



WORKFORCE DEVELOPMENT BOARD

Supporting the Development and Retention of a World Class Workforce

Jeffrey S. Swartz, Executive Director

Carl A Donato Jr., Chair

Camden WDB Policy: Work-Based Learning

Reference: WIOA Desk Reference 2020; Policy Refresher 2021

Background

Work-based Learning best integrates academic learning with real-world application to provide paths to educational and career advancement, while building the talent pipeline. This approach holds great promise for low-income and lower-skilled youth and adults, who all too often lack equitable access to high-quality work-based learning experiences that can serve as stepping stones to increased economic opportunities.

Policy

Work experiences are planned, structured learning opportunities that occur in a workplace for a limited period of time. As provided in 20 CFR § 664.470, work experiences may be paid or unpaid. Work-experience workplaces may be in the private, for-profit sector; the non-profit sector; or the public sector. Work experiences must include academic and occupational education. The educational component may occur concurrently or sequentially with the work experience. Further academic and occupational education may occur inside or outside the work site.

Types of Work-Based Learning

Pre-Apprenticeship: Pre-apprenticeship is a program designed to prepare individuals to enter and succeed in a Registered Apprenticeship program.

Registered Apprenticeship: Registered Apprenticeship is an employer driven, earn while you learn model that combines on-the-job training (OJT) with job related instruction in curricula leading to the attainment of industry recognized credentials.

Transitional Jobs: For adult and dislocated workers, transitional jobs are a type of work experience, as described in §§ 680.190 and 680.195. A transitional job is one that provides a time-limited work experience, that is wage-paid and subsidized, and is in the public, private, or non-profit sectors for those individuals with barriers to employment who are chronically unemployed or have an inconsistent work history, as determined by the local WDB. These jobs are designed to enable an individual to establish a work history, demonstrate work success in an employee-employer relationship, and develop the skills that lead to unsubsidized employment (20 CFR § 680.190).



WORKFORCE DEVELOPMENT BOARD

Supporting the Development and Retention of a World Class Workforce

Jeffrey S. Swartz, Executive Director

Carl A Donato Jr., Chair

On-the-Job Training: OJT provides reimbursements to employers to help compensate for the costs associated with skills upgrade training for newly hired employees and the lost production of current employees providing the training (including management staff). OJT training can assist employers who are looking to expand their businesses and who need additional staff trained with specialized skills. OJT employers may receive up to 50% reimbursement of the wage rate (in certain circumstances up to 75%) of OJT trainees to help defray personnel training costs. Under some programs, such as those funded by H-1B fees, OJT reimbursement may be as high as 90%, depending on employer size.

Work Experience: Paid (subsidized) or unpaid work experience is a planned, structured learning experience in a workplace for a limited period of time that provide participants with opportunities for career exploration and skill development. Work Experience can be provided to adults & dislocated workers as a complementary activity to occupational training when appropriate through contracted services. WIOA Youth program participants will participate in work experience with integrated education and training activities occurring concurrently and contextually with the work-based training. (WIOA sec. 129 (c)(2)(E)). Work Experience may be provided in the private-for-profit sector, community & faith-based agencies, and in governmental agencies.