How-to-Start Guide:

Work-Based Learning



COLORADO

Department of Education

Office of Postsecondary
and Workforce Readiness

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WBL

WORK BASED LEARNING

COLORADO
Department of Education

Senate Bill 25-315



POSTSECONDARY AND WORKFORCE READINESS FUNDING 22-54-201. THE DEPARTMENT IS COMMITTED TO IMPROVING THE POSTSECONDARY AND WORKFORCE READINESS OPTIONS AND OUTCOMES FOR STUDENTS ACROSS THE STATE.

From SB25-315, C.R.S. 22-54-202(7):

"Work-based learning" means demonstrating learning through work or at work, consistent with the work-based learning quality expectations established pursuant to section 8-83-602 (5). "Work-based learning" includes the same meaning as set forth in section 8-83-601.

The Office of Postsecondary and Workforce Readiness is leading the implementation of SB 25-315, in alignment with the Colorado Department of Education's Strategic Plan and its Wildly Important Goal of Accelerating Student Outcomes.

Beginning with the graduating class of 2029, the goal is for 100% of students to achieve at least one of the following milestones:

- Earn a quality, in-demand non-degree credential
- Earn 12 college credits that apply toward a postsecondary credential
- **Participate in at least one high-quality work-based learning (WBL) opportunity**

www.cde.state.co.us/postsecondary

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Self-Assessment: Work-Based Learning

District/School Name:

Instructions:
Rate yourself (1, 3, or 5) for each question in the matrix below.

	1 Not at All	3 Somewhat	5 Fully
Our district/school has strong partnerships with employers to support work-based learning experiences (internships, apprenticeships, etc.).			
Our district/school has an established curriculum that highlights and defines terms of duration, learning objectives, and support for work-based learning opportunities.			
Our district/school provides thorough training for both students and employers for successful and safe work-based learning placements.			
Our district/school has procedures and supports to manage work-based learning logistics (liability, scheduling, transportation, etc.).			
Our district/school offers CTE pathway programs that include work-based learning opportunities.			

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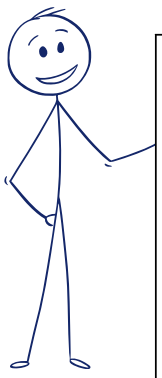
Reflection:
Identify strengths (scores of 5) and gaps (scores of 1 or 3)



Thank you for completing this assessment! **Score:** / 25

Implementation Guidance

Work-Based Learning	Tools/Resources
Definition of Work-Based Learning • **WBL** involves demonstrating learning through work or at work, consistent with the quality expectations established in C.R.S. § 8-83-602(5). It includes internships, apprenticeships, and other hands-on learning opportunities.	WBL Continuum
Quality Standards • Programs must align with the work-based learning quality expectations outlined in C.R.S. § 8-83-601 and C.R.S. § 8-83-602(5).	*Work-Based Learning Quality Expectations*
Collaboration with Industry Partners • Partner with local businesses, industries, and community organizations to create internships, apprenticeships, and other hands-on learning opportunities.	Colorado Workforce Development Councils
Alignment with Workforce Demands • Programs should align with state workforce needs to ensure students gain skills for high-demand industries.	Colorado Talent Pipeline Report Labor Market Information (LMI)
Student Career and Academic Plans • ICAPs should integrate exploration of WBL opportunities to support students' postsecondary and workforce readiness goals.	ICAP Model PWR Resources Drive
Develop a student/employer work contract • Include transferable skills the student is expected to learn	**PWR Resources Drive**

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TEAM-BASED IMPLEMENTATION

Implementing the Big 3 works best with shared leadership, where each role brings unique expertise to the table. Collaboration with colleges, workforce partners, and industry is key to providing students with meaningful career readiness opportunities.



What roles and responsibilities would you assign to each of the positions listed below? How might they work together to support students?



ADMINISTRATORS

-
-
-
-
-

SCHOOL COUNSELORS

-
-
-
-
-

COORDINATORS

-
-
-
-
-

TEACHER/ DEPARTMENT LEADS

-
-
-
-
-

COMMUNITY COLLLEGE & WORKFORCE LEADERS

-
-
-
-
-

STUDENTS

-
-
-
-
-

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IMPLEMENTATION PLAN

Goal by Year 1 (June 2026)

Guiding Data

Priority Milestones

Top 3 Needs for Start-Up Funding

Month	Task (What)	Responsible Partners (Who)	Due (When)
September			
October			
November			
December			
January			
February			
March			
April			
May			

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Resource Drive

School Counselors

Industry-Recognized Credentials

Contact us: PWR Office

SCAN ME

ICAP Model

Work-Based Learning

College Credit

PWR Monthly Newsletter

I Can Help!

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