



# DESIGNING FOR OUTCOMES-DRIVEN WBL

An outcomes-driven work-based learning approach provides students opportunities to explore career pathways, build skills, and establish connections. Providing these opportunities for students is best accomplished through intentional design, partnerships, and ongoing adjustment to meet changing student and industry needs. Review the strategies below as you begin planning outcomes driven work-based learning for your students.

## Create a Student-Centered Learning Environment

Understanding student interests and aspirations is central to designing outcomes driven work-based learning experiences.

Consider:

- Student interest surveys to better understand student aspirations.
- Align work-based learning engagements to students' identified interests, seeking partners and connections in these career areas.
- Check-in with students often to ensure work-based learning is meeting their needs.
- Review student feedback from work-based learning engagements. Consider what students learned, what connections were made, and how students understand skills they developed.

## Identify Measures and Outcomes

Outcomes-Driven WBL is centered in measuring student growth and development. Before WBL planning & implementation, identify how you will measure the success of the WBL program and engagements.

- **Utilize data collection tools:** NAF's newly launched WBL Participation Tracker and Reflection Form tools enable you to capture both quantitative and qualitative data.
- **Identify success measures including:** student participation, equity of student access to WBL activities, alignment to student interest and aspirations, skill development, connection building opportunities, etc.
- **Analyze student feedback:** Consider student feedback in WBL outcomes. Do students identify skill development or building connections?
- **Consider WBL reporting metrics** needed for additional stakeholders, including school and district administration, Advisory Board and partners, parents, etc. when developing implementation measures and outcomes.





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## Provide Ongoing Opportunities for Feedback

Students need continuous feedback when developing skills and making decisions about their future career path. Receiving this feedback helps students build their confidence and informs their progress. Additionally, feedback helps keep activities aligned with student interest.

- **Provide WBL opportunities that incorporate feedback from partners.** Examples of activities that offer feedback opportunities include mock and informational interview, resume coaching sessions, mentoring, and mentored industry projects. Fostering these connections between students and partners opens opportunities for authentic feedback. This can be shared in a variety of ways, including verbal or written feedback or a combination of both.
- **Prepare students to receive and apply feedback toward skill development.** Support students in continued growth both before and during work-based learning engagements.
- **Gather student feedback and adjust WBL engagements based on evolving needs** ensures activities are relevant to student needs.

## Revisit Skills Often

Intentionally plan WBL engagements so students have opportunities to both develop and practice skills. Continued exposure helps students utilize skills in differentiated situations to build upon and apply their learning. Consider the following to help students through continued skill development:

- **Identify specific skills for each WBL engagement**, sharing these with students and participating partners in advance.
- **Design your WBL plan building skills on one another**, implementing WBL engagements targeted for each grade level. Examples of skill development planning and grade level-based engagement can be found in WBL lesson planning resources.
- **Help students assess their skill development after each WBL engagement**, noting growth and additional opportunities to master future ready skill sets. Students can also compare their assessment of their skills with earlier reflections they completed so they can see how their skills are expanding.

## Utilize Integrated Learning Practices

Integrating work-based learning with classroom content helps connect learning to career pathways and helps students better understand skill application. Design a WBL plan that offers students opportunities to explore aspirations, build skills, and make connections within the classroom.

- Work with your team to identify work-based learning integration opportunities within courses at each grade level.
- Ensure students make connections between their classroom content and opportunities embedded in WBL experiences. Capture this understanding during the student reflection process.
- Involve partners in the WBL integration and content process to ensure WBL activities and the classroom provide students a preview of the workplace and their future career pathway.





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## Resources

Resource	Audience	Application/Implementation
WBL Participation Tracker	Educators, District and Academy Leaders	Used to track WBL engagements and gather data in WBL participation
WBL Reflection Form	Students complete it  Educators, WBL Coordinators can view data	Used in conjunction with the WBL Participation Tracker to understand student impact and incorporate student voice. Feedback helps inform future WBL engagements.
Future Ready Skills Overview	All Stakeholders	Guiding skills for WBL experiences, developed over time and measured through ongoing feedback from partners to students
WBL Overview Videos	Educators, WBL Coordinators, Academy Leaders	Videos provide a great introduction to planning and implementing WBL. Videos are launching points for shifting WBL to outcomes driven engagement.
WBL Lesson Plans	Academy Leaders, Educators, WBL Coordinators	Lesson plans to intentionally integrate WBL with classroom content. Use lesson plans to connect core content with career aspirations and skills.

