

# The Benefits of WBL

## Benefits for Students

Work-based learning experiences provide unmatched opportunities for students to build technical skills, develop important competencies, and explore potential career interests.

### Features

#### Skill Building



When students are immersed in an actual work environment, they naturally practice communication, collaboration, and problem-solving. They can see the results of their efforts and adapt when an issue arises. Many of these kinds of skills are relevant and transferable across many career fields.

#### Career Exploration



With WBL experiences, students are able to take an aspiration or interest and discover whether it is actually a good fit for future learning or job roles. This can inform future decision-making and allows students to maximize future time and efforts.

#### Additional Credentials



Students who have these first-hand experiences in high school—and potentially earn credit or certification for a skill—enter college or a trade with additional experience, credentials, and confidence that they have chosen the right field.

#### Connecting with Mentors



In WBL experiences, students learn from those who have in-depth knowledge and experience in a particular industry or field. These experts can serve as mentors for students to offer advice as they grow in their career trajectory.

# Benefits for Schools

Work-based learning programs expand the breadth and depth of learning that schools can offer students and improve the success of their college and career-readiness programs.

## Features

### Expanding Options



When schools are limited to learning that can take place in a classroom, their offerings are tremendously constrained. Utilizing talent, resources, and expertise of industry partners can exponentially expand the quality of learning.

### Student Engagement



WBL allows students to have hands-on, on-the-job experiences. These opportunities help students to see purpose in their academic learning, driving their engagement with day-to-day coursework as they make important connections to real-world applications. These experiences are also able to be personalized to a student's needs, passions, and goals—increasing student interest in and commitment to the learning.

### Expanding Options



When schools build relationships with industry partners to create WBL opportunities, they often are able to connect current educators with industry professionals who can share expertise and resources while offering a contemporary look at current workforce needs.

### Improved College and Career Readiness Metrics



The goal of college and career readiness programs is to ensure that students are ready to successfully engage in postsecondary life. Many of the metrics used to gauge this readiness improve with robust WBL programs. When students are more engaged in their learning, attendance and graduation rates increase. When students have access to high-quality career exploration, they are more likely to obtain industry certifications or seek advanced coursework in their preferred field, all indicators used to evaluate college and career readiness programs.

# Benefits for Businesses

There are many short- and long-term benefits across economic, talent development, and community relations spheres for businesses who partner with schools to offer work-based learning opportunities.

## Features

### Workforce Development



Relationships between schools and industry partners allow businesses to help local schools and districts identify career readiness needs specific to the local economy and actively participate in community-wide workforce development efforts, ensuring skilled workers for their businesses.

### Community Engagement



For businesses, partnering with schools to provide WBL opportunities forges important connections to the community. These partnerships build a sense of goodwill toward the business from community members, often increasing their customer base and loyalty from families and educators.

### Increased Capacity



Many businesses have experienced worker shortages in recent years. These workforce gaps include many entry-level positions that do not require special training or credentials. WBL opportunities can be used as a way for businesses to fill these roles with energetic and motivated students who are eager to learn new skills and contribute.