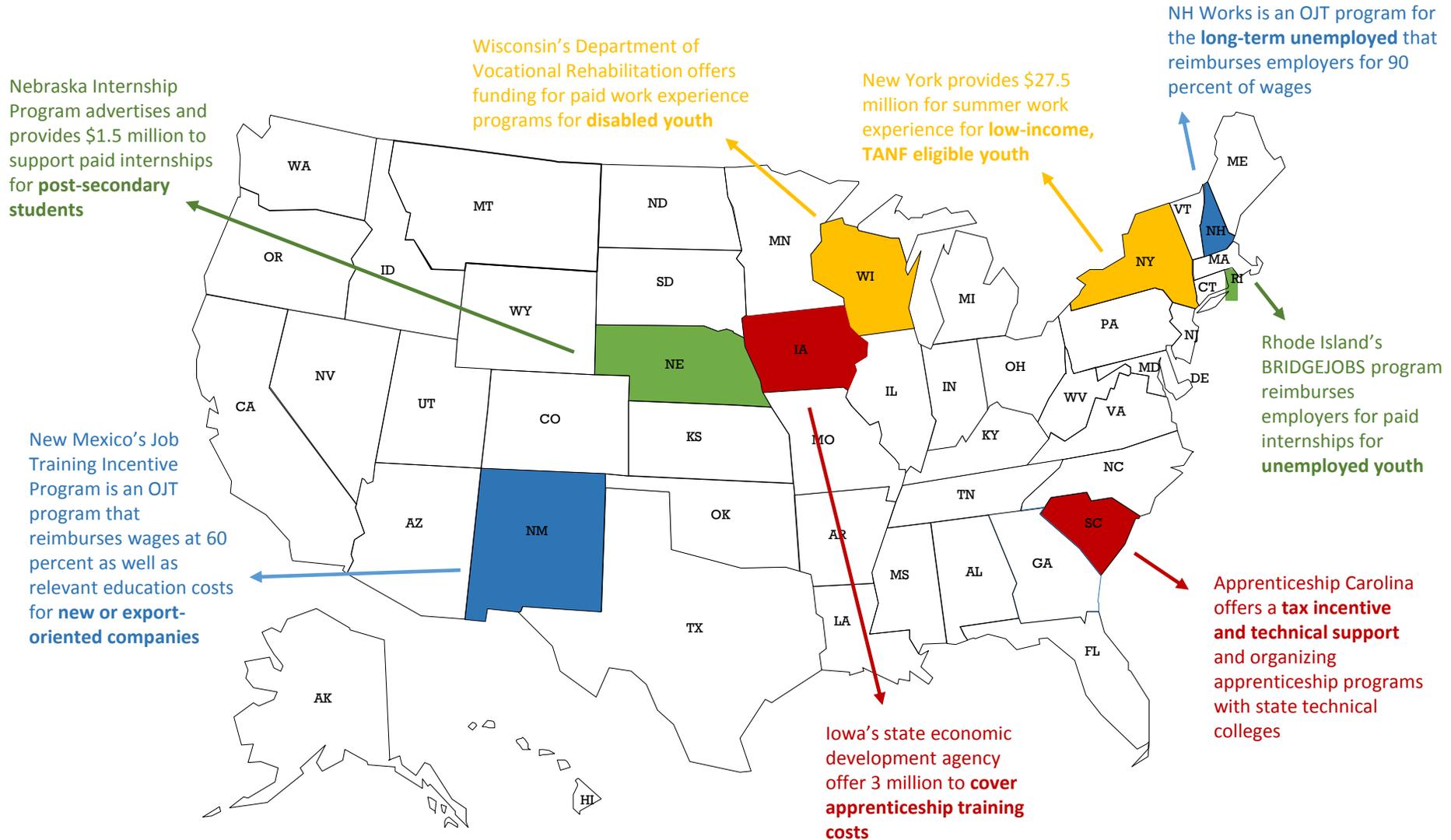
Evolving Interest in Work-based Learning

