

The Work-Based Learning Continuum

P-TECH has defined a sequenced continuum of Work-Based Learning activities and experiences for all students that address Career Awareness, Career Exploration, and Career Preparation. This is accomplished through a series of work-based classroom activities, workplace exposures, and community experiences over time. Classroom activities support and provide opportunities to reflect what's learned in the workplace and community, and workplace learning experiences support the classroom curriculum. In addition, students are supported by and provided role models and guidance from adults in the school and in the workplace. P-TECH students are provided experiences that are commensurate with their knowledge, skills and abilities, and designed to support the acquisition of knowledge and skills. These experiences are also compatible with their age and stage of development.

All students are provided with a full range of opportunities throughout their engagement in P-TECH, with the expectation that they participate in authentic workplace learning experiences at each level of the WBL continuum. P-TECH employers and community partners provide opportunities that make sense for their organization, work for the business, and provide direct benefits to the student, the employer and the school. While no single employer or partner organization is expected to participate in or provide all experiences, each P-TECH school arranges for its partners to collectively provide access to the full continuum of opportunities described below.

This toolkit focuses on supporting employer participation in high-quality learning experiences in the workplace. The following section describes the three levels of the Work-Based Learning Continuum.

Career Awareness

Activities designed to promote awareness of careers, workplace norms and employer expectations, as well as personal interests and aptitudes. In the workplace, Career Awareness activities include Career Mentoring and Workplace Tours.

"I understand what's out there and am discovering the kinds of things I might want to do."

Career Exploration

Activities designed to promote a deeper understanding of potential careers, and to provide opportunities for an investigation of a particular industry, career or occupation of interest. In the workplace, Career Exploration activities include Informational Interviews and Job Shadowing.

"I'm interested in this field and am beginning to understand what it's all about and what I need to do to pursue a career in the industry."

Career Preparation

Activities designed to provide an in-depth discovery of a particular career and the development of the skills and understanding of the education or training needed in a particular industry or occupation. In the workplace, Career Preparation activities include Workplace Challenges, Internships, Work Experience (including Co-Operative Work Experience) and Apprenticeships.

"I know the kinds of things I want to do and am getting the chance to learn new skills and practice applying those skills."

WORK-BASED LEARNING CONTINUUM

P-TECH students are provided a range of opportunities across the continuum through partnerships with employers and community or governmental organizations. This chart lists all of the activities across the continuum, whether they happen in the classroom, community or the workplace.

ACTIVITIES

CAREER AWARENESS

Classroom Learning

- Career Awareness Lessons
- Career Research
- Guest Speakers
- Professional Skills Development

Community Activities

- Career Fairs
- College Visits
- Community Resource Awareness

Workplace Learning

- Career Mentor
- Workplace Tour

CAREER EXPLORATION

Classroom Learning

- Career Exploration Lessons
- Career Guidance
- Career-Related Projects
- Industry Research

Community Activities

- Community Service
- Mock Interview
- Out-of-School-Time Activities

Workplace Learning

- Informational Interview
- Job Shadow

CAREER PREPARATION

Classroom Learning

- Career Coaching
- Occupational Training
- Technical Skills Training
- Work Readiness Activities

Community Activities

- Volunteering
- Competitions
- Industry Certification

Workplace Learning

- Workplace Challenge
- Internship
- Work Experience/Co-Op
- Apprenticeship