Work Based Learning Experiences

What They Are & How to Do Them

Learning Objectives

Following this training, attendees will:

1. Understand the import of Work Based Learning Experience (WBLE)
2. Understand the range of WBLEs
3. Understand the objectives of each type of WBLE & differences between them
4. Have access to WBLE tools

Why the Emphasis on Pre-ETS?

Because students with disabilities have:

1. Poor high school graduation rates Twice the rate
2. Poor college attendance/completion rates 1/2 the rate
3. Poor employment rates 1/3 the rate

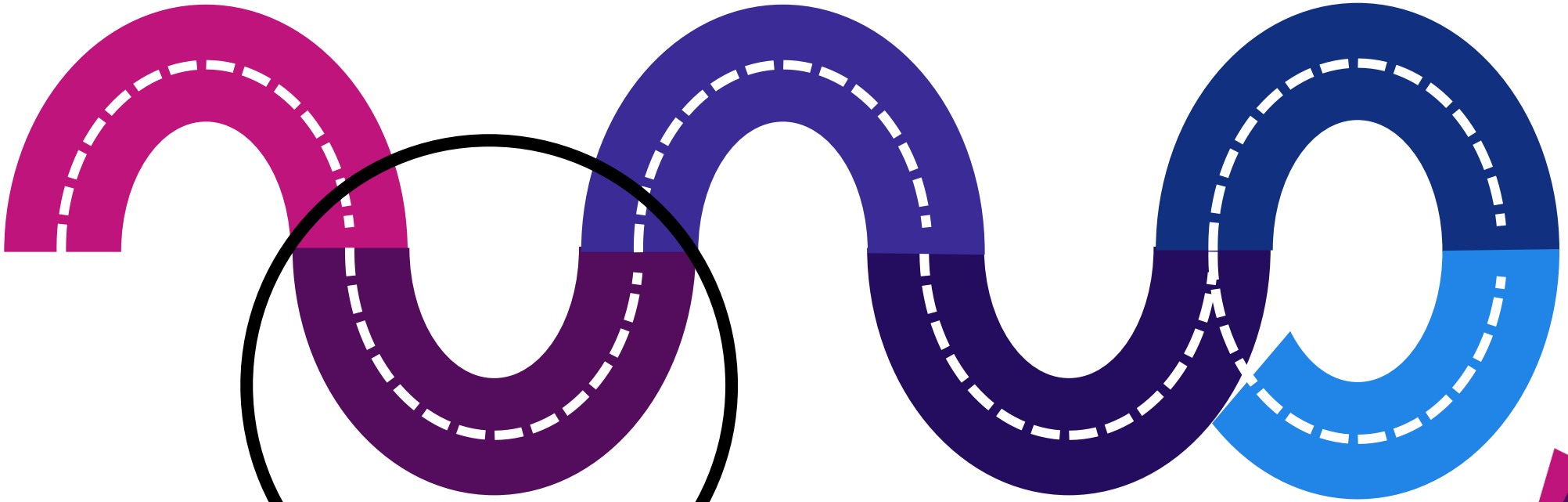
When compared to their non-disabled peers, can you guess the rate at which they drop-out, go to college, and get jobs?