within Federal Policy



Support for Work-based Learning

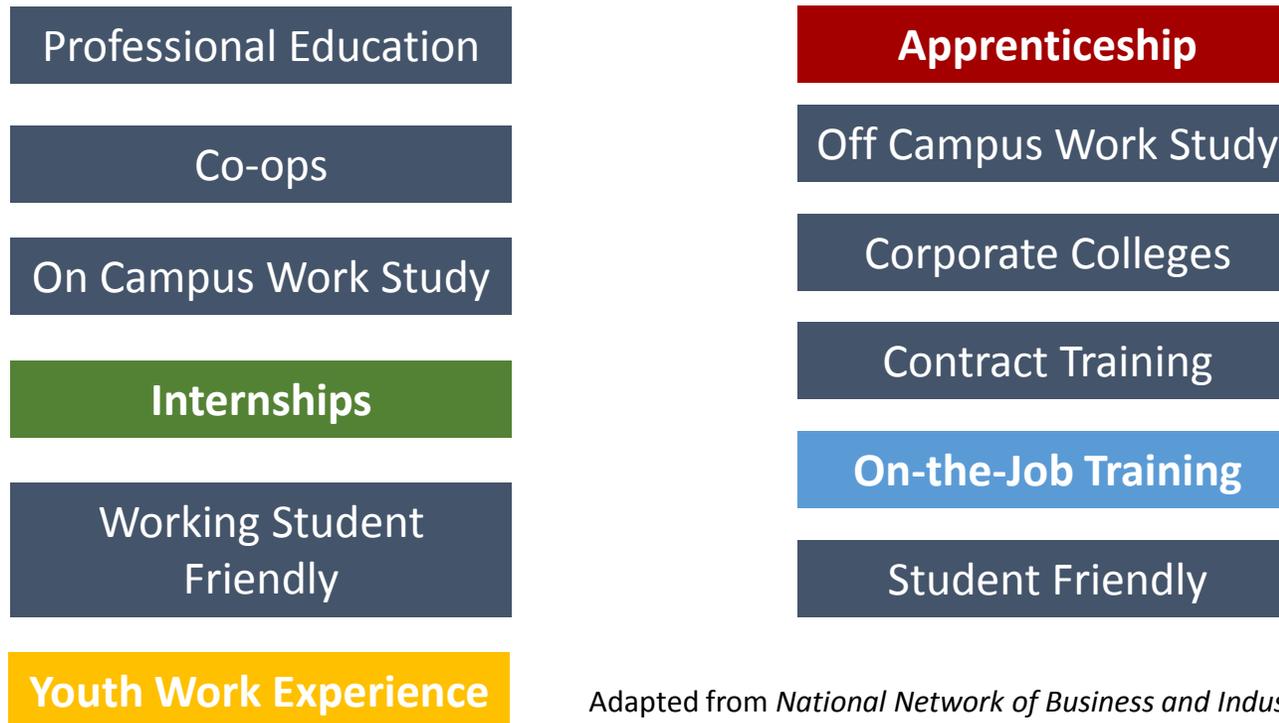
Examples from the States



Work-based Learning: Towards an integrated model

**BRIDGING EDUCATION
AND TRAINING
PROVIDERS....**

**...WITH THE WORLD
OF WORK**



Adapted from *National Network of Business and Industry Associations, 2014*

A Conceptual Model

Work-Based Learning



Four Core Elements	Element Enhancements
<p>1. <u>AGREEMENT</u> Formal articulation of terms (plan, length) and compensation (wage, credit) between participant and employer</p>	<ul style="list-style-type: none">● <u>WAGES:</u> Participant is paid a wage● <u>PRE-ASSESSMENT:</u> Agreement informed by customized assessment of participant learning objectives/needs
<p>2. <u>ONSITE WORK COMPONENT</u> Participant engages in supervised work of value to host organization</p>	<ul style="list-style-type: none">● <u>HIGH-DEMAND INDUSTRY:</u> Host organization represents a high demand sector/industry with sound career/employment prospects● <u>MENTORSHIP:</u> Structured mentorship opportunity
<p>3. <u>LEARNING COMPONENT</u> Participant engages in structured learning activities to enhance existing knowledge, skills and abilities</p>	<ul style="list-style-type: none">● <u>CREDENTIAL:</u> Learning acquired over the course of the experience is certified and/or can be articulated for academic credit● <u>COHORT LEARNING:</u> Learning experience is provided by a professional instructor in an environment with peers
<p>4. <u>PERFORMANCE ASSESSMENT</u> Upon conclusion, employer assesses performance and provides feedback directly to participant</p>	<ul style="list-style-type: none">● <u>WORK & LEARNING ASSESSMENT:</u> Employer assessment and feedback is integrated with additional learning outcomes to provide an overall review of the experience● <u>INTERMEDIARY FEEDBACK:</u> Feedback goes to intermediary that organizes work-base-learning

