

Appendix O: Work-Based Learning Definitions and Examples

WBL: Post-Secondary Activities – Examples

Overview: The purpose of this table below is to outline work-based learning definitions and examples for schools. This allows schools to document hours towards the Seal of Civic Readiness and to track postsecondary readiness milestones.

NYSED Categories of Work-Based Learning (see [manual, page 14](#))

- Job shadowing
- Community service/volunteering
- Career-focused research projects
- Industry-based projects
- School-based enterprises
- Entrepreneurship
- Community-based work experiences for students with disabilities

Work-Based Learning Definitions and Examples	
Apprenticeship	Apprenticeship is the process of learning a skilled occupation through both paid on- the-job training under the guidance of experienced workers and related classroom training
Career-Focused Research Project	<p>A research paper designed for students to explore possible career interests. The paper should include:</p> <ol style="list-style-type: none"> 1. Research a career of interest within a career pathway and the many options for career choices within that pathway 2. Research the post-secondary training needed to achieve an entry level position and advancement within the chosen career 3. Research projected future job opportunities in that career 4. Conduct interviews with professionals working in that career* 5. Participate in job shadowing experiences within that career <p>Prepare and deliver a presentation of your research findings to peers</p>
Community Service	Students participate in volunteer experiences that teach them responsibility, community involvement, and an awareness of the needs of others. Community service does not directly connect to the knowledge and technical skills learned in the classroom.
Entrepreneurship	Students plan a start-up company or product involving the research and design of a business plan, financial planning, and marketing strategy as an activity or class project.
Internship	Highly structured, time-limited activity in which students are placed at a worksite to participate in and observe work firsthand. Paid or unpaid activity.
Job	Paid work opportunity, documented through paystubs or signed timecards.
Job Shadow	The student is paired with and observes the workday of an employee for 1-8 hours, interacts with his or her clients or customers, and attends

	meetings and other appointments with the person they are shadowing.
School-Based Enterprise	An entrepreneurial operation in a school setting that provides goods/services. SBEs are managed and operated by students. Ex. School Store
SYEP	Students completing a Summer Youth Employment Program placement.
Workplace Challenge or Industry-based project	Small groups of students are engaged in solving a real-world problem or a challenge issued by an employer. Students work as a team to identify possible solutions. They then create and deliver a presentation on their solutions to the employer. Ex. Students in a marketing class are tasked by a local retail store to create a social media plan to help the business expand its customer base.
Industry Boot Camp	A boot camp is a fast-track, industry-specific training program that enhances jobseekers' skills to prepare them for employment in high-growth industries. Ex. OSHA-30 training
Sector Bridge Training	Bridge programs contextualize instruction to a specific industry sector and have established relationships with workforce training partners. Usually offered as a prerequisite/skills training before a student can enter the full-time training program. Ex. Healthcare or Construction Career Intensive with St. Nicks Alliance (T2C example)
Sector Training	Sectoral employment training programs are high-quality workforce training programs designed and delivered in partnership with employers, employer associations, and/or worker associations, that address the needs of both businesses and workers.