Best Practices & Innovative Models for Work-based Learning

February 23, 2021

#IL60by25 @EdSystemsNIU @nikkijames
Plan for Today’s Session

• Essential Elements & Community Models of Virtual WBL
  • Heather Penczak, Education Systems Center – Northern Illinois University

• I-USE: Practera as a Model for Virtual WBL
  • Nikki James, Northeastern University
Essential Elements of Work-Based Learning
Work-Based Learning Continuum

Definitions: Illinois Career Pathways Dictionary
<table>
<thead>
<tr>
<th>Career Exploration</th>
<th>Team Based Challenge</th>
<th>Career Development Experience</th>
</tr>
</thead>
<tbody>
<tr>
<td>Provides an individual with the ability to <strong>engage directly</strong> with employers, for the purpose of gaining knowledge of one or more industry sectors or occupations.</td>
<td>A group problem-based learning project relating to an individual’s career area of interest that involves a <strong>problem relating to employers within that area</strong>, including <strong>mentoring from adults with expertise</strong> in that area, and requires the individual to present the outcomes of the project.</td>
<td>A supervised work experience relating to an individual's career area of interest that: 1. Occurs in a workplace or under authentic working conditions; 2. Is co-developed by an education provider and at least one employer in the relevant field; 3. Provides compensation OR educational credit to the participant (or both); 4. Reinforces foundational professional skills including, at a minimum, those outlined in the Essential Employability Skills framework; and 5. Includes a Professional Skills Assessment that assesses skill development and is utilized as a participant feedback tool. 6. Takes place for a minimum of 60 total cumulative hours</td>
</tr>
</tbody>
</table>
Planning into the Unknown

Virtual WBL is a new space for many of us and lately priorities seem to shift by the week/day/hour – so what do we do?

- Start with a question
- Gather stories and learn about what others may have experienced or done
- Monitor progress and manage chaos by closely observing changing conditions and responding in the moment
- Capture learning along the way to assess the end and plan next steps
Focus on the Essential Elements and Outcomes of WBL

• Exposure to **new environments and expectations** to support growth and development of Essential Employability & Technical competencies

• Authentic, quality engagement with industry professionals to **build social capital** and connections to career pathways

“Compare me to a kid whose dad is friends with like an engineer, a lawyer and a doctor, and that kid goes to his dad, and like dad have a career question, his dad can pick the phone up, and boom, that’s a meeting set up.” — Deen

Source: [HERE to HERE Policy Brief](https://example.com/here-policy-brief)
An Opportunity to Design for Sustainability & Equity

Virtual work-based learning can address several common barriers for participation, including:

- Transportation
- Distance, size, and type of partner sites
- Diverse student needs for support, access and mentorship
Community Models, Resources & Best Practices
Career Awareness

• Essential Employability Trainings & Professional Development Workshops
  • Maintain as much interactivity and targeted engagement as possible
  • Utilize and adapt tools
    • True/false polls
    • Mini competitions
    • Small, facilitated break-out groups
  • Videos and reflection activities that expose students to the variety of occupations within an industry area

EVANSTON WORK ETHIC (WE) PROGRAM

NORTHERN ILLINOIS REGIONAL P-20 Network

ALIGNMENT ROCKFORD
"SUPPORTING OUR PUBLIC SCHOOLS"

#IL60by25 @EdSystemsNIU @nikkijames

Link to videos

Link to videos
Career Exploration

✓ Keep presentations short and conversational
✓ Provide “day in the life” information
✓ Showcase industry diversity and focus on early career experiences

CareerConnect@Home

• Six weeks of programming (May 4-June 12), 29 sessions total
• Livestream on YouTube with different employer or industry, every school day at 3:30 PM
• Students submit live questions during the panel via email or Instagram

CareerConnect@Home Toolkit

#IL60by25 @EdSystemsNIU @nikkijames
Team-based Challenges

• Typically completed through:
  • CTE curriculum, capstone courses
  • Student organizations/other extracurricular
• Engagement with CTSOs
• GCAMP Quote to Production
  • 8 weeks (20-30 min)
  • Link to program & videos
Career Development Experiences

• Regular check-ins and collaboration to review questions and projects
• One-on-ones with team members
• Establish preferred modes of communication/support needs
• Build social capital through consistent connections, meetings and department rotations
• What are the things Hosts wish they had time to research/complete that can be an independent student project?
Career Development Experiences: Example Projects

