



# 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

