

ADVANCING SUSTAINABLE

Work-Based Learning

The Quick-Check Tool

Sustainable work-based learning (WBL) programs are built with intention and refined over time. This checklist helps schools and colleges spot strengths, identify needed updates, and take action to expand access, improve quality, while strengthening the link between student learning and long-term community vitality.

How does your program measure? Review the advanced program checklist on this page and the red flags on the next page.

Advanced WBL Programs:

Staff Learning & Support

- ☐ Staff receive ongoing professional development in WBL.
- ☐ WBL roles, responsibilities, and goals are clearly communicated.
- ☐ Teachers embed WBL into curriculum with coordinated support time.

Data Collection & Evaluation

- ☐ WBL data is reviewed annually to identify gaps and drive targeted outreach.
- ☐ Data is used to enhance experiences, sequence learning, and inform expansion.
- ☐ Stakeholders receive regular, meaningful WBL data updates.

Quality WBL Experiences

- ☐ Every WBL experience follows a before/during/after learning model.
- ☐ Students expand professional connections (social capital) in every experience.
- ☐ Experiences are sequenced to maximize skill growth and career decision-making.

Inclusive WBL

- ☐ Barriers to WBL participation are identified and addressed annually.
- ☐ Additional experiences are provided for students who have missed out.
- ☐ Courses offer diverse capstone experiences to meet students needs.

Business Outreach & Support

- ☐ Partnerships are maintained through systematic, year-round outreach.
- ☐ Businesses receive onboarding and support to deliver quality experiences.
- ☐ Experiences are co-created to balance student learning and business needs.

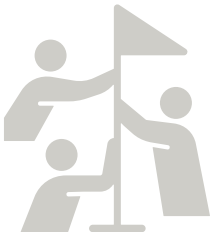


WBL Red Flags:

- ☐ Staff cannot define WBL.
- ☐ Data is collected but not reviewed or shared.
- ☐ WBL experiences are disconnected from curriculum.
- ☐ Certain student groups have limited participation opportunities.
- ☐ Businesses are only contacted when a placement is needed.
- ☐ No consistent process to prepare students or reflect afterward.
- ☐ Outdated capstone experiences (e.g. "cooperative work" or "work experience" only).



Quick Actions to Address Red Flags



- ✓ **Clarify & Align:** Share the WBL definition with examples and map experiences to courses/programs.
- ✓ **Use Your Data:** Review participation annually, identify gaps, and target outreach.
- ✓ **Strengthen Quality:** Apply the before/during/after model to all WBL experiences.
- ✓ **Engage Partners Year-Round:** Build a consistent partner engagement plan.
- ✓ **Upgrade Capstones:** Internships apprenticeships, school-based enterprises, and business-led project courses.

Prioritize Progress:

Choose the one action that will have the greatest impact on strengthening WBL for your students.

Action:

Lead person to make this happen:

Key supporters:

Deadline:

Advance Your Program:

Sustainable WBL grows when schools and colleges focus on what matters most. For tools, training, and support to take your program further, visit Volesky Consulting at www.voleskyconsulting.com.



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