

Work Based Learning

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Work Based Learning: An evolving model

- Work based learning is one component of a culture of life long learning
- Learning contexts
 - Formal education system: secondary, post secondary, professional education
 - Certification and licensure
 - Life long learning
- Learning settings
 - In service, on site class, class based, distance approaches, work based

Work Based Learning: The Antecedents

- Apprenticeships
 - Internships
 - Residency – Field Work
 - On site classes
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- The next stage: Work Based Learning

Work Based Learning: What is different?

- Partnership: employer and learning org
- Curriculum work place driven
- Learning is continuous
- Learner is employee
- Structured expectations and assessment
- Rewards for achievement

Work Based Learning: What is different?

- Partnerships
 - Faculty come from employers and learning org
 - Employer and learning org share learning responsibility
 - Employer and learning org plan together

Work Based Learning: What is different?

- Curriculum work place driven
 - Learning objectives derived from skill requirements
 - Work activity structured to engage in learning objectives
 - Supplemental learning resources integrated into job

Work Based Learning: What is different?

- Learning is Continuous
 - No semester, etc. boundaries
 - Transforms culture to learning organization
 - Advances skill and knowledge with science and technology

Work Based Learning: What is different?

- Learner is employee
 - Not student
 - Not intern
 - Accountable for performance

Work Based Learning: What is different?

- Structured expectations and assessment
 - Explicit learning objectives
 - Structured work activities
 - Performance measurement
 - Reflective self assessment
 - Feedback and adjustment

Work Based Learning: What is different?

- Rewards for achievement and progress
 - Academic credit
 - Salary and benefits
 - Certification
 - Other?

Work Based Learning: An evolving model

- No tested model to promulgate; no absolute answers
- Looking for prototypes that build on the six components above
- Variation ok

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