



Understanding High-Quality Work-Based Learning and Policy Considerations

Slides: bit.ly/WBLinAction

Wednesday, June 5, 12-1 ET

Aurora Institute Mission, Vision, & Values

Our Mission

The mission of the Aurora Institute is to drive the transformation of education systems and accelerate the advancement of breakthrough policies and practices to ensure high-quality learning for all.

Our Vision

We envision a world where all people are empowered to attain the knowledge, skills and dispositions necessary to achieve success, contribute to their communities and advance society.

Our Values



Student-Centered



Equity-Driven



Future-Focused



Credible



Knowledge-Driven



Collaborative

Aurora Institute and *CompetencyWorks* acknowledge that this virtual webinar takes place on lands that have been home to Indigenous peoples since time immemorial. We acknowledge and honor the original inhabitants of our regions, Turtle Island, and beyond. By focusing on the whole child, real-world application, and learning in context, competency-based education (CBE) uses similar principles to traditional Indigenous education. Whether intentional or not in the initial design, we acknowledge that CBE ideas reflect traditional Indigenous education approaches that long pre-date CBE. We want to take a moment to honor the ancestral grounds that we are collectively gathered upon and support the resilience and strength that Indigenous people have shown worldwide. Specifically, we reflect on the impact of colonization on Indigenous Peoples through education systems and the profound brutalization faced as their traditional knowledge systems and ways of being were marginalized and suppressed.

Panelists

- Virgel Hammonds, CEO, Aurora Institute
- Laurie Gagnon, Program Director, *CompetencyWorks*, Aurora Institute
- Charlotte Cahill, Associate Vice President, Jobs for the Future
- Maud Daudon, Executive Leader, Career Connect Washington
- Kerry Ballast, Deputy Director, Workforce Education, Texas Workforce Coalition



Agenda

- Work-Based Learning & CBE
- Components of High Quality WBL
- State Examples - Texas and Washington
- Policy Recommendations
- Q & A

Chat Introductions!

- Name, Role, and Org/Location
- Share your first job or internship



Learn More

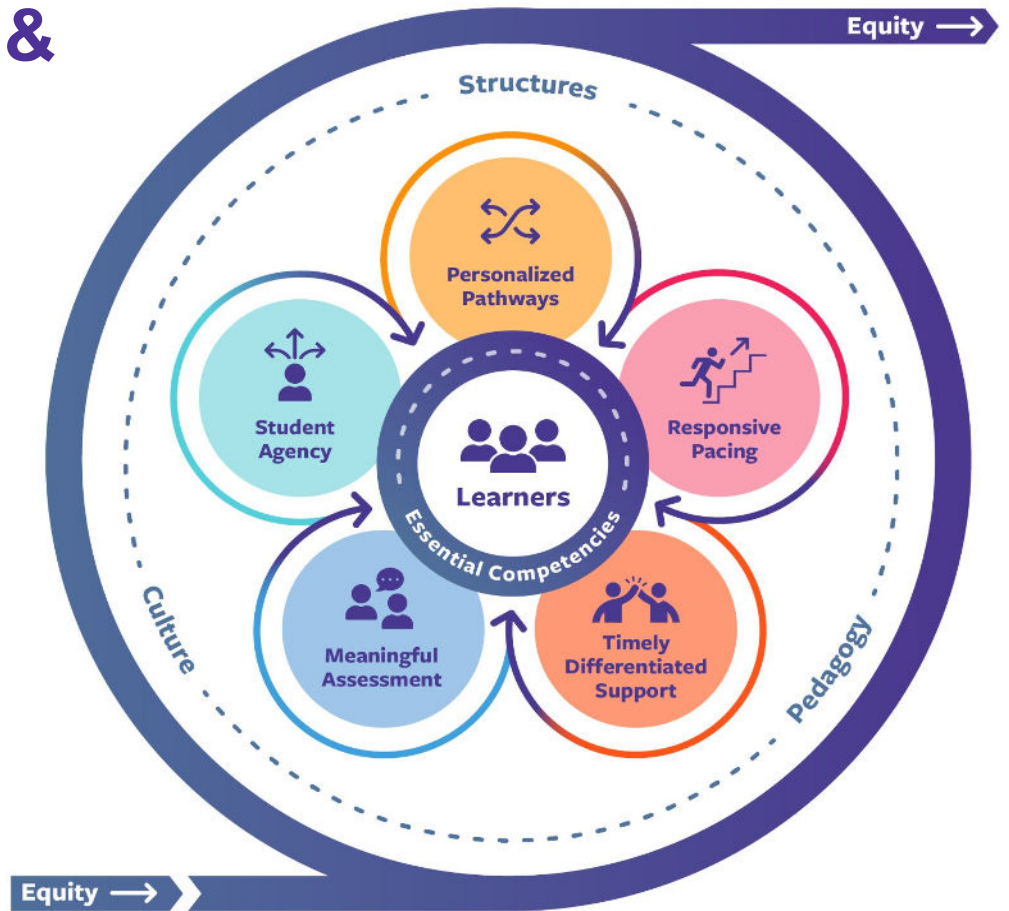
Expanding Student Access to Work-Based Learning: Federal Policy Recommendations



