

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 helps 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
- Project-based Learning

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
- Industry-sponsored Project
- Supervised Entrepreneurship Experience

LEARNING AT WORK

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

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

Education Coordinated



Business Led

OUTCOMES:

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



Assessment Guide for Your Work-Based Learning Community

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