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## **GUIDING PRINCIPLES of Work-Based Learning**



A proud partner of the AmericanJobCenter network

## **Align to Career Pathways**

Work-based learning experiences build knowledge, skills, and competencies aligned with in-demand careers and support participants in advancing along career pathways, leading to measurable economic success.

## **Identify and Validate Skills to be Gained**

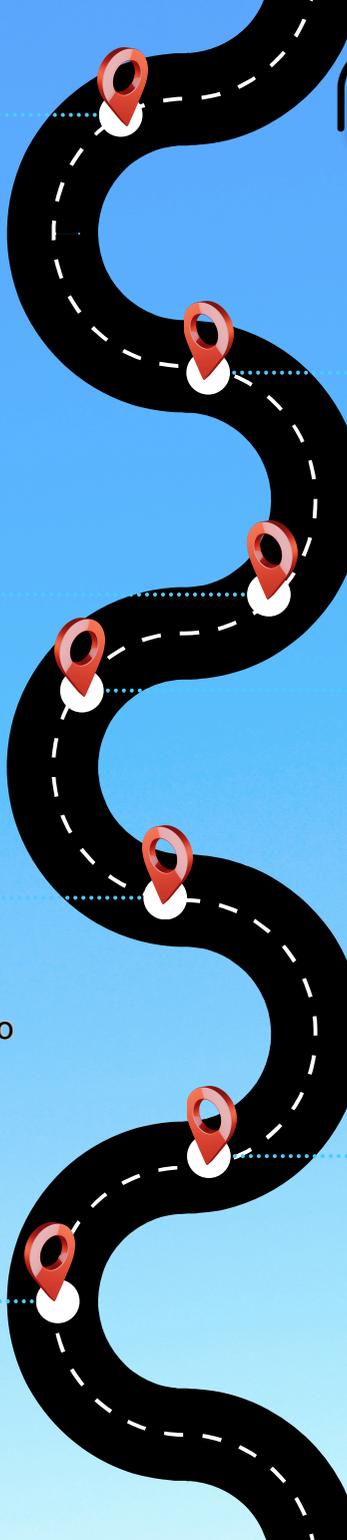
WBL programs are more valuable to both participants and employers when everyone has a clear understanding of the skills that participants are expected to attain and when there are clear guidelines for verifying that participants have mastered those skills.

## **Support Academic Progress and Achievement**

By demonstrating the real-world value of classroom learning and providing students with opportunities to apply and contextualize their knowledge and skills, WBL supports and accelerates academic progress and achievement at the secondary and postsecondary levels.

## **Measure Shared Progress**

Employer, participant, and program outcomes are measured and monitored using metrics that are transparent and hold all partners accountable for success



## **Guiding Principles of Work Based Learning**

### **Incorporate Meaningful Job Tasks**

Participants in work-based learning must have opportunities to engage in appropriately complex and industry-relevant tasks that build career skills and knowledge.

### **Reward Skill Gains and offer Compensation**

Skill development is recognized and rewarded through mechanisms such as opportunities to take on greater responsibility, high school or postsecondary credit, opportunities to transition to permanent employment, and promotions for incumbent workers. Participants earn compensation as appropriate for the work they complete.

### **Integrate Opportunities to Develop Professional Networks**

Intentionally embed opportunities to build professional networks within WBL experiences and ensure that participants are educated about the value of professional networks to their future careers.