# Work-Based Learning: Learning That Works

Vicki Reed, WBL Coordinator

Laura A. Bowers, Assistant Director

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# Work-Based Learning Defined

Work-Based Learning (WBL) experiences...are designed to provide authentic learning experiences to students that link academic, technical and professional skills. Work-based learning is a coordinated sequence of experiences designed to provide students with real-world learning through partnerships with local business and industry.

[Ohio Department of Education](#)

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# Barriers

## Employers Connecting to a Skilled Workforce

- Developing Pipeline to Schools
- Employment of Minors

## Student Preparation for the Workforce

- Skills Development
- Employability Soft Skills
- Finding Jobs

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# Solutions

CTE is a <u>Built-In Pipeline</u> for students to industry

- **Career Tech Instructor** - knows students & industry
- **Industry Advisory Committee** - advises instructor, guides curriculum and <u>IS</u> the industry
- **Ohio Revised Code permits employment of minors enrolled in CTE**
- **Work-Based Learning** connects students to industry prior to graduation

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# Ohio Revised Code -
## Employment of Minors

(A) This chapter does not apply to the following:

(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.

ORC 4109

ORC 4109.06 (A)

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# C-TEC Work-Based Learning

**Three Programs:**

- School-to-Apprenticeship
- Advanced Job Placement
- Early Placement

Students qualify by meeting the **Four A's:**

**A**cademics, **A**ttendance, **A**ptitude, **A**ttitude

# WBL Program Details

**School-to-Apprenticeship** - year-long intensive immersion with employer; competitive and academically challenging

**Advanced Job Placement** - student works for employer after academics 3 days Fall Semester & up to 5 Spring Semester

**Early Placement** - student works for employer after academics up to five days during Spring Semester

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# Qualification Matrix

| Qualifications for C-TEC Work-Based Learning Programs (Current as of 4/15/19) | | | | |
|---|---|---|---|---|
| **Work Program** | **Work Schedule** | **Attendance/Grades/Certifications** | **Eligibility: Discipline/Fees** | **Requirements** |
| School-to-Apprenticeship (STA) | 1. Work the summer between junior and senior year in approved job directly related to career tech program<br>2. Alternate work one week/attend school one week during school year | 1. Max 5 days excused absence and zero tardies in Junior year<br>2. "3.2" C-TEC GPA<br>3. Upon approval, maintain "B-" or better in all classes to remain eligible<br>4. On track for graduation requirements or enrolled in Credit Recovery Program<br>5. Earned all certifications Junior year | 1. Zero Code of Conduct violations<br>2. No owed fees or be current on a time payment plan | 1. Recommendation from Program Instructor, School Counselor, all Academic Teachers<br>2. Approval by Administration<br>3. Reliable transportation |
| Advanced Job Placement (AJP) | 1. Find job directly related to career tech program<br>2. Work before or after academics classes up to 3 days a week 1st Semester, then program morphs into Early Placement 2nd Semester | 1. Max 7 days excused absence and no more than 3 tardies Junior year<br>2. "2.6" C-TEC GPA<br>3. Upon approval, maintain a "C" or better in all classes to remain eligible<br>4. On track for graduation according to graduate or enrolled in Credit Recovery<br>5. Earned all certifications Junior year | 1. No serious Code of Conduct infractions or referrals<br>2. No owed fees or be current on a time payment plan | 1. Recommendation from Program Instructor<br>2. Approval by Administration<br>3. Reliable transportation |
| Early Placement (EP) | 1. Find job directly related to career tech program<br>2. Work after academics classes up to 5 days 2nd Semester | 1. Max 10 days excused absence Junior year and no more than 5 days 1st Semester of Senior year<br>2. No more than 3 tardies in Senior year<br>3. "2.0" C-TEC GPA<br>4. Upon approval, maintain a "C-" or better in all classes to remain eligible<br>5. Earned all certifications | 1. No serious Code of Conduct infractions or referrals<br>2. No owed fees or be current on time-payment plan | 1. Recommendation from Program Instructor<br>2. Approval by Administration<br>3. Reliable transportation |
| Senior-Only Early Placement | 1. Job directly related to Manuf Fundamentals crse<br>2. Work after academics up to 5 days 2nd Semester | 1. No more than 5 days 1st Semester<br>2. No more than 3 tardies to MF course<br>3. Maintain "C" or better in MF course<br>5. Earned all MF certifications | 1. No serious Code of Conduct infractions      2. No owed fees or current on time-payment plan | 1. Recommendation from Program Instructor<br>2. Approval by Administration<br>3. Reliable transportation |

