



Work-Based Learning

A proactive approach to bridging the gap between high school and the workforce, allowing students to leverage their knowledge, skills, and abilities to accelerate their careers!



What is **WORK-BASED LEARNING**?

In Tennessee, Work-Based Learning (WBL) is defined as the application of academic and technical knowledge in a work setting. WBL can take place in a number of different settings, such as a restaurant, an office building, a healthcare facility, or even an auto manufacturing plant.

When students demonstrate mastery of requisite job tasks, a certified WBL coordinator and other school staff work with local employers to find meaningful work experiences in their community.

STUDENT and EMPLOYER Benefits

- WBL provides students with early exposure to high-growth occupations and employers the opportunity to deepen talent pipelines.
- WBL allows students to gain valuable work experience and employers to identify future organizational leaders.
- WBL facilitates lasting partnerships within the community that increase labor market participation and economic stability.



\$600,000+

Invested in high school apprenticeships since 2018

\$80,000

School-Based Enterprise grants awarded in 2021

127

Districts participate in Work-Based Learning statewide

30,000+

Students enroll in a Work-Based Learning course every year

Key Components of WBL

Hands-On Learning

WBL experiences take learning beyond the classroom

Mentorship

Industry experts provide students with enhanced guidance and support

Meaningful Outcomes

Over 85% of WBL students transition seamlessly into postsecondary education or the workforce

Types of Work-Based Learning Experiences

Job Shadowing

Students shadow a professional, observing their daily work routines, documenting their experiences, and deepening their understanding of the occupation

School-Based Enterprise

Students bring the work environment to their school, operating a business within the building and gaining insight about the industry from employer partners

Internship

Student learning is extended into the workplace where they contribute to employer projects and assist with day-to-day operations.

Paid Employment

Students work side-by-side with professionals in the workplace and fill key staffing needs for local employers.