<table>
<thead>
<tr>
<th>Type of Opportunity</th>
<th>Purpose</th>
<th>Sample Student Learning Outcome</th>
<th>Experience Defined by...</th>
<th>Sample Experiences</th>
</tr>
</thead>
</table>
| Industry and Career Awareness       | Build awareness of the variety of careers available and the role of post-secondary education; broaden student options. | Student can articulate the type of post-secondary education and training required in the career field and its importance to success in that field. | • One-time interaction with partner(s), often for a group of students  
• Designed primarily by adults to broaden student’s awareness of a wide variety of careers and occupations | • Workplace tour  
• Guest speaker  
• Career fair  
• Visit parents at work |
| Career Exploration                  | Explore career options and post-secondary requirements for purpose of motivation and to inform decision-making in high school and post-secondary education | Student can give at least two examples of how the student’s individual skills and interests relate to the career field and/or occupations. | • One-time interaction with partner(s) for a single student or small group  
• Personalized to connect to emerging student interests  
• Student takes an active role in selecting and shaping the experience  
• Depth in particular career fields  
• Builds skills necessary for in-depth work-based learning | • Informational interview  
• Job shadow  
• Virtual exchange with a partner |
| Career Preparation                  | Apply learning through practical experience that develops knowledge and skills necessary for success in careers and post-secondary education. | Student works effectively as a member of a team, with respect for diverse perspectives and strengths. | • Direct interaction with partners over time  
• Application of skills transferable to a variety of careers  
• Activities have consequences and value beyond success in the classroom  
• Learning for the student and benefit to the partner are equally valued | • Integrated project with multiple interactions with professionals  
• Student-run enterprise with partner involvement  
• Technical mentoring through online interactions with partners  
• Projects with partners through industry student organizations  
• Service learning and social enterprises with partners  
• Compensated internship connected to curriculum |
| Career Training                     | Train for employment and/or post-secondary education in a specific range of occupations. | Student demonstrates knowledge and skills specific to employment in a range of occupations in a career field. | • Interaction with partners over extended period of time  
• Benefit to the partner is primary and learning for student is secondary  
• Develop mastery of occupation specific skills.  
• Complete certifications or similar requirements for a specific range of occupations | • Internship required for credential or entry to occupation  
• Apprenticeship  
• Clinical experience  
• On-the-job training |

This document is part of the Work-Based Learning Implementation Guide.  
For more resources, see the WBL Toolbox: https://tn.gov/education/article/wbl-toolbox