Work Based Learning
Building Your Talent Pipeline

2024 Business Success Symposium

Benefits to Employers

- Streamline recruitment
- Improve employee retention
- Reduce training/recruitment costs
- Collaboration with educational and training programs
- Close the skills gap and create a prepared workforce
- Gain insights into and from emerging talent

Types of
Work Based Learning

- Job Shadowing
- Internships
- Apprenticeships
- Cooperative Work Experience
- Incumbent Worker Training or Upskilling

Job Shadowing

Job shadowing is observing a day in the life of someone else's role.

- Observe how software, technology, machinery is used
- Sit in on meetings
- Assist with minor administrative tasks
- Tour office and/or facility
- Review projects or other work materials
- Unpaid
- Short term – a day to a few weeks

Internships

Form of experiential learning that integrates knowledge and theory learned in the classroom with practical application and skills development in a professional workplace. – *NACE*

- Hands-on work experience
- Complete short-term project
- Perform entry level tasks
- Most are paid
- 1-3 months

Apprenticeships

Combine on-the-job training with classroom instruction.

- Hands-on work experience
- Structured training plan
- Individualized training with a specific skill
- Often lead to industry-recognized credential
- Most are paid
- 1-3 years

Cooperative Education

Connects career and technology education with classroom instruction and practical work experience.

- Hands-on work experience
- Collaboration between business, school, and student
- Students earn high school graduation credit (280 hours)
- Paid
- Throughout 1 school year

Incumbent Worker Training/Upskilling

Trains current employees at their worksite using the company's skilled employees or external experts as instructors.

- Hands-on work experience
- Strengthens existing workforce
- Paid
- Several weeks to months

Get Started with Work Based Learning

- Determine your goal
- Designate mentors/instructors
- Develop training plan
- Determine what resources are needed
- Develop program assessment
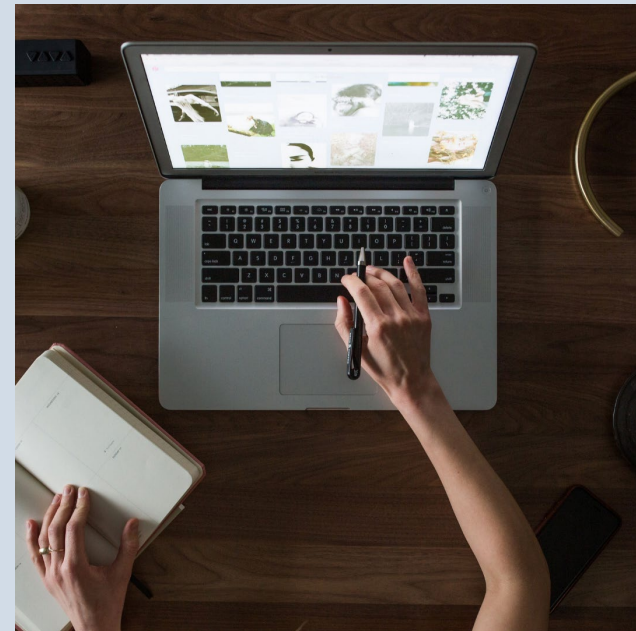
Resources

- Employers - Virginia TOP
- www.apprenticeship.gov
- www.virginiaworks.gov
- Work-Based Learning | CTE Resource
- www.peopleinc.net

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QUESTIONS?