



Best Practices & Innovative Models for Work-based Learning

February 23, 2021

#IL60by25 @EdSystemsNIU @nikkijames



Plan for Today's Session

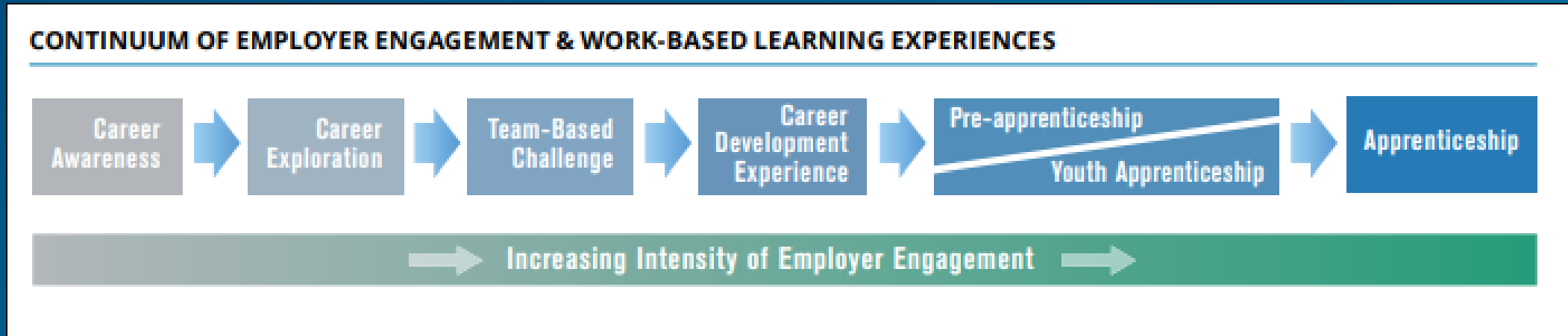
- **Essential Elements & Community Models of Virtual WBL**
 - *Heather Penczak, Education Systems Center – Northern Illinois University*
- **I-USE: Practera as a Model for Virtual WBL**
 - *Nikki James, Northeastern University*



Essential Elements of Work-Based Learning



Work-Based Learning Continuum



Definitions: *Illinois Career Pathways Dictionary*



WBL Definitions - Illinois Career Pathways Dictionary

Career Exploration	Team Based Challenge	Career Development Experience
Provides an individual with the ability to engage directly with employers, for the purpose of gaining knowledge of one or more industry sectors or occupations.	A group problem-based learning project relating to an individual's career area of interest that involves a problem relating to employers within that area , including mentoring from adults with expertise in that area, and requires the individual to present the outcomes of the project.	A supervised work experience relating to an individual's career area of interest that: <ol style="list-style-type: none">1. Occurs in a workplace or under authentic working conditions;2. Is co-developed by an education provider and at least one employer in the relevant field;3. Provides compensation OR educational credit to the participant (or both);4. Reinforces foundational professional skills including, at a minimum, those outlined in the Essential Employability Skills framework; and5. Includes a Professional Skills Assessment that assesses skill development and is utilized as a participant feedback tool.6. Takes place for a minimum of 60 total cumulative hours



Planning into the Unknown

Virtual WBL is a new space for many of us and lately priorities seem to shift by the week/day/hour – so what do we do?

- **Start with a question**
- **Gather stories and learn about what others may have experienced or done**
- **Monitor progress and manage chaos by closely observing changing conditions and responding in the moment**
- **Capture learning along the way to assess the end and plan next steps**



Focus on the Essential Elements and Outcomes of WBL

- Exposure to **new environments and expectations** to support growth and development of Essential Employability & Technical competencies
- Authentic, quality engagement with industry professionals to **build social capital** and connections to career pathways



“Compare me to a kid whose dad is friends with like an engineer, a lawyer and a doctor, and that kid goes to his dad, and like dad have a career question, his dad can pick the phone up, and boom, that’s a meeting set up.” — Deen

Source: [HERE to HERE Policy Brief](#)



An Opportunity to Design for Sustainability & Equity



Virtual work-based learning can address several common barriers for participation, including:

- **Transportation**
- **Distance, size, and type of partner sites**
- **Diverse student needs for support, access and mentorship**