Arts & Communications

- Develop logos or images and draft design/concepts for special events
- Design email/website/blog templates and graphics
- Prepare/coordinate calendars and agendas for events
- Create content for website including conducting and transcribing interviews

*Suggested CDE Tasks by Pathway Endorsement Area*
Illinois WBL Innovation Network (I-WIN)

• Highlight and explore innovative models for work-based learning with a focus this first year on virtual work-based learning

• Engage in conversations on creating sustainable, high-quality models that ultimately provide broader and more equitable access to work-based learning with a focus on building social capital for Black and Latinx students

• Build connections among communities to share best practices, learnings and resources

• Identify needs for state policy changes or support systems

Email Heather Penczak (hpenczak@niu.edu) to be added to communication regarding I-WIN

#IL60by25 @EdSystemsNIU @nikkijames
I-USE: Practera as a Model for Virtual WBL
Broadening Participation in Experiential Learning Opportunities to Enhance Learner Engagement and Develop In-Demand Professional Skills

Vision

To develop a model of experiential learning that opens up access to career exploration and professional skill development for under-represented and non-traditional, adult students

Research Questions

1. What is the impact of deliberate experiential learning on students self-directed learning readiness, self-efficacy beliefs and motivations?
2. How effective are virtual WBL projects at promoting the acquisition of professional skills?
What we’re learning

NORTHEASTERN
The Virtual Internship Model
What we provide

1. 4 Structured Virtual Internship Designs
2. Reusable Project Template Library
3. Admin Dashboard & Industry Feedback Loop Technology
4. Professional Development
Structure
## Structured Virtual Internship Models

<table>
<thead>
<tr>
<th>Opportunities for Feedback &amp; Assessment</th>
<th>INDIVIDUAL</th>
<th>TEAM</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>3 WEEKS</td>
<td>4 WEEKS</td>
</tr>
<tr>
<td>Structured Supervisor Feedback Points</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>Self Assessments on Skills</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>Peer Assessment on Skills</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Skill Development Plans</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>Reflections</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>Learning Content</td>
<td>30 Hours</td>
<td>40 Hours</td>
</tr>
</tbody>
</table>
Highly structured to align expectations and set an operating cadence

<table>
<thead>
<tr>
<th>Week #</th>
<th>Topic</th>
<th>Events</th>
<th>Deliverables</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>Welcome to your Virtual Internship</td>
<td>Students invited to enroll, complete platform orientation, Remote working activities</td>
<td>Self-Assessment # 1 + Skill Development Plan</td>
</tr>
<tr>
<td>1</td>
<td>Project Plan</td>
<td>Project Kick-Off Meeting with Supervisor Develop a detailed plan, approach for completing the Project.</td>
<td>Project Plan</td>
</tr>
<tr>
<td>3</td>
<td>Project Investigation</td>
<td>Deep dive into project, conduct research to understand the project.</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Project Execution</td>
<td>Project Execution</td>
<td>Status Update # 1</td>
</tr>
<tr>
<td>4</td>
<td>Project Execution</td>
<td>Project Execution</td>
<td>Self - Assessment # 2 Skill Development Plan Revision</td>
</tr>
<tr>
<td>5</td>
<td>Project Report</td>
<td>Create Project Report and put final touches on Project</td>
<td>Status Update # 2</td>
</tr>
<tr>
<td>6</td>
<td>Project Presentation</td>
<td>Create a presentation that presents your project to your supervisor</td>
<td>Project Presentation + Project Report + Self-Assessment # 3 + Reflection</td>
</tr>
</tbody>
</table>
Each WBL program is designed to develop 21st Century Skills

<table>
<thead>
<tr>
<th>World Economic Forum 21st Century Skills</th>
<th>Description of Specific Skill being developed</th>
</tr>
</thead>
<tbody>
<tr>
<td>ICT Literacy</td>
<td>Use ICT tools to manage, execute and communicate work.</td>
</tr>
<tr>
<td>Communication</td>
<td>Use virtual collaboration tools to engage stakeholders and execute a project</td>
</tr>
<tr>
<td>Collaboration</td>
<td>Use virtual tools with a cross-functional team to deliver a project</td>
</tr>
<tr>
<td>Initiative</td>
<td>Exercise internal motivation and self-direction to deliver a work project</td>
</tr>
<tr>
<td>Leadership</td>
<td>Integrate self-leadership and project management skills to deliver a work project</td>
</tr>
<tr>
<td>Lifelong Learning</td>
<td>Reflect on work performance and identify improvement points.</td>
</tr>
</tbody>
</table>
Reusable Project Templates
Sample Reusable Industry Project Templates

Engagement Analysis
Evaluate your organization's social media strategy

Technology Evaluation
Evaluate & conduct competitor analysis of a technology product

Social Media Coordinator
Plan & execute a social media plan for the summer

Graphic Design Assistant
Evaluate and recommend tools to improve visual appeal of marketing materials

Technology Quality Assurance
Test & report back on user experience of new technology product features.

