COLORADO’S WORK-BASED LEARNING CONTINUUM

Work-based learning is a continuum of activities that occur, in part or in whole, in the workplace, providing the learner with hands-on, real world experience.

**LEARNING ABOUT WORK**

Career awareness and exploration help individuals build awareness of the variety of careers available and provides experiences that help inform career decisions.

- Career Counseling
- Career Planning
- Career Fairs
- Career Presentations
- Industry Speakers
- Informational Interviews
- Mentoring
- Worksite Tours

**LEARNING THROUGH WORK**

Career preparation supports career readiness and includes extended direct interaction with professionals from industry and the community.

- Clinical Experiences
- Credit-for-work Experiences
- Internships
- Pre-apprenticeship
- Project-based Learning

**LEARNING AT WORK**

Career training occurs at a work site and prepares individuals for employment.

- Apprenticeship
- On-the-job Training
- Employee Development

**OUTCOMES:**

Skilled Talent for Business + Meaningful Careers for Students & Job Seekers

[Logo: talentFOUND]
## Assessment Guide for Your Work-Based Learning Community

<table>
<thead>
<tr>
<th></th>
<th>Exploring</th>
<th>Emerging</th>
<th>Demonstrating</th>
<th>Thriving</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Leadership</strong></td>
<td>An individual or an entity is a champion of this effort</td>
<td>A leadership team has been established with representation from multiple partners</td>
<td>A leadership team meets regularly and committees are in place as needed for specific projects</td>
<td>A partner has devoted a full or partial FTE to manage the initiative and guide the work of the leadership team and committees</td>
</tr>
<tr>
<td><strong>Needs Analysis</strong></td>
<td>Labor market information and needs of businesses has not been analyzed or reviewed.</td>
<td>Labor market information and other data sources are identified and used to inform the direction of the initiative</td>
<td>Full analysis of data and needs has been conducted and the right solution has been picked for the identified problem</td>
<td>Data analysts are identified and work together across partners to regularly review relevant information</td>
</tr>
<tr>
<td><strong>Asset Mapping</strong></td>
<td>Community assets and programs are understood based only on past experiences</td>
<td>Assets and resources of engaged stakeholders are documented and used in decision making</td>
<td>Assets and resources of all community stakeholders are documented and used in decision making and strategic planning</td>
<td>Assets are documented and made public and updated on a regular basis</td>
</tr>
<tr>
<td><strong>Stakeholders</strong></td>
<td>At least two of the three key stakeholder groups are at the table and ready to engage in this project. The three stakeholder groups are Business, Education, and Workforce/Community</td>
<td>Roles of all partners are defined. Engagement opportunities exist and are known.</td>
<td>Partners from all three stakeholder groups actively engage in conversations and initiatives together. Work is aligned and duplication of services is not occurring.</td>
<td>Capacity building activities take place regularly, a governance structure is in place for decision making</td>
</tr>
<tr>
<td><strong>Resources</strong></td>
<td>Financial resources to support the work are unknown</td>
<td>Existing resources are known and utilized appropriately; funding may be redirected into the initiative from existing streams</td>
<td>Financial resources are contributed by multiple partners as they are available. A strategy is in place to coordinate funding opportunities when they arise</td>
<td>A sustainable business model is in place that supports a lead agency to drive this work forward on an ongoing basis</td>
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<tr>
<td><strong>Communications</strong></td>
<td>The champion communicates as needed with engaged stakeholders</td>
<td>Key messages are developed and a schedule is in place to engage with stakeholders</td>
<td>A communications lead is identified and develops messaging that informs stakeholders and expands the partnership</td>
<td>A strategic communications plan is in place that keeps all partners informed on a regular basis, as well as sharing stories to generate further involvement</td>
</tr>
<tr>
<td><strong>Evaluation &amp; Continuous Improvement</strong></td>
<td>Process outcomes are defined and considered to be success</td>
<td>An overarching outcome has been identified and an agreed upon indicator is in place</td>
<td>Multiple outcomes are identified and indicators are tracked and reported regularly</td>
<td>Indicators are regularly reviewed and progress is reported publicly; surveys are conducted regularly to identify improvement opportunities</td>
</tr>
</tbody>
</table>