Community Models, Resources & Best Practices



Career Awareness

- Essential Employability Trainings & Professional Development Workshops
 - Maintain as much interactivity and targeted engagement as possible
 - Utilize and adapt tools
 - True/false polls
 - Mini competitions
 - Small, facilitated break-out groups
- Videos and reflection activities that expose students to the variety of occupations within an industry area

EVANSTON WORK ETHIC (WE) PROGRAM



[Link to videos](#)



[Link to videos](#)



Career Exploration

- ✓ Keep presentations short and conversational
- ✓ Provide “day in the life” information
- ✓ Showcase industry diversity and focus on early career experiences

CareerConnect@Home

- [Six weeks of programming](#) (May 4-June 12), 29 sessions total
- [Livestream on YouTube](#) with different employer or industry, every school day at 3:30 PM
- Students submit live questions during the panel via email or Instagram

CAREER
CONNECT
@HOME

[CareerConnect@Home Toolkit](#)



Team-based Challenges

- Typically completed through:
 - CTE curriculum, capstone courses
 - Student organizations/other extracurricular
- Engagement with [CTSOs](#)
- GCAMP Quote to Production
 - 8 weeks (20-30 min)
 - [Link to program & videos](#)



Exploring the World of Science



**EDUCATORS
RISING**



Golden Corridor Advanced Manufacturing Partnership



Career Development Experiences

- Regular check-ins and collaboration to review questions and projects
- One-on-ones with team members
- Establish preferred modes of communication/support needs
- Build social capital through consistent connections, meetings and department rotations
- What are the things Hosts wish they had time to research/complete that can be an independent student project?



BJC HealthCare

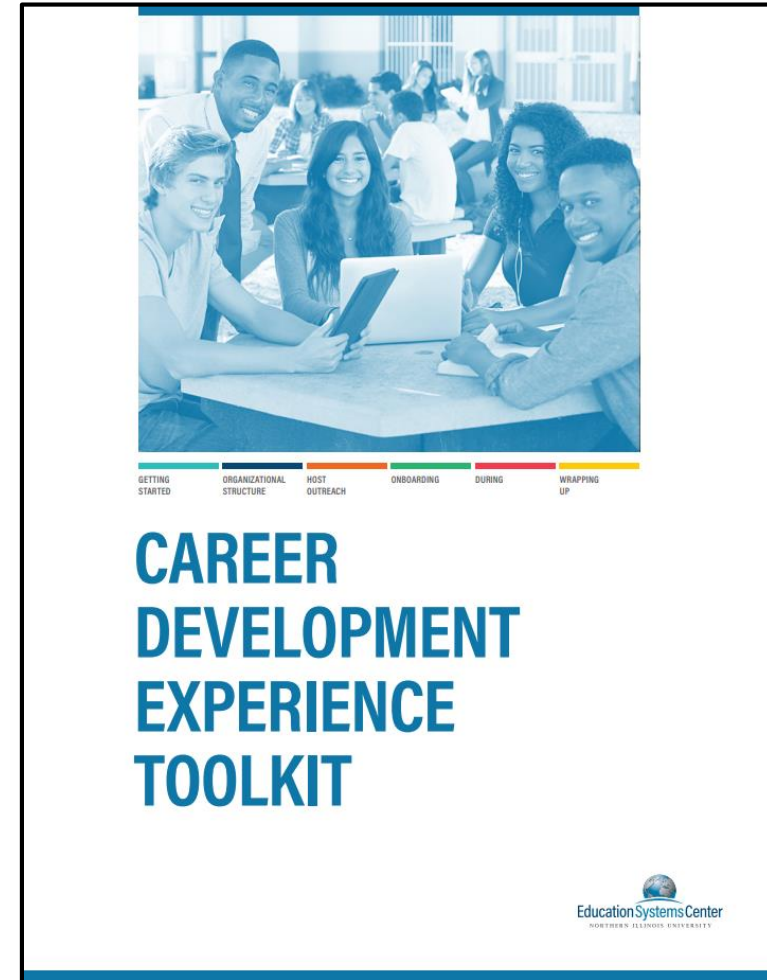


Career Development Experiences: Example Projects

Arts & Communications

- Develop logos or images and draft design/concepts for special events
- Design email/website/blog templates and graphics
- Prepare/coordinate calendars and agendas for events
- Create content for website including conducting and transcribing interviews

[Suggested CDE Tasks by Pathway Endorsement Area](#)



Illinois WBL Innovation Network (I-WIN)