Digital Activities Instructors
Provide community and interaction for kids

Digital Tutor
Help High School, Middle-School & Elementary School Kids catch up on learning they missed

Impact Assessment
Do an impact assessment of a business initiative (Social Media Analysis, Key Word Searches) and write up a report on the impact of the initiative

Data Cleaning/Analysis
Data Cleaning and Basics Analysis to assist with business decisions and reporting

Public Health Policy
Evaluate an existing public health policy and make recommendation of changes in a post COVID context.

Public Health Campaign
Repurpose an existing Public Health Campaign for a GEN-Z audience
Practera At-Scale Implementation Successes

• **5 Australian State Governments**: state sponsored student-industry project programs in NSW, Vic, Qld, SA & WA delivered to >10,000 students from >24 Universities and >1200 industry partners

• **NEXT Innovation Accelerator**: in curriculum 12-week industry innovation project delivered in curriculum to 2500 students at 8 Universities over 7 years with Deloitte, CSIRO, Westpac, IAG and other industry partners

• **EY Asian Century program**: in curriculum 12-week industry consulting project delivered in curriculum to 900 students at 4 Universities over 4 years with EY, Lonely Planet, Murray Goulburn, NAB and other industry partners

• **Boston University**: Global Health development online projects since 2016 with NGO’s and University partners in >20 developing countries in Africa, South America and Asia
“Air Traffic Control” for Admins

Individual / Team Progress →

Alerts Needing Attention →
Track login activity

Monitor self-report surveys

Track team status over time
Intern – Supervisor Feedback Loops

1. Intern submits work for review
2. Supervisor provides feedback
3. Intern Reflects on feedback and develops their skill
Implementing WBL into a new educational context

**Why?**
Understand the intention behind a work-based learning intervention

**How?**
Unpack the mechanics that underpin work-based learning and how they achieve the intention.

**Who?**
Explore your beliefs about learning and teaching and how they impact the way you implement work-based learning into your classroom

**When?**
Consider where students are in their educational journey when they come to your work-based learning program and how to consider this in your implementation decisions.

**What?**
Plan your pilot implementation and evaluation process.
Professional Development

1. Implementation coaching and support for administrators
2. Teacher/Coordinator Training
3. Weekly Community of Practice Sessions
4. Implementation Resource Library
Illinois: Practera Pilot

Practera is a customizable, technology enabled platform for structured virtual and hybrid work-based learning.

Illinois communities are piloting Practera to:
• Ensure equity and expand access to WBL
• Support a Team-based Challenge or Career Development Experience

Through a partnership with Practera, Illinois communities have free access to pilot Practera through SY21-22. Participation as a pilot site will include:
• Professional development opportunities
• Support and inspiration through regular community of practice sessions, and
• Technical assistance throughout

#IL60by25 @EdSystemsNIU @nikkijames
Interested in piloting Practera or becoming a member of I-WIN?

- Complete [this form](#) to express interest in piloting Practera.

- Email Heather Penczak ([hpenczak@niu.edu](mailto:hpenczak@niu.edu)) to be added to communications and invites regarding I-WIN.
Questions?

What insights did you get today?
What questions did today bring up for you?
In what ways could you incorporate what was shared today?

• Heather Penczak, hpenczak@niu.edu

• Nikki James, njames@northeastern.edu
Implementing Team-based Challenges in College and Career Pathway Endorsements

Connecting Opportunity Youth with Jobs and Education

The Commerce Connection: Collaborating with your Chamber of Commerce to Reach Local Employers

60 by 25 Conference agenda and registration
• Career Pathways Dictionary
• Career Development Experience Toolkit
  • Suggested CDE Tasks by Pathway Endorsement Area
• Recommended Technical and Essential Employability Competencies
• Illinois Work-based Learning Innovation Network (I-WIN) Resource site
• Link: HERE to HERE Policy Brief
• Illinois Science and Technology Coalition: Guidebook of Professional Learning Experiences within Information Technology
• Educators Rising – Suggestions for Career Exploration Opportunities and activities for Teaching Internships