Work-Based Learning & Competency-Based Education



Students learn actively using different pathways and varied pacing.



Designing High-Quality Work-Based Learning

PRESENTED BY

Charlotte Cahill, Associate Vice President, Jobs for the Future (JFF)

JFF's North Star

In 10 years,
75 million people facing
systemic barriers to
advancement **work in**
quality jobs.



The Pathways to Prosperity Coalition

We bring **more voices** and perspectives to the table to address persistent inequities in our education systems and labor market

Our goal: **equitable distribution** of opportunity, with access to it not left to chance



LEARN
MORE



STAY INFORMED
WITH OUR
NEWSLETTER

Pathways to Prosperity

Key levers for implementation



**Secondary-
postsecondary
integration**



**Career
navigation
systems**



**Work-based
learning**



Intermediaries



**Leadership
and policy**

Defining WBL

Activities and experiences in which a student:

1. Goes to a workplace or works with an industry professional; and
2. Performs meaningful job tasks that develop their skills, knowledge, and readiness for work and support career entry or advancement.

How we think about WBL matters



Different stages, different purposes

CAREER EXPLORATION

Increasing
knowledge of
career
possibilities

Identifying
possible areas of
interest

CAREER EXPOSURE

Preparing to
make informed
choices about
educational and
career options

CAREER ENGAGEMENT

Gaining
employability skills

Increasing
knowledge of field
of interest

Academic learning

Temporary
employment

CAREER EXPERIENCE

Gaining specific
skills needed to
work in a
particular industry

Academic
learning

Permanent
employment

Different stages, different purposes

CAREER EXPLORATION

Industry speakers

Career fairs

Interest surveys

Project-based
learning

CAREER EXPOSURE

Company tours

Job shadowing

Mentoring

Informational
interviews

CAREER ENGAGEMENT

Internships

Co-ops

Pre-
apprenticeships

Service learning

CAREER EXPERIENCE

Apprenticeships

On-the-job
training

Seven principles for effective WBL

Support entry and advancement
in a career track



Offer compensation



Reward skill development



Provide comprehensive
student supports



Provide meaningful job
tasks that build career skills
and knowledge



Identify target skills and
how gains will be validated



Support college entry,
persistence, and completion



**LEARN
MORE**



This is about equity

A lack of access to work-based learning limits the career prospects and economic mobility of millions of youth and adults and prevents them from becoming part of the talent pipeline employers need to spur economic growth.

