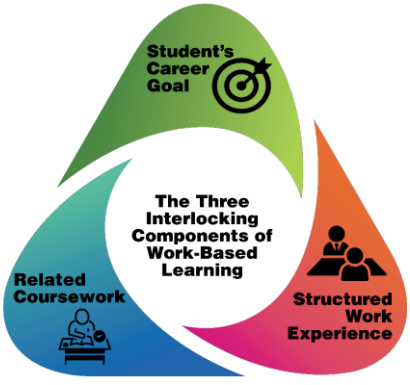
Work Based Learning

Shaping Tomorrow's Workforce

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Work-based learning is a flexible elective option that awards class credit to CCCA students who meet the program requirements. Students can participate for 1-3 blocks per semester as Sophomores, Juniors, or Seniors.

WBL Formula for Student Success!



- To be eligible, students must be at least 16 years old, maintain good standing in attendance and discipline, and be on track to graduate.
- Work-Based Learning pairs students with **CTAE/STEAM pathway internships** based on their performance within the pathway, teacher recommendations, and the availability of internships.
- WBL may also serve students who need paid employment to build soft skills. Students not continuing a CTAE pathway must show strong work ethic and receive teacher recommendations.
- WBL course(s) can be offered **during any block** within the school day
- Students should have reliable transportation
- All students will interview for a job and should have a resume to submit with their application to the program
- **Work Based Learning & Dual Enrollment Go Great Together!**

WBL Program Timeline

March-May - Interviews for following year
July - August & November-December

- Visit worksites to develop a training plan
- Assist students with interviews by connecting with potential employers and interview preparation
- 2 Jobsite visits per student each semester

Employer Commitment

- Assign a workplace mentor
- Verify monthly hours
- Evaluate on employability skills twice per semester
- Work to develop training plan skills
- Receive Coordinator visit twice per semester
- Employers can evaluate students semester to semester for fit.

Students & Pathway Internships

Students should:

1. Complete at least two courses in a CTAE, Fine Arts, or Advanced Academic Pathway
2. Partner with the Pathway teacher to develop pathway-aligned experiences such as practicums, CTSO leadership, dual enrollment, and articulated credits with USG or TCSG schools.
3. Pass the end-of-pathway industry credentialing test
4. Apply for Work Based Learning

Establishing a WBL Placement

- Identify internship roles that intentionally align with the career pathways offered at your partner school to ensure relevance and skill development.
- Select a mentor who is patient, supportive, and genuinely interested in working with teens. Strong mentorship is the single most important factor in a successful WBL placement.
- Establish the pay rate in alignment with company policy and applicable labor guidelines.
- Outline the technical and soft skills the student will develop under the guidance of their mentor (communication, reliability, problem-solving, teamwork, industry-specific skills, etc.).
- Use the identified skills, responsibilities, schedule, and expectations to develop a clear internship job description that sets everyone up for success.
- Confirm work hours, supervision coverage, and daily structure that supports both productivity and learning.

MINIMUM Contact Hours to Earn HS Credit

Each block of WBL is 1.5 hours long
1 Block of WBL = 7.5 hours/week
2 Blocks of WBL = 15 hours/week
3 Blocks of WBL = 22.5 hours/week

CTAE PATHWAYS PREPARES STUDENTS FOR 21ST CENTURY SKILLS

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Why Should Businesses Hire WBL Students?

1. **A Partnership**

When businesses hire a WBL student, they have partners in developing the student's technical and soft skills. The WBL Coordinator, the CTAE/STEAM pathway teachers, and the parent enter an agreement with the business to help the student be successful at work and in school to earn a class credit while they work.

2. **Retention**

Employees are often hard to hold onto. High school students can enter WBL as soon as they are 16. Students are vetted for basic employability skills, good attendance, and discipline as well as recommendations for the program from their teachers. Businesses have the opportunity to train and employ students for up to three years while they are in high school.

3. **Training**

Students who have taken a CTAE course(s) or have completed a pathway have participated in experiential hands-on learning with an emphasis on soft skills every step of the way. Additionally, when you hire a Cartersville High School student, you can trust that they are held to high standards in school policy and academic rigor and are work-ready.

4. **Georgia House Bill 402**

The Law on Worker's Compensation Insurance and Discounts for Work-Based Learning Students. Businesses employing WBL students could qualify for a discount on their worker's compensation insurance.

5. **Invest in the Future**

Hiring work-based learning students is a strategic investment in the future. By offering internships aligned with local schools' CTAE courses, businesses can expose students to local career options, enhancing their real-world skills and readiness. This not only prepares a skilled future workforce but also boosts the company's recognition and reputation within the community. Ultimately, it fosters a stronger, more connected community and supports long-term economic growth.

CTAE Pathways

Cartersville High School offers CTAE courses to all students at any time. These courses follow a sequential structure, starting with Level One and culminating in an End of Pathway, Industry Credentialing Assessment at the end of Level Three. Students are encouraged to enhance their learning experience by applying for dual enrollment and work-based learning opportunities, extending their pathway knowledge and skills beyond the classroom.

Allied Health & Medicine
Audio, Video Technology & Film
Automotive Technologies
Business & Technology
Drone/Unmanned Aircraft Systems *
Engineering & Technology
Flight Operations *
Graphic Design
Army JROTC *
Law Enforcement & Criminal Investigations
Leadworthy *
Programming, Gaming & Apps
Sports Medicine
Teaching as a Profession
US Government & National Security

*Currently not offering an end-of-pathway credentialling option.

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How can employers get in front of future talent?

How does Cartersville City Schools identify student aptitudes?

How does the Cartersville CTAE department capture the "right" students for the pathway?

How can local employers work with Cartersville High School to tap into this labor market?