Tennessee’s Revitalized Work-Based Learning Model
Youth Unemployment is High

“Teens aged 16-19 experienced the most dramatic decline in employment rates... the lowest rate for teens in the post-World War II era.”

-The Brookings Institution, March 2014
Why does this matter?

“Reduced work experience as a high school student, especially for those not enrolling in four-year colleges upon graduation, is often associated with lower employment rates and earnings in later years.”

“Teen employment is path dependent – that is, that recent employment history is strongly associated with current employment.”

-The Brookings Institution, March 2014

<table>
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<tr>
<th>Teens with work history in the previous year</th>
<th>Percent higher chance of employment than those without work experience</th>
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<tbody>
<tr>
<td>Worked 1-13 weeks</td>
<td>33%</td>
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<tr>
<td>Worked 20-26 weeks</td>
<td>59%</td>
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<tr>
<td>Worked 40+ weeks</td>
<td>86%</td>
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By educational attainment, **55-65 percent** of current/future job openings will require some level of **postsecondary education**.

Presently

- **42nd nationally** in terms of working adults with at least a two-year degree.
- **Less than 60 percent** of high school graduates in the state go on to postsecondary education.
- Without additional strategies in place, only **39 percent** of Tennesseans will have a postsecondary credential by 2025.
- The Governor’s **Drive to 55** was developed to address this gap.

Career Readiness Starts Early

Learning ABOUT work
Learning FOR work
Learning THROUGH work

Career Awareness
Industry Awareness
Career Exploration
Career Preparation
Credit-bearing/“Capstone” Experiences
Career Training

Exploration
Immersion
Work-Based Learning: Career Practicum

Course standards are aligned to Employability Skills and can be met in any career cluster

- Automotive Teacher
- IT Teacher
- Engineering Teacher
- Gen. Ed. Teacher

Safety Training → Subject Expertise → Relationships

Facilitates WBL logistics and Reflection

WBL Coordinator

WBL: Career Practicum
Tennessee’s Targeted Employability Skills

| Academic & Technical Skills   | • Literacy, Math, and Technical Skills  
|                              | • Workplace Safety                     |
| Career Knowledge & Navigation Skills | • Understanding career paths       
|                                 | • Planning and goal setting          
|                                 | • Reflection                          |
| 21st Century Learning & Innovation Skills | • Creativity and innovation        
|                                    | • Critical thinking and problem solving |
|                                    | • Communication                      
|                                    | • Collaboration                      
|                                    | • Information literacy               
|                                    | • ICT: technology literacy           |
| Personal & Social Skills         | • Initiative                         
|                                 | • Professionalism, Ethics, and Interpersonal Skills |
|                                 | • Cultural and global competence    
|                                 | • Adaptability and flexibility       
|                                 | • Productivity                       |

Employability Skills Checklist

- Application of Academic and Technical Knowledge and Skills
  - LITERACY: Read and comprehend relevant academic and technical texts
  - MATH: Select and apply relevant mathematical concepts to solve problems and perform expected tasks
  - INDUSTRY-SPECIFIC TECHNICAL SKILLS: Demonstrate industry-specific technical skills
  - INDUSTRY-SPECIFIC SAFETY SKILLS: Demonstrate adherence to industry-specific safety regulations

- Career Knowledge and Navigation Skills
  - UNDERSTANDING CAREER PATHS: Plan and navigate education and career paths aligned with personal goals
  - PLANNING: Develop and implement a personalized student learning plan
  - REFLECTION: Reflect on experiences through creation of a personal portfolio

- 21st Century Learning and Innovation Skills
  - CREATIVITY AND INNOVATION: Think creatively, work creatively with others, implement innovations
  - CRITICAL THINKING & PROBLEM SOLVING: Reason effectively, make judgments and decisions, solve problems
  - COMMUNICATION: Oral and written communications skills appropriate to the context, listen effectively
  - COLLABORATION: Exercise flexibility and willingness, assume shared responsibility, work with diverse teams
  - INFORMATION LITERACY: Access and evaluate information, manage information accurately and ethically
  - ICT (Information, Communications & Technology/LITERACY): Use technology effectively and appropriately

- Personal and Social Skills
  - Initiative: Work independently, demonstrate agency, curiosity, and the ability to learn
  - PROFESSIONALISM, ETHICS, AND INTERPERSONAL SKILLS: Demonstrate reliability, integrity,
Student Centered

- WBL must be student centered:
  - Produces a portfolio of evidence of employability skills
  - Aligns to the student's selected area of elective focus
  - Supports student's long-term goals and interests
  - Demonstrates growth of the student

Metrics:

- **Portfolio quality and student growth measures**
- Personalized Learning Plans reflect placement alignment with student’s area of elective focus
- WBL course standard/21st Century Skill attainment
- Students participate in WBL from all 16 CTE career clusters
- Demographics, Attendance, and Discipline Data
District Implementation

• WBL must be educator supported:
  – Requires regularly facilitated reflection time to supplement work experience to meet course standards
  – Improves continuously through professional development, networking, and district support

Metrics:

• Certification of WBL coordinators by district
• Engagement of WBL coordinators in PLCs by district
• **Program of Study Completion**
• Teacher TEAM Evaluation Data to assess strength of facilitation and instructional practices
• WBL Portfolio Pilot: Developing portfolio growth measure to demonstrate teacher effectiveness
Regional Alignment

• WBL must be community aligned:
  – Provides access to high-demand, high-wage careers
  – Reflects state and regional workforce needs and trends
  – Encourages community ownership and collaboration

Metrics:

• WBL placements (by Pathways TN regions and district) reflect TN labor and workforce data
• **WBL placements are reflective of program of study enrollment**
• District surveys reflect quality program indicators (CTE Directors, WBL Coordinators)
• WBL program assessments are implemented locally
Districts and schools in Tennessee will exemplify excellence and equity such that all students are equipped with the knowledge and skills to successfully embark on their chosen path in life.