
WORK BASED LEARNING

Work-based learning provides an opportunity for students to reinforce their classroom learning, explore future career fields, and demonstrate their skills in a real-world setting.

Area businesses play a big role in helping schools to provide work-based learning opportunities. Without business and industry support, students cannot gain real world work experience.

INTRODUCTION

Pennsylvania's economic future depends on having a well-educated and skilled workforce prepared to meet the current and projected demands of a global, knowledge-based 21st century economy. To help meet this challenge, the Pennsylvania Department of Education (PDE) is committed to ensuring all students in the commonwealth have access to high-quality learning opportunities that prepare them for meaningful engagement in postsecondary education, in workforce training, in career pathways, and as responsible, involved citizens.



Regardless of their individual postsecondary plans, all students should graduate from high school with the knowledge, skills, and experiences needed to succeed in the workforce.

WHAT IS INDUSTRY BASED LEARNING

Examples of industry-based learning include site visits, job shadowing, paid and unpaid internships, job training, job shadowing, mentorships, service learning, apprenticeships, or paid employment, among others.

JOB SHADOWING

A career exploration activity in which students gain exposure to careers that they are interested in pursuing by working with business volunteers. For a short period, up to several days, students spend the work day as a shadow to a competent worker. By visiting a workplace, investigating a career field and industry, and experiencing a typical day on the job, students can determine if the career and industry fits their interests and career aspirations.

INTERNSHIPS/PRACTICUMS (PAID OR UNPAID)

A highly-structured, sustained career preparation work experience in which students are placed at a workplace for a defined period to participate in and observe work within a given industry. Learning objectives are specified, and student performance is assessed. Students earn academic credit, giving the student a broad overview of the career area.

COOPERATIVE EDUCATION PROGRAMS

A structured method of instruction combining school-based classroom learning with productive work-based learning in an occupation matching the student's academic and career objectives. At the secondary level, cooperative education involves a planned partnership with specified connecting activities and responsibilities among students, parent/guardians, schools, employers, labor organizations, and government.

CAREER MENTORING

Occurs when a student is matched one-to-one with an adult professional in a chosen field of interest to explore a career, career interests, and related workplace and career development issues. The career mentor serves as a resource for the student by sharing insights and providing encouragement and guidance about the workplace, work ethics, careers, and educational requirements

APPRENTICESHIP (PAID)

State and federal registered apprenticeship programs are work-based education partnerships between industry, labor, education, and government. Apprenticeship is industry-driven and provides an effective balance between paid on-the-job training and required classroom and laboratory instruction. There is a broad span of occupations from low tech to high tech in fields including medical, trades, crafts, and technology.

COMMUNITY-BASED WORK PROGRAMS (STUDENTS WITH IEPs)

Community-based work programs are a method of instruction that enables students with IEPs to combine academic classroom instruction (school-based learning component) with occupational instruction through learning on the job (work-based learning component) in a career area of choice. Emphasis is placed on the students' education and employability skills.

SERVICE LEARNING (UNPAID)

A teaching and learning opportunity that integrates meaningful community service with instruction and reflection to enrich the learning experience, teach civic responsibility, and strengthen communities. Through these experiences, students gain skills and knowledge to prepare for future work relationships and experiences.

GET INVOLVED

If you are a business or individual that would like to help students gain real work experience through mentorship, job shadowing, apprenticeship programs, or other career focused activities please Contact Career Ready Lancaster for more information.