Work & Learn
**Purpose of Research**

- Understand the breadth of Work & Learn opportunities in Region 9
- Document the scope and scale of Work & Learn offerings in each community
- Understand student, education and business participation in Work & Learn
- Define a high-quality Work & Learn opportunity
- Identify and document best practices of local Work & Learn opportunities
- Strengthen the quality of Work & Learn opportunities
Work & Learn Definition

Work and Learn programs integrate structured education and training to achieve employment-related competencies and employability skills that are necessary for workplace success.

These personalized programs target academic outcomes leading to credit, compensation, or credential through the provision of an authentic work experience.

Through formalized agreements, designated responsibilities, and established expectations program outcomes ensure desired value is achieved by the employer, student, and community.
Best Practice Characteristics

- Programs **reflect the needs** of the regional/local **economy and community** (77%)
- **Strong community partnerships** exist among the business, industry partners, government, and educational institutions (94%)
- **Structured agreements** between participating parties delineating responsibilities, expectations, and desired outcomes (49%)
- **Individualized student plans integrate relevant curriculum and career activities** ensuring the development of common employability skills (71%)
- Programs utilize **competency-based learning progressions** to ensure the development of technical skills and competencies (51%)
- **Assessment** of student employability and technical skills (pre/post) demonstrates impact and effectiveness of structure (41%)
- **Progressive compensation schedules connect to competency attainment** (wage, credit, credential) (24%)
- **Student access to support services** ensures participation/program completion (68%)
Survey Summary: Key Learnings

• More than 60% of Work & Learn programs are facilitated by educational institutions
• Slightly more programs have students enrolled under the age of 18
• A majority of programs have 50+ participants per year
• A majority of programs are one semester long (spring or fall)
• A majority of programs provide experience in advanced manufacturing, health care, education, and information technology
• A majority of programs provide high school credit
• About 50% of programs provide some type of compensation
Survey Summary: Key Learnings

- Most commonly used structures include internships, hands on training, and work-study
- Most commonly targeted employability skills include: teamwork, time management, professionalism, and problem-solving
- Most common program marketing techniques include class presentations, referrals from school counselors, and partner referrals
- Barriers to increasing the size of Work & Learn programs include identifying qualified participants, staff resources, and budget resources.
Work & Learn Directory

The directory provides an overview of available Work & Learn opportunities in Region 9

Program Offerings Include:

- Advanced Manufacturing
  - Agriculture/Ag Business
    - Architecture
    - Automotive
    - Construction
  - Criminal Justice
  - Culinary
  - Dental
  - Early Childhood Education
    - Education
    - Electrical
    - Engineering
    - Health Care
    - Health Science
    - Hospitality

- Human Services
- Information Technology
  - Logistics
  - Machine Trades
  - Maintenance
  - Marketing
  - Operations
  - Public Safety
  - Retail
  - Technology and Communication
  - Tourism & Entertainment
  - Transportation
  - Veterinary
  - Welding
Work & Learn Directory
Programs Included by County (36 total programs)
Best Practice Model Guide – Coming Soon

Guide Overview

- Work & Learn Definition
- Best Practice Model Characteristics
- Key Program Elements
- Local Program Best Practice Model Profiles
- Noteworthy Best Practices
- Tools, Resources, and Templates
Best Practice Model Guide

Intended Use

• Increase awareness and value of Work & Learn
• Highlight diverse, local illustrations of high quality Work & Learn program models
• Understand best practices nationally and locally to support the development of high quality Work & Learn experiences
• Provide a collection of tools, templates, and resources for new and existing programs to support program start-up, scaling and continuous quality improvement
• Map of local resources for providers/partners to leverage
Questions?

Jan Holm
Jan.holm@btdinc.com