Work-based Learning: Enhanced model examples

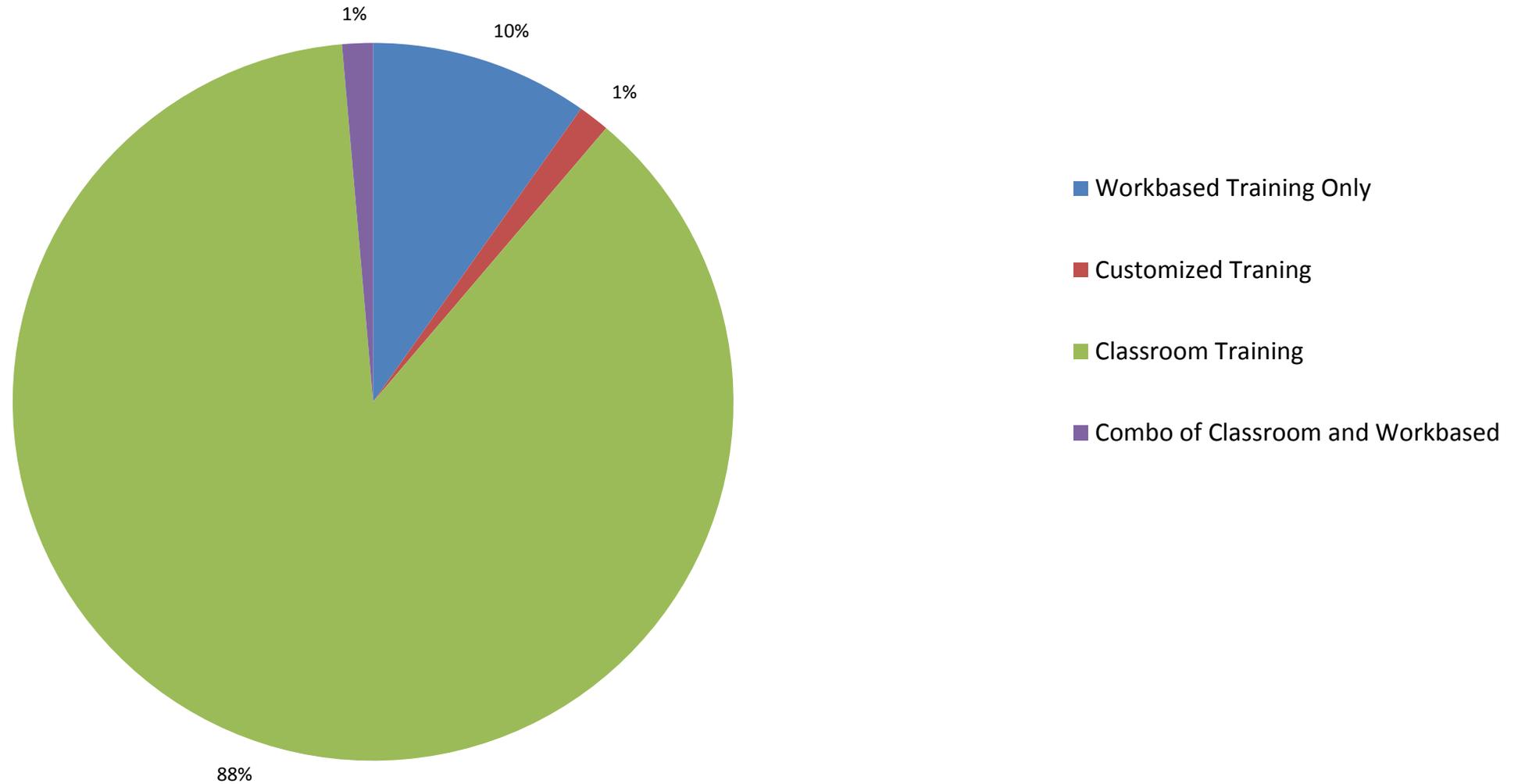
- i.c. stars (project-based work experience)
- Apprenticeship Models (New Century Careers, South Carolina, Kentucky FAME Program)
- NY Dept. of Labor Innovative Internships Grants
- MAT2 Michigan (youth apprenticeship)
- Hitachi's "Pioneer Employers" initiative (upskilling front-line workers)
- Others

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**



Illinois Baseline

Work Based Learning in Illinois PY12-13

