A large, stylized graphic of an eye in shades of orange and blue, serving as a background for the text. The eye is composed of several curved, overlapping shapes that form the iris and pupil, with a solid blue circle in the center representing the pupil. The overall shape is reminiscent of a stylized 'E' or a large eye.

# Barriers of Work-based Learning

Michelle Snow, Director

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Please take short survey:

<https://goo.gl/Yzc16F>

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# Work-based learning defined

Work-based learning experiences are conducted at a work site during or after school. They are designed to provide authentic learning experiences to students that link academic, technical and professional skills. Business and education partners work together to evaluate and supervise the experience, which must be documented with training or learning plans and evaluation forms.

[Ohio Department of Education](#)

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# Barriers and Solutions



Employment of Minors

Multigenerational Workforce

Knowledge of Students

Knowledge of Workforce

# Ohio Revised Code - Employment of Minors

(A)(2) Students participating in a career-technical or STEM program approved by the Ohio department of education or students participating in any eligible classes through the college credit plus program established under Chapter 3365. of the Revised Code that include a state-recognized pre-apprenticeship program that imparts the skills and knowledge needed for successful participation in a registered apprenticeship occupation course;

[ORC 4109](#)

ORC 4109.06 (A)

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# Multigenerational Workforce

Pre 1950s - Veterans (less than 1% of WF)

1950 - 1965 - Baby Boomers (27 % of WF)

1965 - 1984 - Generation X (35% of WF)

1985 - 1997 - Generation Y (37% of WF)

Post 1998 - Generation Z (1-2% of WF)

[Scott Lesnick](#)

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# Connecting Employees



Feeling respected.

Being listened to.

Having opportunities for mentoring.

Understanding the big picture.

Receiving effective communication.

Receiving positive feedback.


Experiencing an exchange of ideas.

[Scott Lesnick](#)

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A stylized graphic of an eye. The iris is a solid blue circle. The pupil is a white circle. The eyelids are represented by thick, orange, curved bands that sweep around the eye, with some white highlights to give a sense of depth and movement.

Would you hire her?

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# Knowledge of Students

The teacher demonstrates an understanding of the purpose and value of learning about students' background experiences, demonstrates familiarity with each student's background knowledge and experiences, and describes multiple procedures used to obtain this information.

# In-Demand Jobs

“More than 200 job categories are considered to be “in demand” as identified by employers, forecasts and job postings to OhioMeansJobs.com. Occupations must pay at least 80 percent of the median wage and be in an area that the state has targeted for growth.”

“At any time, 150,000 jobs might be posted on the website, with half paying more than \$50,000 a year.”

[Ohio Means Jobs](#)

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# C-TEC Work-based learning



Student to Apprenticeship

Advanced Placement

Early Placement

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# Ohio Means Jobs

A large, stylized orange letter 'O' that forms the background of the slide. It has a thick, brush-stroke-like appearance with some white highlights and a blue circle in the center.

[In-demand Jobs](#)

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# Student to Apprenticeship (24)

- Employment availability;
- Recommendations
- 95% attendance record and no tardies;
- 3.2 grade point average (GPA);
- Zero discipline infractions
- Parent or guardian permission;
- Graduation requirements on track;
- All industry credentials and/or certificates available during the junior year earned;
- No outstanding fees or obligations or a current time payment plan.
- Keep a “B-“or better in all classes.

# Advanced Job Placement (28)

A senior may be placed in a job in his/her career-technical area at the beginning of the senior year. This work experience replaces lab three days a week as arranged through the instructor and employer.

- Employment availability;
- Recommendation from teachers, counselor and C-TEC administration;
- no more than seven (7) days of absence
- no more than 1 ½ absences during each of the first two grading periods the senior year and no more than two (2) tardies;
- 2.6 grade point average (GPA); A good record of behavior and citizenship;
- Graduation requirements on track;
- All industry credentials and/or certifications available during the junior year earned;
- No outstanding fees or obligations or current time payment plan.
- Keep a “C” or better in all classes.

# Early Placement (33)

Early Placement is a program in which a senior may be placed on a job in his/her career technical area during the second semester of the senior year.

- Employment availability;
- Recommendation of teachers, counselor and C-TEC administration;
- No more than ten (10) days of absence in junior year and no more than five (5) days through the first semester of senior year and no more than three (3) tardies to school during the senior year;
- a 2.0 grade point average (GPA) in lab, related, and in all other academic classes with no grade lower than a C- in any class;
- A good record of behavior and citizenship;
- No outstanding fees or other obligations or current time payment plan.
- Keep a “C-” or better in all classes.

# Building Partnerships

Business/Industry - 35

Advisory Committees - 100+

Career Development Department

Post-secondary - Articulation Agreements,  
College Credit Plus, CTAGS





Feedback:

<https://goo.gl/6gjcKQ>

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