5 Required Pre-ETS Services

Job Exploration Counseling

Counseling on Post Secondary Training Opportunities

Instruction in Self-Advocacy



Repeat

Work Based Learning Experiences

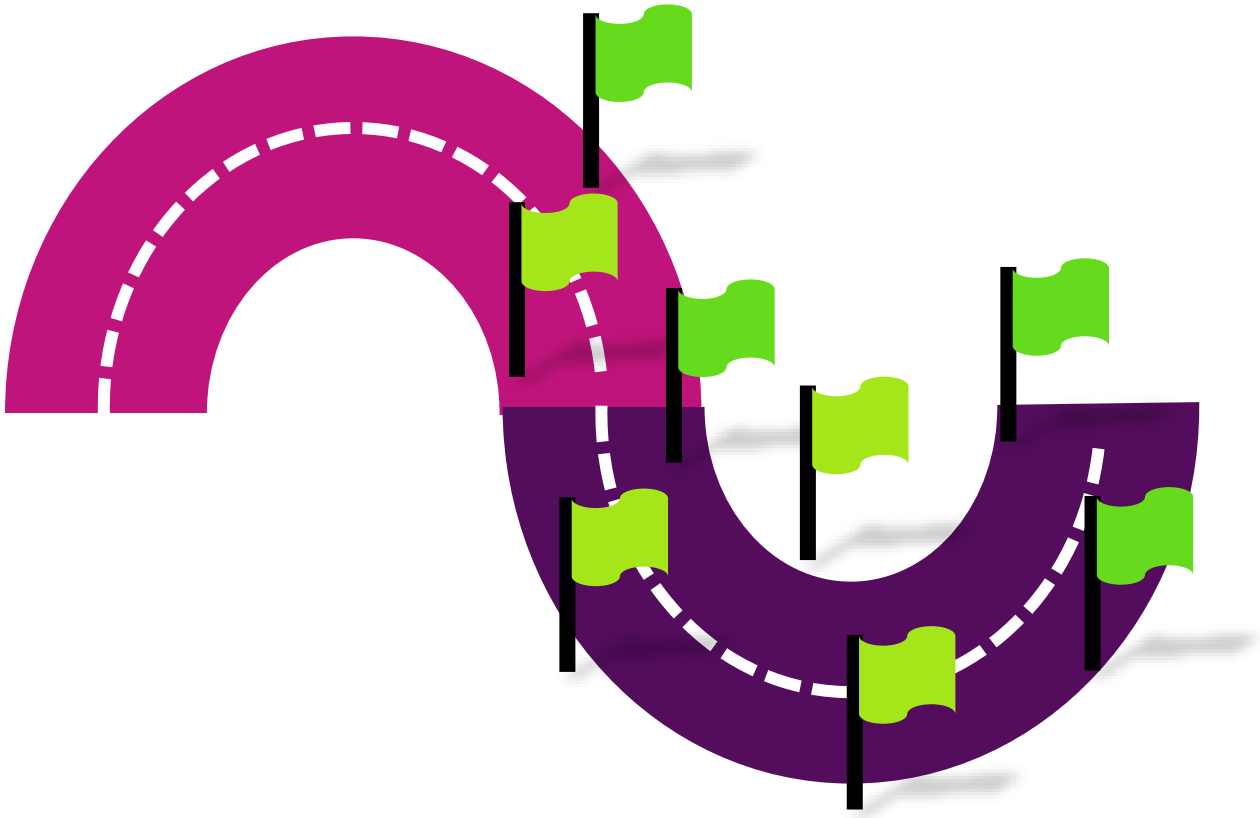
Work Place Readiness Training

Work Based Learning Experiences

Features

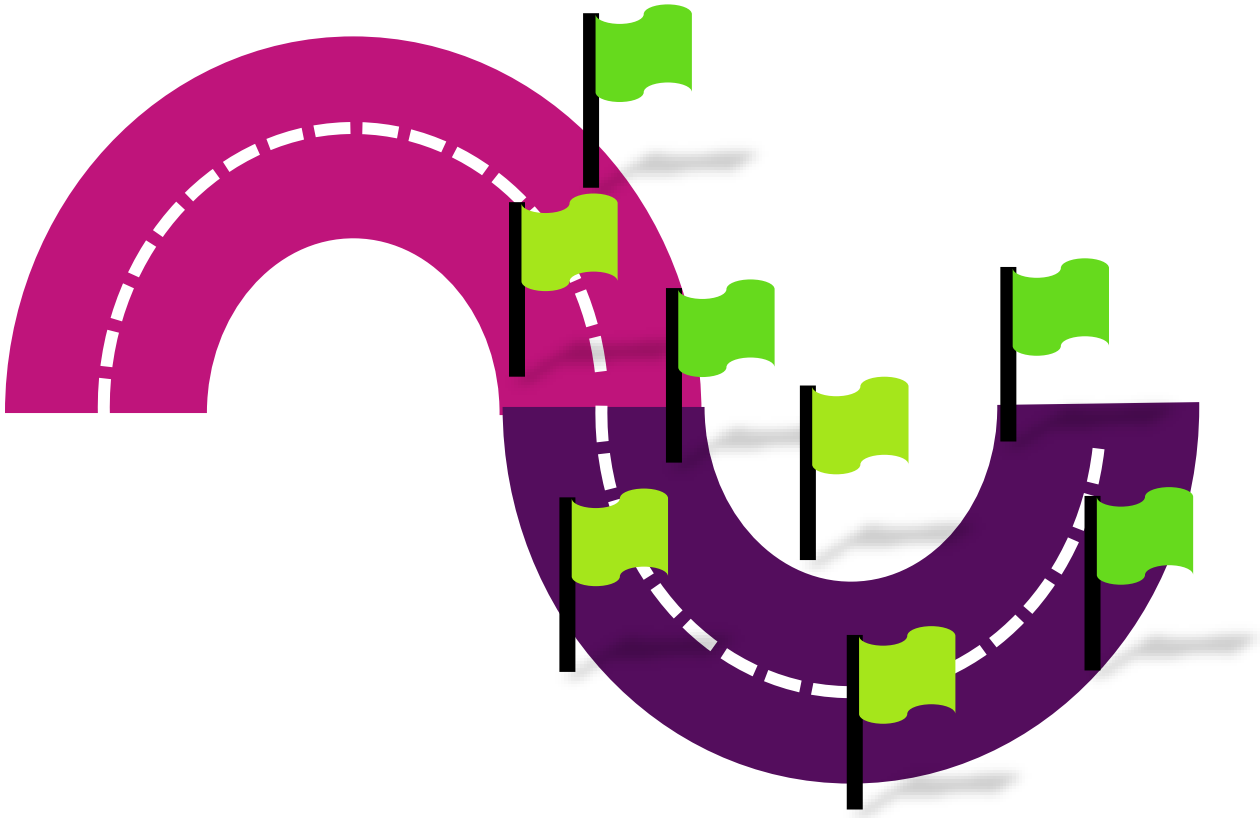
- Links school experiences to real-life work activities
  - Emphasis on *pre*-employment *learning*
  - Emphasis on exposure to work, not mastery of skill-set
- Conducted thru web-based resources &/or direct employer or community involvement
- Meant to motivate youth