70% of employers offer some form of WBL to employees

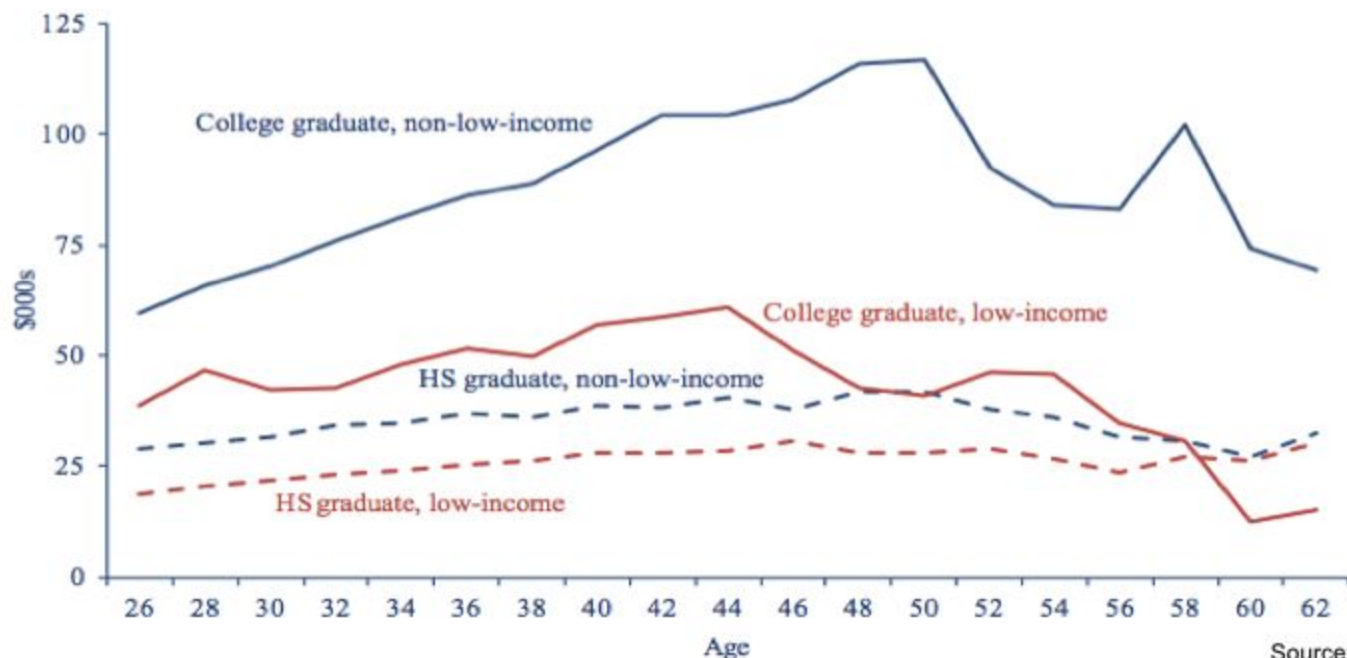
\$177 billion spent by employers on training annually

58% spent on employees with a BA or higher

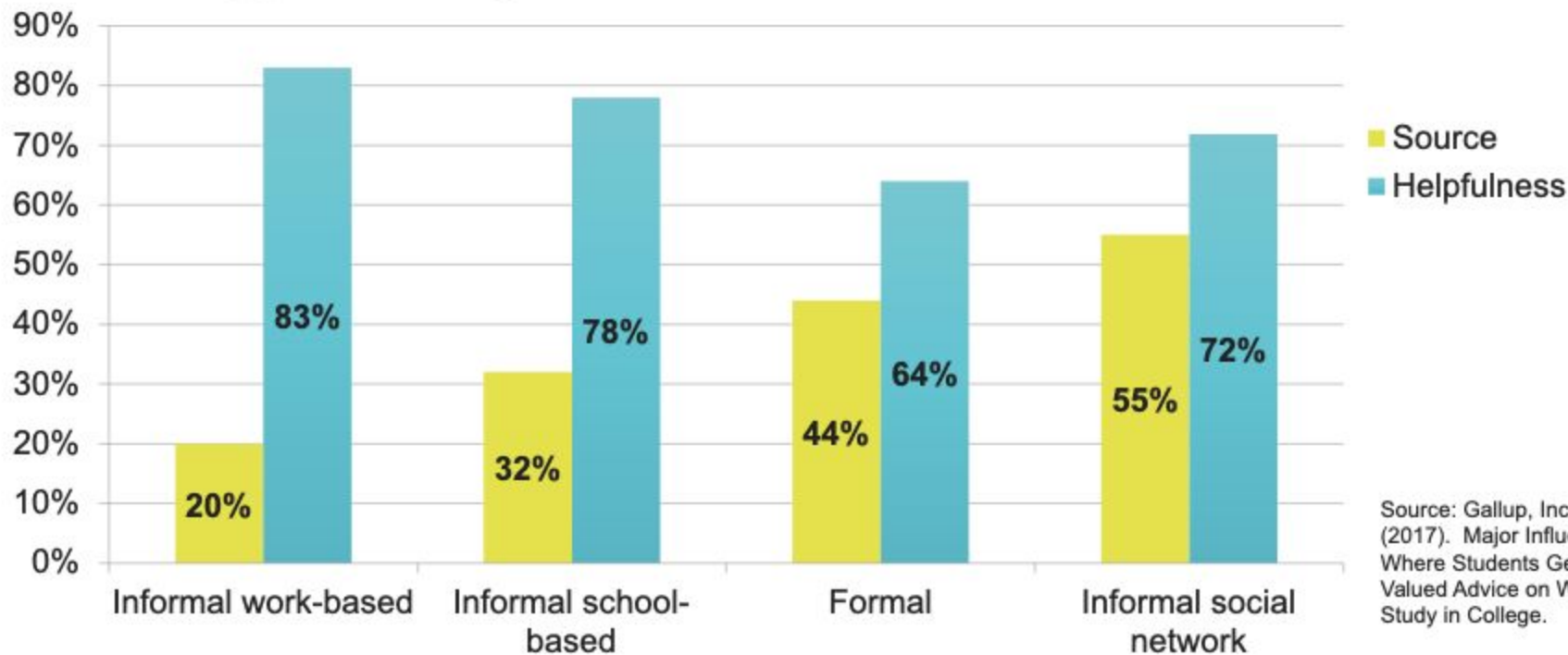
25% spent on employees with some college (sub-BA)

