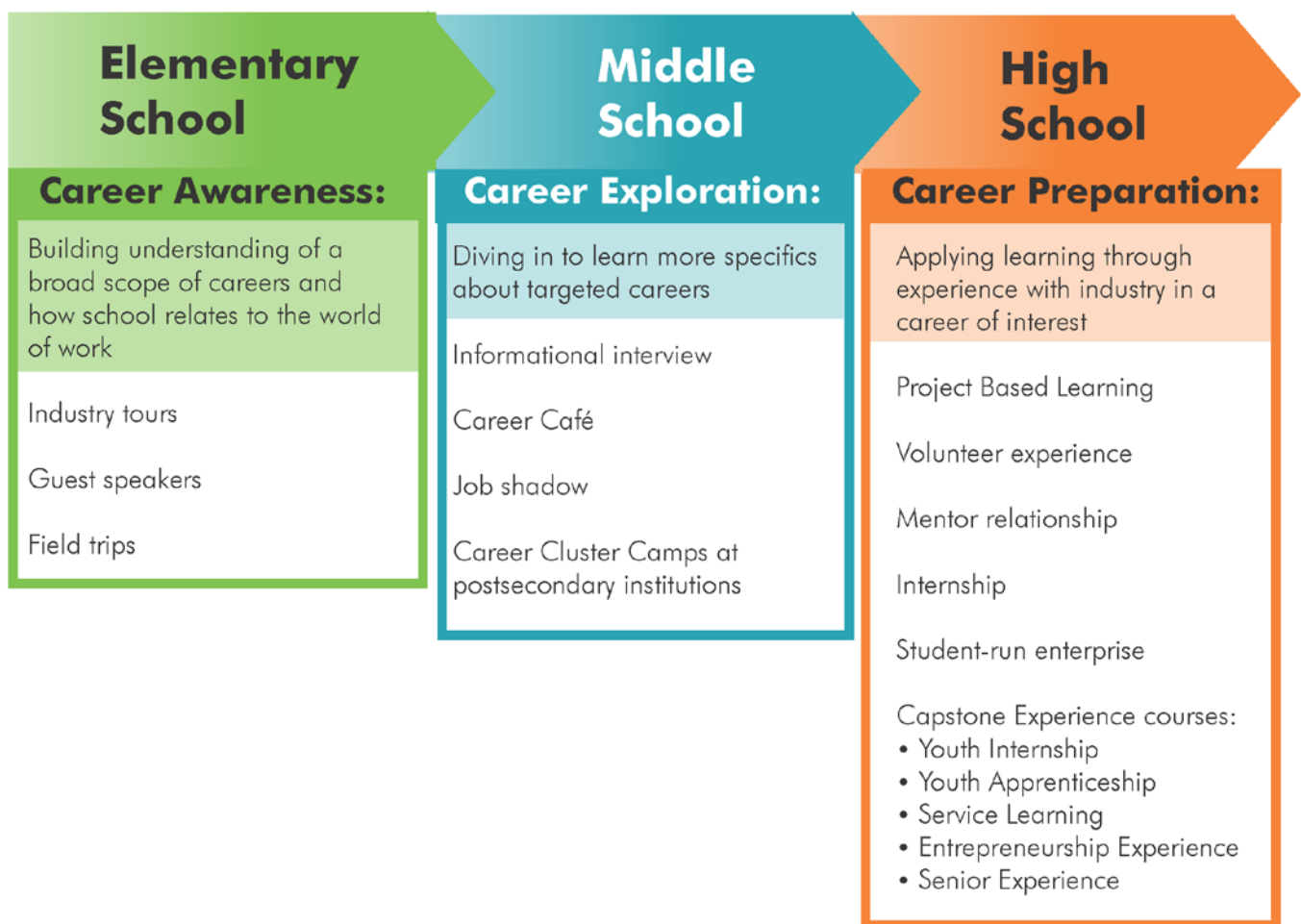


Work-Based Learning

Work-Based Learning (WBL) connects students with industry to engage in real world experiences. WBL experiences bridge academic, technical and employability skill development to help students become college, career and life ready. Whether in the earlier grades with career awareness, middle grades with career exploration, or high school with career preparation, WBL helps students explore careers and develop personal and professional goals for life after high school.

Examples of Work-Based Learning Experiences in K-12

NOTE: The example WBL experiences are not limited to specific grade levels. There may be additional WBL opportunities beyond those listed.



DEFINITIONS

CAPSTONE EXPERIENCES

Courses for high school students that allow students the opportunity to consolidate and apply the learning from their high school coursework into a meaningful and relevant career-related experience. The student-driven experience is based on the student's chosen career cluster or pathway and designed to help increase college and career readiness. Completion of a Capstone Experience course may count towards meeting a high school graduation requirement (the requirement being one unit of any combination of: approved Career and Technical Education, Capstone Experience or Service Learning, and World Language). Capstone Experience courses include: Youth Internship, Youth Apprenticeship, Entrepreneurship Experience, Senior Experience, and Service Learning.