- Must be provided in an integrated setting
- Requires an evaluation of acquired work relevant skills

Work Based Learning Experiences



- Interest Inventory
- Informational Interview
- Job-Site Tour
- Job Shadow
- Volunteer Experience
- Paid Work Experience
- Internship
- Apprenticeship

Work Based Learning Experiences



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HEAR IT

SEE IT

DO IT

Interest Inventory

Interest Inventory

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Informational Interview

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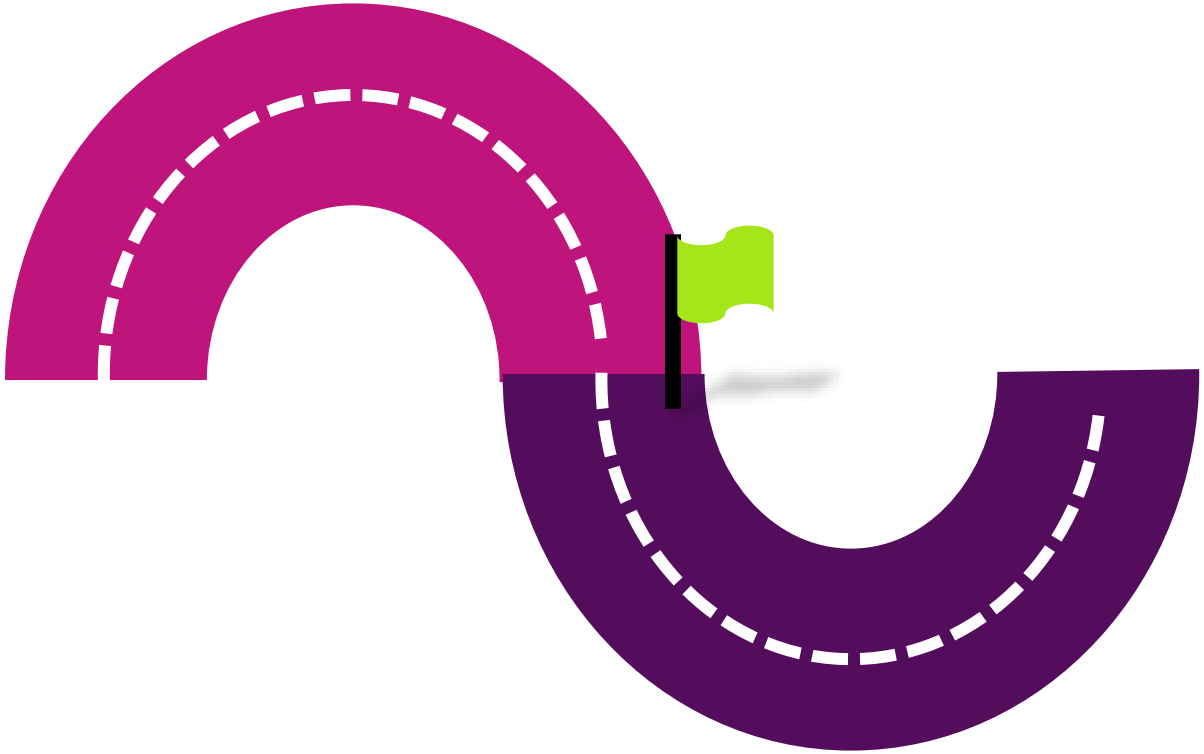
Job Site Tour