17% spent on employees with a HS diploma or less

Degrees don't hold the same value for everyone



Getting advice about college majors



Source: Gallup, Inc. (2017). Major Influence: Where Students Get Valued Advice on What to Study in College.

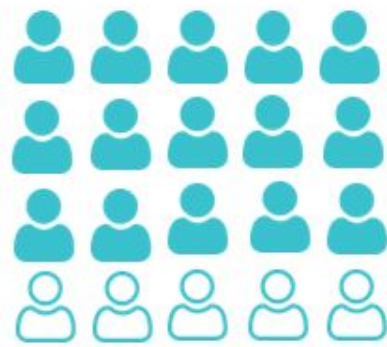
The value of work-based learning



80% of employers
say internships
provide higher ROI
than any other
recruiting method



Up to **60%** of
interns convert to
full-time employees



Over **75%** of interns
who convert to full-
time employees are
still on the job after
one year, as
compared to **52%** of
other employees



Intermediaries sustain and scale WBL across sectors



Explore JFF's WBL
System Navigator Tool

Facilitate	Facilitate collaboration among K-12, postsecondary educators, and industry partners
Design	Design a work-based learning continuum that articulates expectations across K-12 and postsecondary
Align	Develop high-quality work-based learning experiences aligned with labor market needs
Connect	Support employer and educator collaboration on the creation, design, and delivery of high-quality experiences along the work-based learning continuum
Manage	Develop, aggregate, broker, manage, and advocate for equitable work-based learning opportunities
Support	Work with community-based organizations (CBOs) to facilitate student supports as needed

**The Tri-Agency
Work-Based
Learning
Framework**



TRI-AGENCY CAREER DEVELOPMENT CONTINUUM

Career development is the process of choosing a career, improving skills, and advancing along a career path. It is a lifelong process of learning that includes exploration, building self-knowledge, and making decisions in pursuit of meaningful employment.



Tri-Agency
Workforce
Initiative

**The Tri-Agency
Work-Based
Learning
Continuum**



TRI-AGENCY WORK-BASED LEARNING DEFINITION AND CONTINUUM

Practical, hands-on activities or experiences through which a learner interacts with industry professionals in a workplace, which may be an in-person, virtual, or simulated setting. Learners prepare for employment or advancement along a career pathway by completing purposeful tasks that develop academic, technical, and employability skills.



The Tri-Agency Strategic Framework for Work-Based Learning Report

December 2022



Tri-Agency
Workforce
Initiative



Understanding High-Quality Work-Based Learning and Policy Considerations

June 5, 2024

Career Connect Washington's Vision is to ensure equitable career connected learning access and outcomes for Washington students



Every young adult in Washington will have multiple pathways toward economic self-sufficiency and fulfillment, strengthened by a comprehensive state-wide system for career connected learning.



In order for every young adult to succeed, we must intentionally focus on populations furthest from opportunity especially students of color, Indigenous students, low-income students, rural students, and students with disabilities.



