

## The Work-Based Learning Continuum

NYC Public Schools has defined a sequenced continuum of Work-Based Learning activities and experiences for all students that address Career Awareness, Career Exploration and Career Preparation. This is accomplished through a series of work-based classroom activities, workplace exposures, and community experiences over time. Classroom activities support and provide opportunities to reflect what's learned in the workplace and community, and workplace learning experiences support the classroom curriculum. In addition, students are supported by and provided role models and guidance from adults in the school and in the workplace. Students are provided experiences that are commensurate with their knowledge, skills and abilities, and designed to support the acquisition of knowledge and skills. These experiences are also compatible with their age and stage of development.

All students are provided with a full range of opportunities throughout their engagement in career related programs of study with the opportunity to participate in authentic work-based learning experiences at each level of the WBL continuum. Employers and community partners provide WBL opportunities that make sense for their organization, work for the business, and provide direct benefits to the student, the employer and the school. The following are the three levels of the Work Based Learning continuum.

### Career Awareness

Activities designed to promote awareness of careers, workplace norms and employer expectations, as well as personal interests and aptitudes.

- Guest Speakers
- Career Days
- Career Mentoring
- Workplace Tours

*"I understand what's out there and am discovering the kinds of things I might want to do."*

### Career Exploration

Activities designed to promote a deeper understanding of potential careers, and to provide opportunities for an investigation of a particular industry, career or occupation of interest.

- Industry-led Projects
- Informational Interviews
- Job Shadowing

*"I'm interested in this field and am beginning to understand what it's all about and what I need to do to pursue a career in the industry."*

### Career Preparation

Activities designed to provide an in-depth discovery of a particular career and the development of the skills and understanding of the education or training needed in a particular industry or occupation.

- Mock Interviews
- Workplace Challenges
- Internships
- Work Experience/Co-Op
- Pre-Apprenticeship
- Apprenticeship

*"I know the kinds of things I want to do and am getting the chance to learn new skills and practice applying those skills.."*

# The Work-Based Learning Continuum<sup>1</sup>

Students engaged in career-related programs or courses of study in New York City are provided a range of opportunities across the work-based learning continuum through their school and through partnerships with employers and community or governmental organizations.

## CAREER AWARENESS

Activities designed to promote awareness of careers, workplace norms and employer expectations, as well as personal interests and aptitudes.

- Guest Speakers
- Career Days
- Career Mentoring
- Workplace Tours

## CAREER EXPLORATION

Activities designed to promote a deeper understanding of potential careers, and to provide opportunities for an investigation of a particular industry, career or occupation of interest.

- Industry-led projects
- Informational Interviews
- Job Shadowing

## CAREER PREPARATION

Activities designed to provide an indepth discovery of a particular career and the development of the skills and understanding of the education or training needed in a particular industry or occupation.

- Mock Interviews
- Workplace Challenges
- Internships
- Work Experience/Co-Op
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- Apprenticeship

<sup>1</sup> This continuum describes the Work-Based Learning Activities included in this toolkit. Users should also reference Career Ready NYC Career Readiness Framework (<https://www1.nyc.gov/assets/youthemployment/downloads/pdf/careerreadynyc-career-readiness-framework.pdf>) and NYC Public Schools WBL Scope and Sequence Map for more information. [https://docs.google.com/spreadsheets/d/1GZaZhyw1DoPVdNUK7\\_mrycqyh1eY6l1LDMzRG9FA/edit#gid=418161210](https://docs.google.com/spreadsheets/d/1GZaZhyw1DoPVdNUK7_mrycqyh1eY6l1LDMzRG9FA/edit#gid=418161210)

## NYC Public Schools WBL Activity Grid

The WBL Activity Grid is a tool created by NYC Public School team to guide schools in creating and documenting the Work-Based Learning activities and experiences for CTE concentrators during their high school tenure.

### ACCEPTED WBL ACTIVITIES

(Updated January 2022)

	Accepted NYC Public Schools WBL?	Valid CDOS 54 WBL Hours?	Valid for CTE Endorsement?
Community Service	Yes	Yes	Activity Yes
Internship	Yes	Yes	Yes
Job Shadows (Interactive, 1:1 OR Small Group)	Yes	Yes	Yes
Mentoring/Career Mentoring	Yes	Yes	Yes
Onsite Projects	Yes	Yes	Yes
Career Based Research Projects/ Industry Based Research Projects (When Paid in CTS: Workplace Challenge)	Yes		Yes
School-Based Enterprise	Yes	Yes	Yes
Supervised Clinical Experience	Yes	Yes	Yes
Youth Apprenticeship	Yes	Yes	Yes

### "0 HOUR" SUPPORTING ACTIVITIES

Activity	Valid for WBL?
Career Days	No
Elevator Pitch	No
Guest Speakers	No
Mock Interviews	No
Resume/ Cover Letter Development	No