Job Site Tour

Opportunity for students to observe others performing a job of interest in an integrated setting.

Job Shadow Kit

Job Shadowing Kit

A job shadow experience is literally spending time "in the shadow" of a person doing his or her job. It immerses each student in the world of work, where they can get first-hand information about job skills and careers. By bringing students into the workplace to see a professional at work, very real and tangible options come alive for them. Job shadowing creates a critical link between education and success. This helps students not only visualize themselves in that work environment, but it also empowers them to identify what educational choices will coincide with that career path.

Great Falls Public Schools Job Shadow Program has been matching students with employers since 2005, and the successful relationships we have built with community business partners continue to grow.

The items listed below are **REQUIRED DOCUMENTATION** that is to be completed **BEFORE** you arrive at the Job Shadow site. If you are missing any of these documents, an employer will turn you away. When you receive your placement email and confirmation, print it out and make sure it accompanies you to the Job Shadow appointment along with the five forms identified below.

1. **Student Expectations & Responsibilities**
2. **Student Confidentiality Statement**
3. **Parent Permission Form**
4. **Talking Points (Guideline of questions for students to ask during t**
5. **Employer Evaluation**

After your job shadow experience, you will be expected to complete a **student evaluatio** **you note** to your Job Shadow Host.

Shadow

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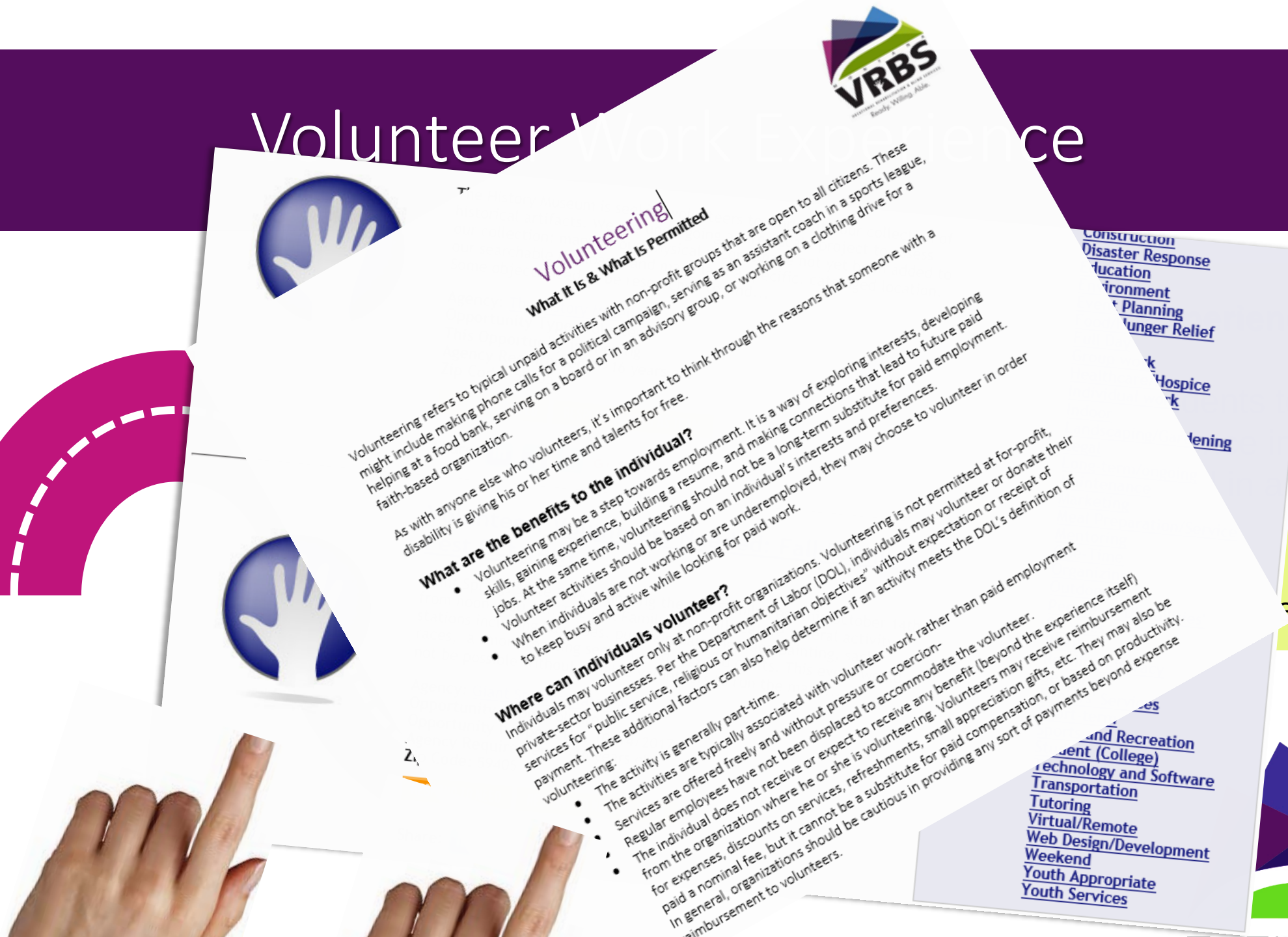
Volunteer Work Experience



Volunteering

What It Is & What Is Permitted

Volunteering refers to typical unpaid activities with non-profit groups that are open to all citizens. These might include making phone calls for a political campaign, serving as an assistant coach in a sports league, helping at a food bank, serving on a board or in an advisory group, or working on a clothing drive for a faith-based organization.