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# WBL Process

- Students who meet requirements apply by application
- Defined responsibilities for students, parents, C-TEC staff, and employers
- Employers expected to pay entry-level industry wage and evaluate performance weekly
- No contract required for employers and not required to retain students beyond grad

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# Ongoing Engagement

- Employers urged to recruit in industry lab classes
- Employers recruit at hosted Job Fairs & Jobs Boards
- Employers participate in recruiting of 8th & 10th graders for C-TEC enrollment
- Students shadow employers both Jr & Sr year
- Over **150** central OH businesses participated in WBL

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# Our Results

1. In 2018, **99%** of C-TEC students got related employment/apprenticeships, or went on to post-secondary education or military service
2. 18 CTE programs offer WBL opportunities
3. Approx 100 students earn WBL each year
   - Many students work all summer between the Jr and Sr year

4. Seniors earned **$640,000** in pre-tax wages **(2018-19)**

# Best Practices

Dedicated staff member to manage WBL program

Health/Safety checks on WBL students by CT
instructor and/or WBL Coordinator

Career Signing Day - kicks off each year & attended
by entire student body and 95% of WBL employers

Manufacturing Fundamentals Senior-Only Program
reaches even more Licking County students

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# Partner School Testimonials

"Our students are fortunate to have numerous opportunities at C-TEC for career exploration, field specific training and college preparation. I confidently recommend C-TEC for consideration to all students and parents at Heath. Our students who attend C-TEC share with us that they enjoy the professional atmosphere and relevance that is provided by the career paths that they choose."

Trevor Thomas, Ed.D., Superintendent, Heath City Schools

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# Employer Testimonials

"C-TEC students come to Klarity Medical with incredible technical skills that we have to look very hard to find in other prospective employees. Send me more!" Peter Larson, CEO

"Apeks Supercritical relies on the CTEC Work-Based Learning program to provide us with qualified employees to fulfill our entry-level skilled trade positions. We appreciate the work CTEC is doing to prepare young ones for the workforce of today." Jeremy Didion, Production Mgr
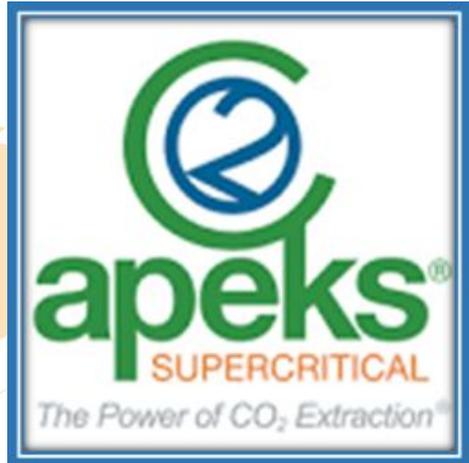
# Student Testimonials

"The hands-on training I received at C-TEC made me much more prepared for the real world. There is such a value in learning book concepts in a classroom and then applying them immediately in the field. I also found it extremely helpful to learn the differences between how the textbook says something will be done and then seeing it actually done in the field." **Anna Brittenham, Dental Assisting, 2018 graduate**

"Work-Based Learning led me to where I'm at today not only through giving me the skills I need to perform at Robertson Construction, but the skills I needed to grow up and present myself to employers." **Lloyd Haas, Welding & Fabrication, 2018 graduate**

Margaret L. Palmer, DDS
Katherine M. Brownson, DDS
*Caring for You & Your Smile*

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