INFORMATIONAL INTERVIEW

An individual spends time one-on-one with a competent worker who answers questions, provides information and advice related to their occupation. The informational interview allows an individual to explore a specific career of interest to determine career compatibility and requirements for the career.

JOB SHADOW

An individual spends time one-on-one with a competent worker by walking through the work day as a shadow. The individual does not complete the work during a job shadow. The job shadow allows an individual to explore a specific career of interest to determine career compatibility and requirements for the career.

ON-THE-JOB TRAINING

Training provided by an employer that takes place while the individual is doing the job and being compensated for the work he/she is doing. The training helps develop the knowledge and skills essential for an individual to become competent and productive in that position.

REGISTERED APPRENTICESHIP

Nationally-recognized, occupational training program provided by on-the-job training and related instruction. Registered apprentices learn specific occupational skills on-the-job by a mentor and supplement their learning by taking formal classes throughout their program. Upon completion of a Registered Apprenticeship program, participants receive an industry issued, nationally recognized credential that certifies occupational proficiency, is portable, and can provide a pathway to the middle class.

STUDENT LEARNER AGREEMENT

An agreement between the student, parent or guardian, employer, and school. This agreement is required for a 16 or 17-year old student to complete duties as part of an Internship that have been deemed hazardous and meet an exception. Visit dlr.sd.gov/employment_laws/youth_employment for more information.

YOUTH APPRENTICESHIP HAZARDOUS OCCUPATION AGREEMENT

An agreement between the student, parent or guardian, employer, and Registered Apprenticeship sponsor. This agreement is required for a 16 or 17-year old student to complete duties of a Registered Apprenticeship that have been deemed hazardous and meet an exception. Visit dlr.sd.gov/employment_laws/youth_employment for more information.

WORK EXPERIENCE/INTERNSHIP

A planned, structured learning experience that takes place in a workplace for a limited period of time. They help individual(s) gain experiences while working in a specific field or occupation, while they can determine career compatibility, learn the professional requirements and responsibilities necessary for the career.

WORKERS' COMPENSATION COVERAGE FOR A WORK EXPERIENCE/INTERNSHIP

Coverage is dependent on who is paying the student:

- DLR WIOA program is paying (no more than 25 hours/week): DLR Workers' Compensation covers the student.
- Business is paying the student: Business' Workers' Compensation covers the student.
- Student is volunteering: School's Workers' Compensation cover the student.

YOUTH APPRENTICESHIP

Registered Apprenticeship for a 16 or 17-year old.

COMPARISON OF YOUTH APPRENTICESHIP AND WORK EXPERIENCE/INTERNSHIP

	YOUTH APPRENTICESHIP	REGISTERED APPRENTICESHIP	WORK EXPERIENCE/INTERNSHIP
AGE	16 or 17 years olds	18 or older	16 or 17 year olds
CREDENTIAL OR CREDIT	<p>If part of a Registered Apprenticeship, upon completion of the apprenticeship, participants will receive a nationally-recognized credential.</p> <p>If part of the Capstone Experience: Youth Apprenticeship course, students will also earn high school credit to meet a graduation requirement.</p>	<p>Upon completion of the apprenticeship, participants will receive a nationally-recognized credential.</p> <p>If part of the Capstone Experience: Registered Apprenticeship course, students will also earn high school credit to meet a graduation requirement.</p>	<p>If part of the Capstone Experience: Youth Internship course, students may earn high school credit to meet a graduation requirement.</p>
PAY	Participants earn a working wage	Participants earn a working wage	Can be paid or unpaid. If part of WIOA, participants earn a wage for no more than 25 hours per week.
WORKER'S COMPENSATION	The business' Workers' Compensation covers the student.	The business' Workers' Compensation covers the student.	<p>If paid by the business: the business' Workman's Compensation covers the student.</p> <p>If unpaid: the school's Workman's Compensation covers the student.</p> <p>If part of WIOA (student paid by WIOA): DLR Workers' Compensation covers the student.</p>
HAZARDOUS OCCUPATIONS EXEMPTION with FEDERAL YOUTH LABOR LAWS	If the student is 16 or 17 and is completing duties that meet one of the hazardous occupation exemptions, a Youth Registered Apprenticeship Hazardous Occupation Agreement must be completed and followed. Visit dlr.sd.gov/employment_laws/youth_employment for more information.	Not applicable	If the student is 16 or 17 and is completing duties that meet one of the hazardous occupation exemptions, a Student Learner Agreement must be completed and followed. Visit dlr.sd.gov/employment_laws/youth_employment for more information.