As with anyone else who volunteers, it's important to think through the reasons that someone with a disability is giving his or her time and talents for free.

What are the benefits to the individual?

- Volunteering may be a step towards employment. It is a way of exploring interests, developing skills, gaining experience, building a resume, and making connections that lead to future paid jobs. At the same time, volunteering should not be a long-term substitute for paid employment.
- Volunteer activities should be based on an individual's interests and preferences.
- When individuals are not working or are underemployed, they may choose to volunteer in order to keep busy and active while looking for paid work.

Where can individuals volunteer?

Individuals may volunteer only at non-profit organizations. Volunteering is not permitted at for-profit, private-sector businesses. Per the Department of Labor (DOL), individuals may volunteer or donate their services for "public service, religious or humanitarian objectives" without expectation or receipt of payment. These additional factors can also help determine if an activity meets the DOL's definition of volunteering:

- The activity is generally part-time.
- The activities are typically associated with volunteer work rather than paid employment
- Services are offered freely and without pressure or coercion-
- Regular employees have not been displaced to accommodate the volunteer.
- The individual does not receive or expect to receive any benefit (beyond the experience itself) from the organization where he or she is volunteering. Volunteers may receive reimbursement for expenses, discounts on services, refreshments, small appreciation gifts, etc. They may also be paid a nominal fee, but it cannot be a substitute for paid compensation, or based on productivity.

In general, organizations should be cautious in providing any sort of payments beyond expense reimbursement to volunteers.

