

Supported Models of Quality Work-Based Learning Programs

Office of Work-Based Learning and Apprenticeship

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WBL Component	Description	SEAL (State Earn-and-Learn)	Pre-Apprenticeship	Registered Apprenticeship
Paid Work Experience	Participants are paid employees who work, learn, and enhance their skills while increasing their employer's productivity	Required	Recommended	Required
On-the-Job Learning	Occupational skill development of participants through structured hands-on learning in a workplace setting	200+ hours	30+ hours <i>(dependent on program type)</i>	2,000 hours/year <i>(full-time schedule)</i>
Related Instruction	Supplemental education and training that complements On-the Job Learning	40+ hours	40+ hours	144 hours/year
Mentorship & Coaching	Provides participants with the support of a: <ul style="list-style-type: none"> • Skilled worker (mentor) to guide and enhance critical hands-on learning, and/or <ul style="list-style-type: none"> • Coaching for employment & career pathway guidance 	Recommended	Required (Coaching)	Required (Mentorship)
Credentials	Offers a portable, nationally recognized credential to be issued by completion of the program	Industry Recognized Certification <i>(DWD's Industry Promoted Certification List preferred)</i>	Industry Recognized Certification <i>(DWD's Industry Promoted Certification List preferred)</i>	DOL Certificate of Completion <i>(often includes additional certifications)</i>
Reward for Skill Gains	Participants to receive a scheduled wage increase as their skills and knowledge increase	Required	Recommended	Required
Quality Assurance	Assurance that required components are represented through a formal review and approval process	Certified by the IN Department of Workforce Development	Certified by the IN Department of Workforce Development	Registered by the U.S. Department of Labor