- Highlight and explore innovative models for work-based learning with a focus this first year on virtual work-based learning
- Engage in conversations on creating sustainable, high-quality models that ultimately provide broader and more equitable access to work-based learning with a focus on building social capital for Black and Latinx students
- Build connections among communities to share best practices, learnings and resources
- Identify needs for state policy changes or support systems

Email Heather Penczak (hpenczak@niu.edu) to be added to communication regarding I-WIN



I-USE: Practera as a Model for Virtual WBL



Broadening Participation in Experiential Learning Opportunities to Enhance Learner Engagement and Develop In-Demand Professional Skills

Vision

To develop a model of experiential learning that opens up access to career exploration and professional skill development for under-represented and non-traditional, adult students

Research Questions

1. What is the impact of deliberate experiential learning on students self-directed learning readiness, self-efficacy beliefs and motivations?
2. How effective are virtual WBL projects at promoting the acquisition of professional skills?



What we're learning

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The Virtual Internship Model

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What we provide

1. 4 Structured Virtual Internship Designs
2. Reusable Project Template Library
3. Admin Dashboard & Industry Feedback Loop Technology
4. Professional Development



Structure

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Structured Virtual Internship Models

	INDIVIDUAL			TEAM		
Opportunities for Feedback & Assessment	3 WEEKS	4 WEEKS	6 WEEKS	3 WEEKS	4 WEEKS	6 WEEKS
Structured Supervisor Feedback Points	3	4	6	3	4	6
Self Assessments on Skills	2	3	4	2	3	4
Peer Assessment on Skills				2	3	4
Skill Development Plans	2	2	3	2	3	3
Reflections	3	4	6	3	4	6
Learning Content	30 Hours	40 Hours	50 Hours	30 Hours	40 Hours	

Highly structured to align expectations and set an operating cadence

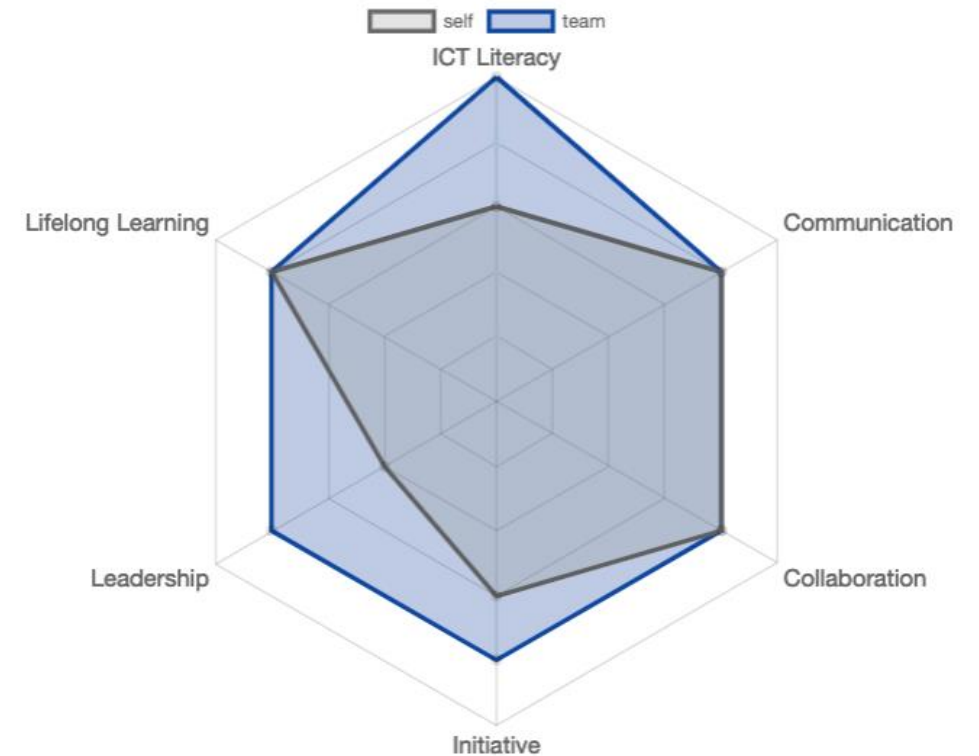


Week #	Topic	Events	Deliverables
0	Welcome to your Virtual Internship	Students invited to enroll, complete platform orientation, Remote working activities	Self-Assessment # 1 + Skill Development Plan
1	Project Plan	Project Kick-Off Meeting with Supervisor Develop a detailed plan, approach for completing the Project.	Project Plan
3	Project Investigation	Deep dive into project, conduct research to understand the project.	
2	Project Execution	Project Execution	Status Update # 1
4	Project Execution	Project Execution	Self - Assessment # 2 Skill Development Plan Revision
5	Project Report	Create Project Report and put final touches on Project	Status Update # 2
6	Project Presentation	Create a presentation that presents your project to your supervisor	Project Presentation + Project Report Self-Assessment # 3 + Reflection

