

Competency Based Instruction

For all CTE courses taught in grades 9–12, instructors embed 38 competencies which include Workplace Readiness Skills for the Commonwealth, Examining All Aspects of an Industry, Addressing Elements of Student Life, and Exploring Work-Based Learning.

Workplace Readiness Skills

Instructors introduce or reinforce student understanding of workplace readiness skills (WRS) in the classroom. Mastery of these skills will increase when the concepts and vocabulary are continually applied and reinforced throughout the core competencies of the course.

High-Quality Work-Based Learning Methods of Instruction

There are eleven different high-quality WBL methods of instruction currently practiced in Virginia – job shadowing, mentorship, service learning, externship, school-based enterprise, internship, entrepreneurship, clinical experience, cooperative education, youth registered apprenticeship, and registered apprenticeship.

WBL Experiences

Work-based learning (WBL) is comprised of school-coordinated workplace experiences that are related to students' career goals and/or interests, are integrated with instruction, and are performed in partnership with local businesses and organizations. WBL experiences enable students to apply classroom instruction in a real-world business or service-oriented work environment. The Virginia Department of Education (VDOE) recognizes 11 WBL experiences. Virginia's career and technical education (CTE) programs include the following components:

- **Classroom instruction** – the essential component for students to master the academic and technical competencies, attitudes, and work ethic necessary for career success and lifelong learning
- **Career and technical student organizations (CTSOs)** – organizations that provide experiences that reinforce and strengthen classroom learning and prepare students for individual responsibility, teamwork, and leadership in their chosen career pathways
- **WBL experiences** – opportunities for students to apply and refine knowledge, attitudes, and skills through professionally coordinated and supervised work experience directly related to career goals

The WBL experience component builds on the benefits of the other two components by assisting students with the transition from the classroom to the workplace. Students' knowledge, skills, and attitudes are enhanced by participation in supervised, authentic experiences. WBL experiences are valuable because they help students develop careers beyond their secondary and postsecondary education.