

Work-Based Learning

Tennessee is dedicated to ensuring all students understand how high-quality curriculum and instruction allows them to pursue fulfilling careers in high-growth, in-demand, and high-wage industry sectors through capstone Work-Based Learning (WBL) experiences. The application of academic and technical knowledge in a work setting that involves actual work experience is a critical component of workforce readiness. The resources under this Pillar allow all stakeholders to utilize the WBL Framework and offer immersive experiences where students leverage their interests and aptitudes to accelerate their careers based on labor market needs and available employment opportunities.

In Tennessee, WBL is a continuum of experiences that provides students with in-person, virtual, or simulated workplace opportunities. The progression begins with career awareness, followed by career exploration, career preparation, and on-the-job training. Undergirding all these experiences are career navigation and advising services that customize the learning experiences for students.

WBL more broadly encompasses a variety of program types, including project-based learning, research projects, school-based enterprises, internships, apprenticeships, and cooperative education, which enable students to understand and develop both transferable and technical skills necessary for success. WBL is a critical approach for employers to recruit and develop talent while providing students with essential skills for the workforce.

In Tennessee, we believe that ALL students can benefit from engaging in WBL experiences. Whether university-bound, Tennessee College of Applied Technology (TCAT) or community college-bound, workforce-bound, or enlistment-bound, WBL enhances students' overall secondary school experience, providing career relevance to their education, and setting them on a path to future success.

WBL Resources

Toolbox

The WBL Toolbox is a set of supplemental resources to help stakeholders implement impactful WBL programs, containing detailed guides related to WBL implementation and policies, reference materials, project templates, and placement documentation files. The resources in this toolbox allow WBL Coordinators, counselors, administrators, and employers to optimize WBL student experiences.

WBL Toolbox Resources

Students

- [WBL Implementation Guide](#)
- [WBL Policy Guide](#)
- [WBL Course Decision Guide for Students with Disabilities](#)

- [WBL Myths vs. Facts for Industry](#)
- [Hazardous Occupation Exemption Form](#)
- [Informational Interview Guide](#)
- [Recommended Portfolio Components](#)
- [Portfolio Rubric](#)
- [Safety Training Log](#)
- [Student Reflection Questions](#)
- [Student Self-Assessment of Skills for Capstone WBL](#)
- [Student Skills Assessment Rubric](#)
- [Transferable Skills Checklist](#)
- [Continuum of WBL Activities](#)
- [WBL Insurance & Emergency Information Form](#)
- [WBL Agreement](#)
- [Apprenticeship Training Program Contact Information](#)

Parents

- [WBL Implementation Guide](#)
- [WBL Policy Guide](#)
- [WBL Course Decision Guide for Students with Disabilities](#)
- [WBL Myths vs. Facts for Industry](#)
- [Hazardous Occupation Exemption Form](#)
- [Safety Training Log](#)
- [Continuum of WBL Activities](#)
- [WBL Insurance & Emergency Information Form](#)
- [WBL Agreement](#)
- [Apprenticeship Training Program Contact Information](#)

Educators

- [WBL Implementation Guide](#)
- [WBL Policy Guide](#)
- [WBL Coordinator Guide](#)
- [WBL Course Decision Guide for Students with Disabilities](#)
- [WBL Quick Reference – Health Science Clinical and Nursing Education](#)
- [WBL Myths vs. Facts for Industry](#)
- [Fifteen Steps to Developing and Sustaining Advisory Boards and Program Partnerships](#)
- [Hazardous Occupation Exemption Form](#)
- [Informational Interview Guide](#)
- [Monitoring Visit Checklist](#)
- [Recommended Portfolio Components](#)
- [Portfolio Rubric](#)
- [Safety Training Log](#)
- [Sample WBL Calendar with Milestones](#)
- [Student Reflection Questions](#)

- [Student Self-Assessment of Skills for Capstone WBL](#)
- [Student Skills Assessment Rubric](#)
- [Transferable Skills Checklist](#)
- [Continuum of WBL Activities](#)
- [WBL Insurance & Emergency Information Form](#)
- [Sample WBL Program Evaluation Framework](#)
- [WBL Agreement](#)
- [Apprenticeship Training Program Contact Information](#)
- [Apprenticeship Training Program Contact Information](#)