

**A COMPARISON OF WORK-BASED LEARNING METHODS OF INSTRUCTION**

Characteristic	Career-Exploration WBL Methods			Pre-professional WBL Methods		Career-Preparation WBL Methods		
	JOB SHADOWING	MENTORSHIP	INTRODUCTORY INTERNSHIP	EXTENDED INTERNSHIP	SERVICE LEARNING	CLINICAL EXPERIENCE	STUDENT APPRENTICESHIP	COOPERATIVE EDUCATION
<b>Grade Levels</b>	Primarily grades 6–8, but continuing into higher grades			Primarily grades 9 and 10, but continuing into upper grades		Primarily grades 11 and 12, but continuing into postsecondary		
<b>Goals of method</b>	<ul style="list-style-type: none"> <li>Foster career and workplace awareness</li> <li>Promote career exploration</li> <li>Strengthen motivation and informed decision-making skills</li> </ul>			<ul style="list-style-type: none"> <li>Deepen career and workplace knowledge</li> <li>Develop personal qualities and workplace readiness skills</li> <li>Impart beginning professional skills</li> </ul>		<ul style="list-style-type: none"> <li>Develop technical knowledge and skills necessary for entry into a specific occupation</li> <li>Strengthen career awareness, workplace readiness, and personal development</li> </ul>		
<b>Student receives pay</b>	No	No	No	Local determination based on FLSA* criteria (see Appendix B) <small>*Fair Labor Standards Act</small>	No	No	Yes	Yes
<b>Number of hours required</b>	Local option	Local option	Local option	Local option	Local option	Set by Virginia Board of Nursing or Va. Department of Health	Maximum of 20 hours per week	396 (11-15 per week)
<b>Training plan and training agreement used</b>	Optional (assignment involved)	Optional (assignment involved)	Optional (project involved)	Optional (project involved)	No (identified goals)	Contract with clinical facility	Yes (must use specific Va. Department of Labor and Industry [VDOLI] forms)	Yes
<b>Related classroom instruction</b>	Yes	Yes	Yes	Yes	Yes	Yes	Desirable, but not required	Yes
<b>Option for receiving credit toward graduation</b>	No	No	No	No	No	Yes	Yes	Yes
<b>Student required to have career objective in the career field</b>	No, but interest in field required	No, but interest in field required	No, but interest in field required	No, but interest in field required	No	Yes	Yes	Yes
<b>WBL experience administered by teacher-coordinator certified in career field</b>	No, but knowledge of careers and placement required	No, but knowledge of careers and placement required	No, but knowledge of careers and placement required	No, but knowledge of careers and placement required	No	Yes	Determined by school, employer, and VDOLI	Yes