We acknowledge that systemic racism has held students back, especially Black and Indigenous students, and we aspire to build an anti-racist system for career connected learning.

We are building the infrastructure to create new and grow existing CCL programs

Definition

Work-based programs with aligned classroom learning that culminate in a postsecondary credential*, producing a competitive candidate for meaningful employment (includes Registered Apprenticeship programs)



Career Launch

Career-specific instruction at a worksite or in a classroom for academic credit

Career Prep

Early exposure opportunities to careers and career options (e.g. career fairs, worksite tours)

Career Explore

*Postsecondary credential means certificate, or at least one year towards an associates or bachelor's degree

Career Launch Programs: Positioning young adults for promising careers



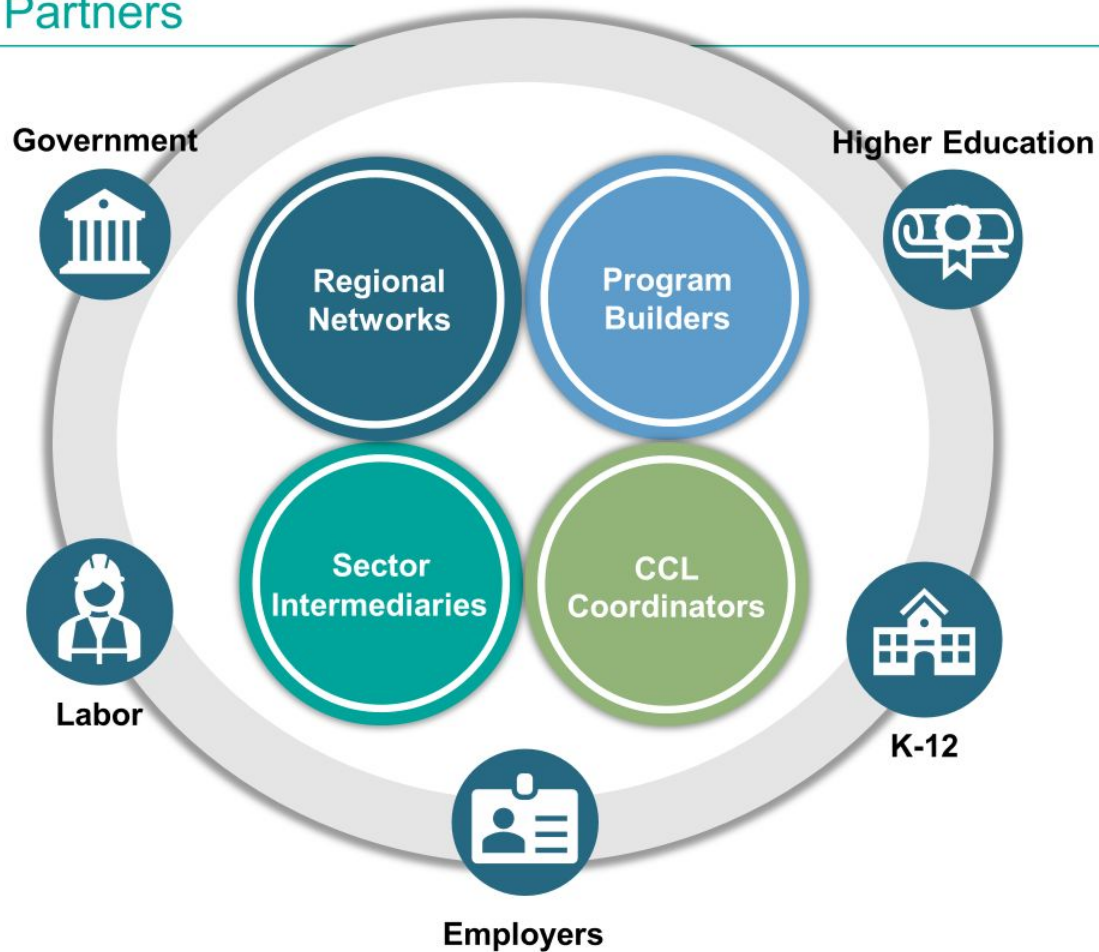
- ✓ At worksite
- ✓ Paid and academic credit
- ✓ Occupation-aligned
- ✓ Employer supervisor at ratio typical of occupation
- ✓ Defined competencies and skills gained
- ✓ Full compliance with existing legal regulations