Construction
Disaster Response
Education
Environment
Planning
Hunger Relief
Hospice
Gardening
Technology and Software
Transportation
Tutoring
Virtual/Remote
Web Design/Development
Weekend
Youth Appropriate
Youth Services

Paid Work Experience

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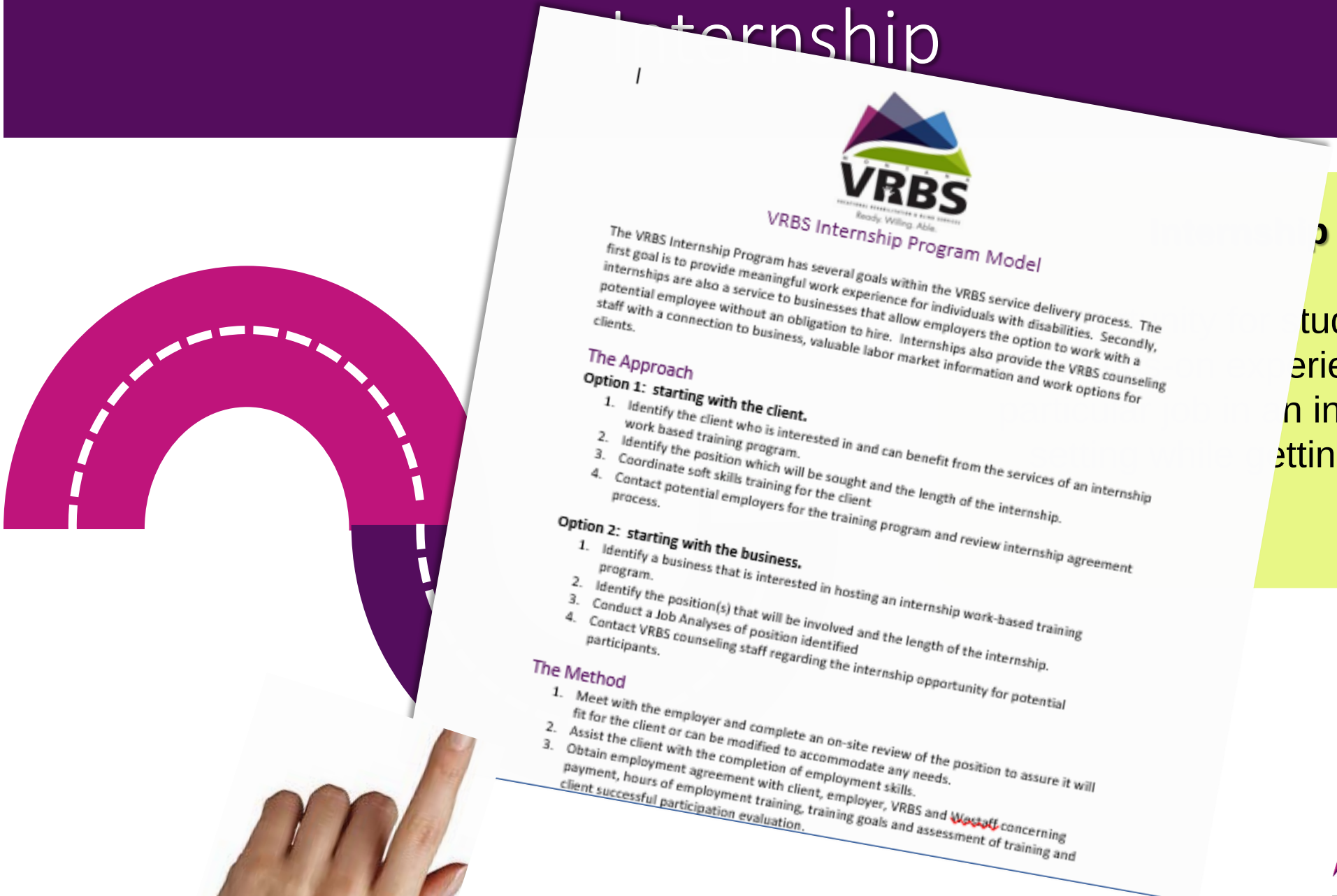
Internship



VRBS

Ready. Willing. Able.

VRBS Internship Program Model

The VRBS Internship Program has several goals within the VRBS service delivery process. The first goal is to provide meaningful work experience for individuals with disabilities. Secondly, internships are also a service to businesses that allow employers the option to work with a potential employee without an obligation to hire. Internships also provide the VRBS counseling staff with a connection to business, valuable labor market information and work options for clients.

