Work-Based Learning, including internships, youth and pre-apprenticeships, and cooperative education programs, allows students to gain work experience while in high school. It is a framework of pathways or solutions, including practical experiences to help individuals gain an understanding of an occupation with on-the-job learning. It ranges from career awareness to career training.

Work-Based Learning gives youth sustained interactions with industry or community professionals in real workplace settings or simulated work that foster in-depth, firsthand engagement with career fields that are aligned to curriculum and instruction.

Through Work-Based Learning programs, young people develop employability and technical skills to succeed beyond high school, including building positive relationships with adults, developing social capital, and building their networks. High-quality work-based learning also allows students to experience new environments, learn new skills, build a career identity, and better chart a path to and through postsecondary education that aligns to their career goals.

Source: National Governors Associations
Where to Start

What Students Want:
Work-Based Learning Programs
(American Student Assistance)

Indiana K-12 Work-Based Learning Manual
(Indiana Department of Education)

Overview of Work-Based Learning and Apprenticeship
(Indiana Office of Work-Based Learning and Apprenticeship)

Office of Work-Based Learning and Apprenticeship

Benefits of Work-Based Learning

- Exposes students to career opportunities
- Gives students opportunities to observe professionals in action
- Helps students network with potential employers
- Enhances student employability skills
- Provides a potential talent development pipeline for local companies
- Connects classroom learning to real-world experiences

Source: Indiana Department of Education

Work-Based Learning to Advance Equity

Work-Based Learning Can Advance Equity and Opportunity for America’s Young People
(Brookings)

Racial Gaps in the Education-to-Workforce Pipeline and Indiana’s Opportunity to Close Them
(Business Equity for Indy)

Supporting Students

Employability Skills
(Indiana Department of Education)

Employability Skills Standards Poster
(Indiana Department of Education)

Employment Aid Readiness Network
(Work and Learn Indiana)

Help Students Find Meaningful Jobs
(Indiana Construction Roundtable Foundation)

Talent Resource Navigator
(Indiana Chamber of Commerce)

Indiana Career Explorer
(Indiana Department of Workforce Development)

Sources
1 American Student Assistance. Working to Learn and Learning to Work.
2 Indiana Office of Work-Based Learning and Apprenticeship.
3 Perkins Collaborative Resource Network. Perkins V.