



EB CPT Work-based Learning Continuum Learning Outcomes

Career Awareness

Learning ABOUT work.

Build awareness of the variety of careers available and the role of post-secondary education; broaden student options.

Learning Outcomes:

Describe a variety of career pathway options.
Describe how basic skills such as math and reading are used in the workplace
Explain the importance of post-secondary education and training following high school graduation

Adapted from the *Linked Learning Work-Based Learning Continuum* developed by the *Linked Learning Alliance*, available at: <http://linkedlearning.org/linked-learning-in-action/work-based-learning/>

Career Exploration

Learning ABOUT work.

Explore career options and post-secondary requirements to motivate and inform decision-making in high school and post-secondary education.

Learning Outcomes:

Explain basic knowledge and skills required for success in college and careers
Connect individual skills and interests to variety of career options
Connect the pathway experience to the workplace experience
Describe how post-secondary education connects to a career path of interest
Describe and use multiple resources to find jobs
Explain the options available through and importance of post-secondary education

Career Preparation

Learning THROUGH work.

Apply learning through practical experience that develops knowledge and skills necessary for success in careers and post-secondary education.

Learning Outcomes:

Explain how the workplace functions and the skills required to succeed
Demonstrate ability to apply for employment (write a resume, interview, complete application)
Demonstrate appropriate business dress, behavior and etiquette
Describe a workplace experience, the skills required to succeed
Explain the elements and importance of workplace safety
Demonstrate general work-related skills including collaboration, effective communication, creativity, critical thinking and taking initiative

Career Training

Learning FOR work.

Train for employment and/or post-secondary education in a specific range of occupations.

Learning Outcomes:

Demonstrate knowledge AND skills specific to employment at specific site in line with specific industry standards
Develop an informed, detailed plan for career path through post-secondary and beyond
Utilize resources available at job site, and at post-secondary institution to support individual career plan
Complete clinical or apprenticeship experience as needed for full employment in career field
Explain work history and career path to others, in and outside of industry of choice

Work-based Learning Continuum Characteristics & Experiences

Career Awareness

Learning ABOUT work.

Build awareness of the variety of careers available and the role of post-secondary education; Broaden student options.

Characteristics:

- Usually groups of students
- Builds students' awareness of a variety of careers
- Introduces students to business partners from outside the school (in-person or virtual)
- Allows students to begin identifying areas of career interest
- Relates school to the world of work by connecting careers to education.

Experiences include:

- Workplace tour
- Guest speaker
- Career fair
- Visit parents at work

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Career Exploration

Learning ABOUT work.

Explore career options and post-secondary requirements for purpose of motivation and to inform decision-making in high school and post-secondary.

Characteristics:

- Usually individual students or small groups
- Includes direct, interactions (in-person or virtual) with industry partners
- Exposes students to the range of occupations within an industry
- Provides clear connections to course work
- Connects to students' existing interests and strengths
- Prepares students with the basic skills necessary for higher intensity work-based learning experiences such as internships

Experiences include:

- Informational interview
- Job shadow
- Virtual exchange with a partner

Career Preparation

Learning THROUGH work.

Apply learning through practical experience that develops knowledge and skills necessary for success in careers and post-secondary education.

Characteristics:

- Usually individual students, can be small group for projects
- Direct interaction with partners over time, **primary** direct benefit to student
- Partner is able to assess student learning at site
- Application of skills transferable to a variety of careers
- Activities have consequences and value beyond success in the classroom.
- Learning for student and benefit to partner are equally valued

Experiences include:

- Student-run enterprise with partner involvement
- Virtual enterprise
- Integrated Projects with partners
- Service Projects
- Internship

Career Training

Learning FOR work.

Train for employment and/or post-secondary education in a specific range of occupations.

Characteristics:

- Interaction with partners over extended period of time.
- Depth of interaction with partner increases
- **Primary** direct benefit to the employer
- Develop mastery of occupation specific skills.
- Complete certifications or other requirements of a specific range of occupations.

Experiences include:

- Internship required for credential or entry to occupation
- Apprenticeship
- Clinical experience
- On-the-job training
- Work experience
- Cooperative Education