The Approach

Option 1: starting with the client.

1. Identify the client who is interested in and can benefit from the services of an internship work based training program.
2. Identify the position which will be sought and the length of the internship.
3. Coordinate soft skills training for the client
4. Contact potential employers for the training program and review internship agreement process.

Option 2: starting with the business.

1. Identify a business that is interested in hosting an internship work-based training program.
2. Identify the position(s) that will be involved and the length of the internship.
3. Conduct a Job Analyses of position identified
4. Contact VRBS counseling staff regarding the internship opportunity for potential participants.

The Method

1. Meet with the employer and complete an on-site review of the position to assure it will fit for the client or can be modified to accommodate any needs.
2. Assist the client with the completion of employment skills.
3. Obtain employment agreement with client, employer, VRBS and Westaff concerning payment, hours of employment training, training goals and assessment of training and client successful participation evaluation.

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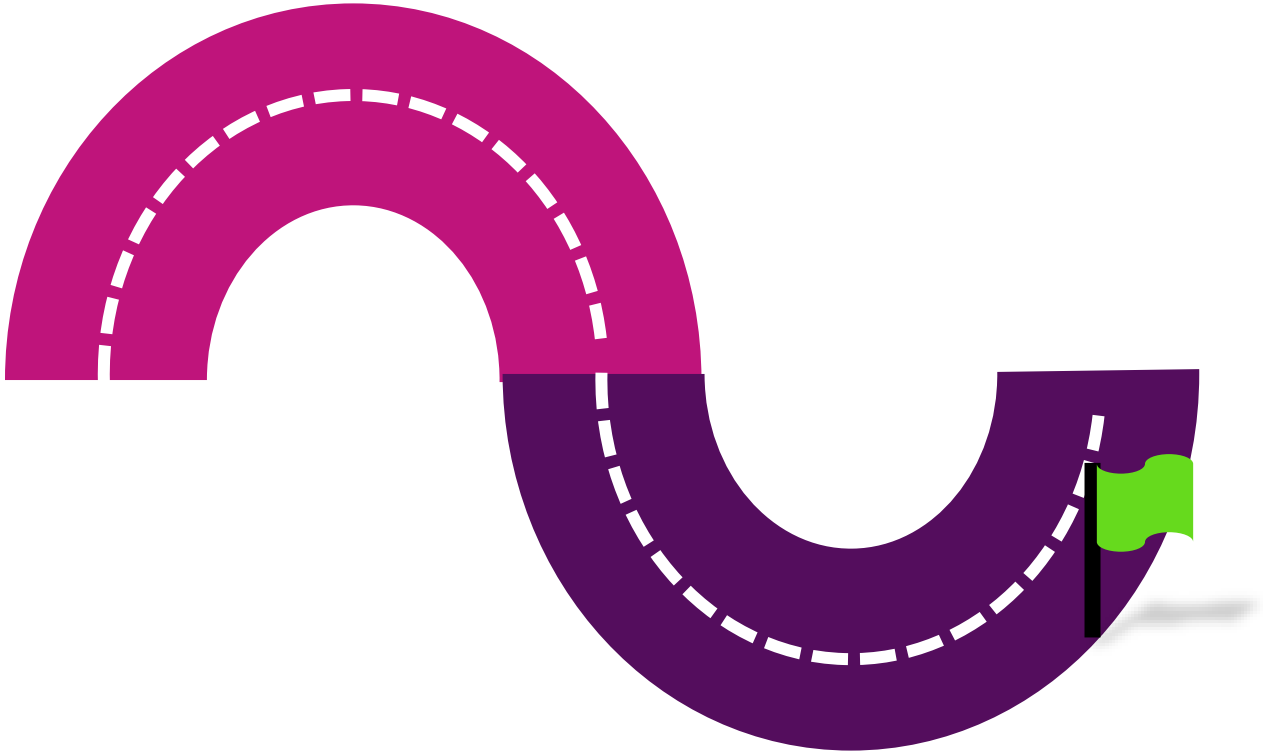
School-Based Apprenticeship



School –Based Apprenticeship

Opportunity for students to get hands-on experience in a particular *trade* in an integrated setting.

* Pathways & Competitions

Questions?