

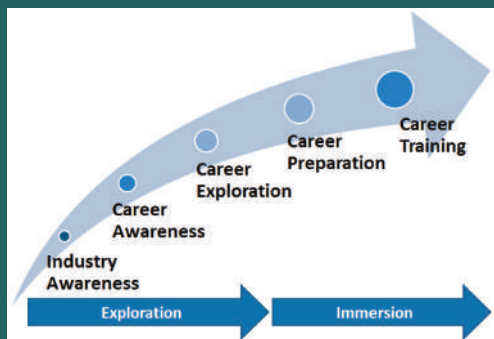
TENNESSEE

WORK BASED LEARNING VIRTUAL TOUR BRIEF

Adapted from information found on the Tennessee Department of Education public website and WBL Policy Guide.

INNOVATIVE STATE MODEL

WORK-BASED LEARNING CONTINUUM



For Tennessee's goals to be met, WBL experiences need to be:

- Introduced in early grades and deepened over time rather than only focused in later grades
- Driven by standards-based student learning outcomes rather than completed activities
- Accessible to all students and designed to meet diverse needs rather than reserved for a few
- Focused on both postsecondary and career readiness rather than careers alone
- Integrated within curriculum and strong counseling resources, rather than existing as stand-alone experiences
- Supported by a school-based team including general education teachers, career and technical education (CTE) teachers, and counselors, rather than just one CTE teacher
- Inclusive of school-based and technology-supported experiences rather than only existing in workplaces

OVERVIEW

The Tennessee Department of Education has just launched a major initiative to reinvigorate WBL throughout the state. The department has redesigned WBL policies and developed new resources to help districts offer WBL experiences to their students. Implementation began with the 2015-2016 school year.

TENNESSEE'S VISION FOR WORK-BASED LEARNING

Every student in Tennessee will prepare for further education and long-term careers in an increasingly complex global economy by exploring careers, understanding their own strengths and interests, and learning through hands-on application of valuable employability skills.

Work-based learning will help ensure a skilled workforce pipeline for Tennessee's growing industries. It benefits communities and families by promoting thriving local and regional economies.

Educators, industry, communities and families will work together to create a world-class work-based learning system with broad-based, efficient and effective participation of all stakeholders at statewide, regional, and local levels.



To attain this vision, the goal of work-based learning in Tennessee is two-fold: first, to **deepen WBL learning experiences** by increasing the focus on student skill development, and second, to **broaden participation in WBL opportunities** that connect student interests with real opportunities in Tennessee.

Additional information available at
<https://www.tn.gov/education/topic/work-based-learning>



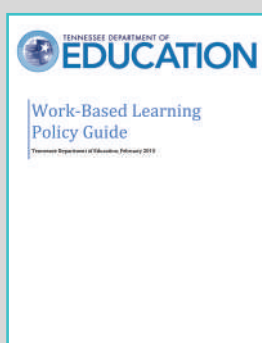
WBL PROGRAMS

TENNESSEE

RESOURCES

Click on documents below to dig deeper into Tennessee's WBL resources

Tennessee WBL Policy Guide



WBL Toolbox



Program	Grades Targeted	Sample Activities
Industry and Career Awareness Experiences <i>Purpose:</i> Build awareness of options & skills needed School-directed experiences with industry involvement focused on exposing students to a broad range of industries and the career opportunities within them.	Elementary/Middle school through 9th grade and ongoing	<ul style="list-style-type: none"> • Career Speakers and • Industry-In-the-Classroom • Field Trips and Tours • Career Fairs
Career Exploration Experiences <i>Purpose:</i> Encourage self-knowledge and agency Student-driven experiences with professionals that allow students to learn about specific areas of interest.	9th grade through 11th grade and ongoing	<ul style="list-style-type: none"> • Career Mentoring • Job Shadowing • Service Learning Projects
Career Preparation and Training Experiences <i>Purpose:</i> Enable situated learning and mastery through immersion and practice, culminating in attainment of marketable skills and preparation for further education <i>Embedded:</i> Students are immersed in a classroom-based experience as part of a CTE or general education class, where they learn through in-depth project-based learning and industry involvement. Experiences enhance curriculum, align with student interests, reinforce employability skills, and simulate professional working environments. <i>Credit-bearing:</i> Students earn high school credit for meeting WBL course standards through industry-directed experiences. Primarily occurring in a professional workplace, students experience professional working environments that align with their Plan of Study (SBE High School Policy 2.103). Classroom Facilitation supports learning to prepare students for employment and further education.	11th grade through early post-secondary and ongoing	Embedded <ul style="list-style-type: none"> • Student Competitions • Industry-driven Project Based Learning • Research Experiences • Technical Mentoring • School-based Enterprise • Service Learning Project Credit-bearing* <ul style="list-style-type: none"> • Health Science Clinical • Apprenticeship • Cooperative Education Internship • School-based Enterprise • Service Learning Project <p><i>*credit connected to defined course</i></p>

KEY STAKEHOLDER INVOLVEMENT IN IMPLEMENTATION

Districts/Local Education Agencies (LEAs) build support for work-based learning through the engagement of the community and business organizations. They build a school culture that values work-based learning, provide necessary staff and technological resources, facilitate professional development, and ensure quality practice.

Intermediary organizations, such chambers of commerce, community-based organizations, or industry associations, may help link employers and schools to support students. They may provide staff who serve multiple schools or the technology to help track and assess placements. They also champion work-based learning, convene stakeholders, and implement communication plans to ensure community support. Such organizations may have the capacity to augment what schools and districts can do on their own.

Employers and industry representatives, including community organizations, are the primary providers of experiences for students and teachers. They also provide input to teachers about skills needed in the workplace, and serve as champions for work-based learning with other employers.

Workforce development organizations, including Workforce Investment Boards, economic development agencies, industry associations, labor organizations, and related regional and local agencies provide up-to-date labor market data and workforce trends. They may also link work-based learning to other community programs and provide additional support to students.