

# Work-Based Learning Framework

Work-based learning looks beyond the classroom to expand academic and technical learning and accelerate advancement along career pathways. Work-based learning is defined as a student or worker completing **meaningful job tasks in a workplace** that develop readiness for work, knowledge, and skills that support entry or advancement in a particular career field. Work-based learning supports a continuum of lifelong learning and skill development for a range of workers and learners—K-12 students, young adults, college students, adult jobseekers, and incumbent workers.

**CENTER FOR  
APPRENTICESHIP &  
WORK-BASED  
LEARNING**

**JOBS FOR THE FUTURE**

## CAREER EXPERIENCE

**SPECIFIC SKILLS | PERMANENT EMPLOYMENT**

Engages individuals as paid workers to gain specific skills, in conjunction with related classroom or lab instruction, in a particular industry or occupation.

**Models include:**

- Registered Apprenticeships
- Youth Apprenticeship
- Other Forms of Apprenticeships
- Transitional Jobs
- On-the-Job Training
- Work-Based Courses

## CAREER EXPOSURE

**INDUSTRY INTRO | SHORT-TERM**

Brings participants to workplaces for short periods of time with the goal of gaining introductory information about an industry and associated occupations.

**Models include:**

- Job Shadows
- Company Tours
- Mentoring
- Simulations
- Information Interviews

## CAREER ENGAGEMENT

**BASIC TECHNICAL & EMPLOYABILITY SKILLS**

Provides extended opportunities for participants to increase their knowledge of an identified field of interest and gain employability skills and some entry-level technical knowledge or skills.

**Models include:**

- Internships
- Pre-Apprenticeships
- Apprenticeship Readiness
- Cooperative Education
- Service Learning

### WORK-BASED LEARNING

PREPARATION FOR  
WORK-BASED LEARNING

## CAREER EXPLORATION

**AWARENESS | FOUNDATION | PREPARATION**

Builds awareness of careers. Career exploration activities do not take place in workplaces and are not work-based learning, but provide a foundation for work-based learning and prepare participants to make the most of opportunities.

**Models include:**

- Career Fairs
- Industry Projects
- Interest Inventories
- Mock Interviews

Visit JFF's **Center for Apprenticeship & Work-Based Learning** for more information: [jff.org/center](http://jff.org/center).