

Types of Work-Based Learning Experiences Along the WBL Framework Continuum

Type of Opportunity	Purpose	Sample Student Learning Outcome	Experience Defined by...	Sample Experiences
Industry and Career Awareness	Build awareness of the variety of careers available and the role of post-secondary education; broaden student options.	Student can articulate the type of post-secondary education and training required in the career field and its importance to success in that field.	<ul style="list-style-type: none"> • One-time interaction with partner(s), often for a group of students • Designed primarily by adults to broaden student’s awareness of a wide variety of careers and occupations 	<ul style="list-style-type: none"> • Workplace tour • Guest speaker • Career fair • Visit parents at work
Career Exploration	Explore career options and post-secondary requirements for purpose of motivation and to inform decision-making in high school and post-secondary education	Student can give at least two examples of how the student’s individual skills and interests relate to the career field and/or occupations.	<ul style="list-style-type: none"> • One-time interaction with partner(s) for a single student or small group • Personalized to connect to emerging student interests • Student takes an active role in selecting and shaping the experience • Depth in particular career fields • Builds skills necessary for in-depth work-based learning 	<ul style="list-style-type: none"> • Informational interview • Job shadow • Virtual exchange with a partner
Career Preparation	Apply learning through practical experience that develops knowledge and skills necessary for success in careers and post-secondary education.	Student works effectively as a member of a team, with respect for diverse perspectives and strengths.	<ul style="list-style-type: none"> • Direct interaction with partners over time • Application of skills transferable to a variety of careers • Activities have consequences and value beyond success in the classroom • Learning for the student and benefit to the partner are equally valued 	<ul style="list-style-type: none"> • Integrated project with multiple interactions with professionals • Student-run enterprise with partner involvement • Technical mentoring through online interactions with partners • Projects with partners through industry student organizations • Service learning and social enterprises with partners • Compensated internship connected to curriculum
Career Training	Train for employment and/or post-secondary education in a specific range of occupations.	Student demonstrates knowledge and skills specific to employment in a range of occupations in a career field.	<ul style="list-style-type: none"> • Interaction with partners over extended period of time • Benefit to the partner is primary and learning for student is secondary • Develop mastery of occupation specific skills. • Complete certifications or similar requirements for a specific range of occupations 	<ul style="list-style-type: none"> • Internship required for credential or entry to occupation • Apprenticeship • Clinical experience • On-the-job training