- ✓ Curriculum and program requirements developed in partnership with employers and industry
- ✓ Aligned with academic and employer standards
- ✓ Qualified instructors
- ✓ Dedicated student support (academic and career)

- ✓ Able to continue in employment **OR** successfully compete for jobs leading to financially-sustainable and fulfilling careers

- ✓ Credential attained
- OR**
- ✓ Significant progress (at least one year) towards a 2- or 4-year credential

CCW Coalition of Partners



CCW's impact by the numbers

16,000

Students enrolled in Career Launch programs

(data from July 2022 – June 2023)¹

6,983

Cumulative Career Launch completions by students enrolled before age 30

(data from July 2019 – June 2023)¹

183

New Career Launch programs created

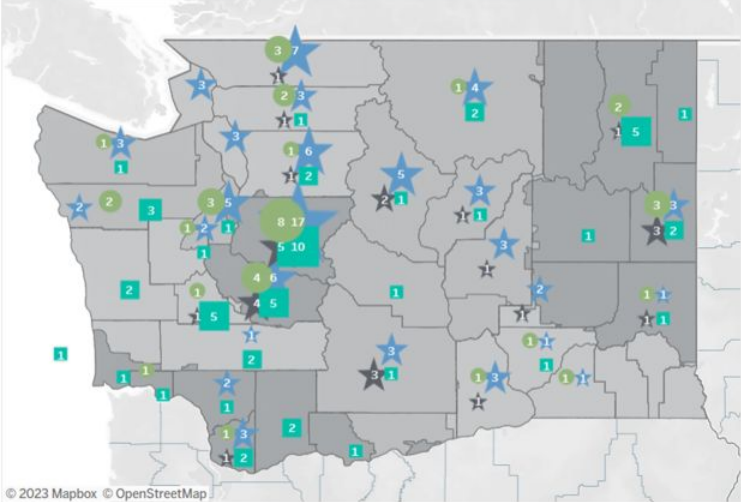
- Of which 70+ are Registered Apprenticeships

\$29.2M

Good Jobs Challenge (Dept. of Commerce): \$23.5M over three years to grow career connected learning programs

Apprenticeship Building America (Dept. of Labor): \$5.7M over four years to grow Registered and Pre-Apprenticeships

CCW Grant-Funded Programs



© 2023 Mapbox © OpenStreetMap
 ● Career Explore ■ Career Prep ★ Career Launch (RA) ★ Career Launch (Non-RA)

¹ CL endorsed enrollment and completion data provided by SBCTC available through March 2023, all other enrollment data is available through June 2023. Apprenticeship enrollment and completion is subject to change up to 3 years after report date. Includes active state Registered Apprenticeships and Career Launch students; Apprenticeship numbers reflect total growth, influenced by a variety of factors, including economic expansion prior to the COVID-19 pandemic.

Federal Policy Recommendations



Launch federal cross- agency program to stimulate significant investments in modernizing work-based learning



Increase federal resources through innovation grants



Ensure intermediary organizations are eligible for federal grant funds



Allow for flexible blending and braiding of federal funds



Redesign accountability to be a reciprocal process



Increase funding for statewide Longitudinal Data Systems Grant Program and data systems interoperability



Provide tax incentives to employers



Identify effective, new approaches for Pell funding



Modernize federal grants' peer-review processes

State Policy Recommendations



Create revolving innovation funds



Build intermediary capacity



Grant funding to expand pathways and work-based learning



Create innovation zones



Support digital learner employment records



Create statewide vision for learning



Build systems that recognize and validate prior learning experiences



Q & A

Source: Allison Shelley, EDUImages

Reflection & Closing

- Reflect in the chat: What are you taking away?
- Continue the conversation on June 12 at 12 PM ET: [CompetencyWorks & Coffee: Exploring Work-Based Learning as an Entry Point to CBE](#)
- Please take a minute to fill out the short feedback survey that will pop up when we close.



CompetencyWorks
& COFFEE



Symposium

SAVE THE DATE

November 3rd-5th, 2024 New Orleans, LA



Check the *CompetencyWorks* blog every Friday for new posts relating to competency-based education.

Stay Connected

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A New Dawn for
Every Learner