

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	COOPERATIVE EDUCATION	YOUTH REGISTERED APPRENTICESHIP	REGISTERED APPRENTICESHIP
Grade Levels	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		<ul style="list-style-type: none"> Primarily grades 11 and 12 At least 16 years old 	
Goals of Method	<ul style="list-style-type: none"> Foster career and workplace awareness Promote career exploration Strengthen motivation and informed decision-making skills 			<ul style="list-style-type: none"> Deepen career and workplace knowledge Develop personal qualities and workplace readiness skills Impart beginning professional skills 		<ul style="list-style-type: none"> Develop technical knowledge and skills necessary for entry into a specific occupation or postsecondary training program Strengthen career awareness, workplace readiness, and personal development 		<ul style="list-style-type: none"> Connect On-the-Job Training (OJT) with related technical instruction Help students gain employability and occupational skills. 	<ul style="list-style-type: none"> Develop technical knowledge and skills necessary for entry into a specific occupation or postsecondary education training program. Strengthen career awareness, workplace readiness, and personal development.
Student Receives Pay	No	No	No	Local determination based on FLSA* criteria	No	No	Yes	Yes	Yes
Number of Hours Required	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	<ul style="list-style-type: none"> No minimum or maximum OJT hour requirements. All OJT hours accrued will be credited toward the completion of an RA program. Minimum 144 hours related technical instruction. 	Minimum 2,000 OJT hours and 144 hours per year of related instruction to supplement OJT
Training Agreement and Training Plan Used	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; must use the VDOLI Registered Apprenticeship forms	Yes; must use the VDOLI Registered Apprenticeship forms
Related Classroom Instruction	Yes	Yes	Yes	Yes	Yes	Yes	Desirable, but not required	<ul style="list-style-type: none"> Received from high school CTE programs to meet 1 or 2 years of related instruction required for RA Minimum 144 hours related technical instruction 	Provided by community colleges, technical schools, online or on-site by company/sponsor. Must be occupation specific.
Option for Receiving Credit Toward Graduation	No	No	No	No	No	Yes	Yes	Yes	Yes
Student Required to Have Career Objective in the Career Field	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	Yes
WBL Experience Administered by Teacher-coordinator Certified in the Career Field	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	Determined by school, employer, and VDOLI

*Fair Labor Standards Act. Federal legislation from April 2010 provides for determination as to whether or not interns must be paid the minimum wage and overtime under the Fair Labor Standards Act (FLSA) for the services that they provide to private sector “for-profit” employers. Educators must meet the “Test for Unpaid Interns” (six criteria) if they are placing students in unpaid internships. Otherwise, the students must follow the FLSA for paid internships. Source: www.dol.gov/whd/regs/compliance/whdfs71.htm.