LXX
VERITAS
VIRTUS

Each WBL program is designed to develop 21st Century Skills

World Economic Forum 21 st Century Skills	Description of Specific Skill being developed
ICT Literacy	Use ICT tools to manage, execute and communicate work.
Communication	Use virtual collaboration tools to engage stakeholders and execute a project
Collaboration	Use virtual tools with a cross-functional team to deliver a project
Initiative	Exercise internal motivation and self-direction to deliver a work project.
Leadership	Integrate self-leadership and project management skills to deliver a work project
Lifelong Learning	Reflect on work performance and identify improvement points.



Reusable Project
Templates

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Sample Reusable Industry Project Templates



Engagement Analysis

Evaluate your organization's social media strategy



Technology Evaluation

Evaluate & conduct competitor analysis of a technology product



Social Media Coordinator

Plan & execute a social media plan for the summer



Graphic Design Assistant

Evaluate and recommend tools to improve visual appeal of marketing materials



Technology Quality Assurance

Test & report back on user experience of new technology product features.



Digital Activities Instructors

Provide community and interaction for kids



Digital Tutor

Help High School, Middle-School & Elementary School Kids catch up on learning they missed



Impact Assessment

Do an impact assessment of a business initiative (Social Media Analysis, Key Word Searches) and write up a report on the impact of the initiative



Data Cleaning/Analysis

Data Cleaning and Basics Analysis to assist with business decisions and reporting



Public Health Policy

Evaluate an existing public health policy and make recommendation of changes in a post COVID context.



Public Health Campaign

Repurpose an existing Public Health Campaign for a GEN-Z audience



Practera

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Practera At-Scale Implementation Successes

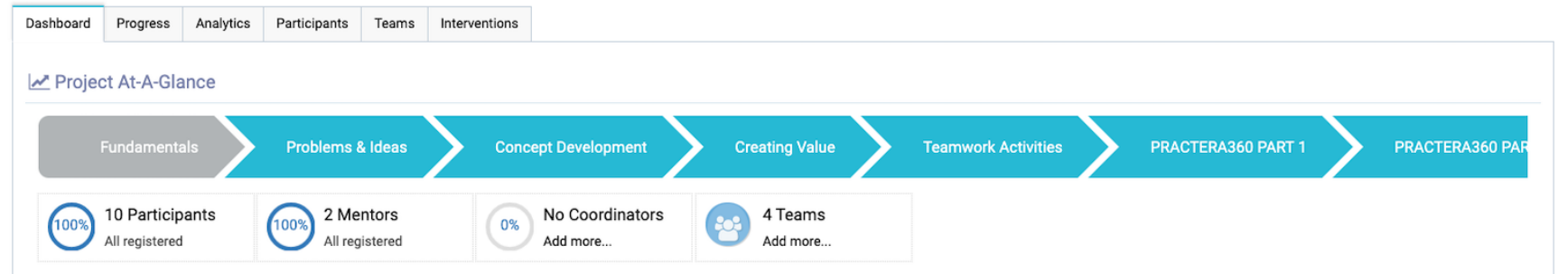
- **5 Australian State Governments;** state sponsored student-industry project programs in NSW, Vic, Qld, SA & WA delivered to **>10,000 students from >24 Universities and >1200 industry partners**
- **NEXT Innovation Accelerator;** in curriculum 12-week industry innovation project delivered in curriculum to **2500 students at 8 Universities** over 7 years with Deloitte, CSIRO, Westpac, IAG and other industry partners
- **EY Asian Century program;** in curriculum 12-week industry consulting project delivered in curriculum to **900 students at 4 Universities over 4 years** with EY, Lonely Planet, Murray Goulburn, NAB and other industry partners
- **Boston University;** Global Health development online projects since 2016 with NGO's and University partners in >20 developing countries in Africa, South America and Asia

Awards



“Air Traffic Control” for Admins

Individual / Team Progress →



Alerts Needing Attention →

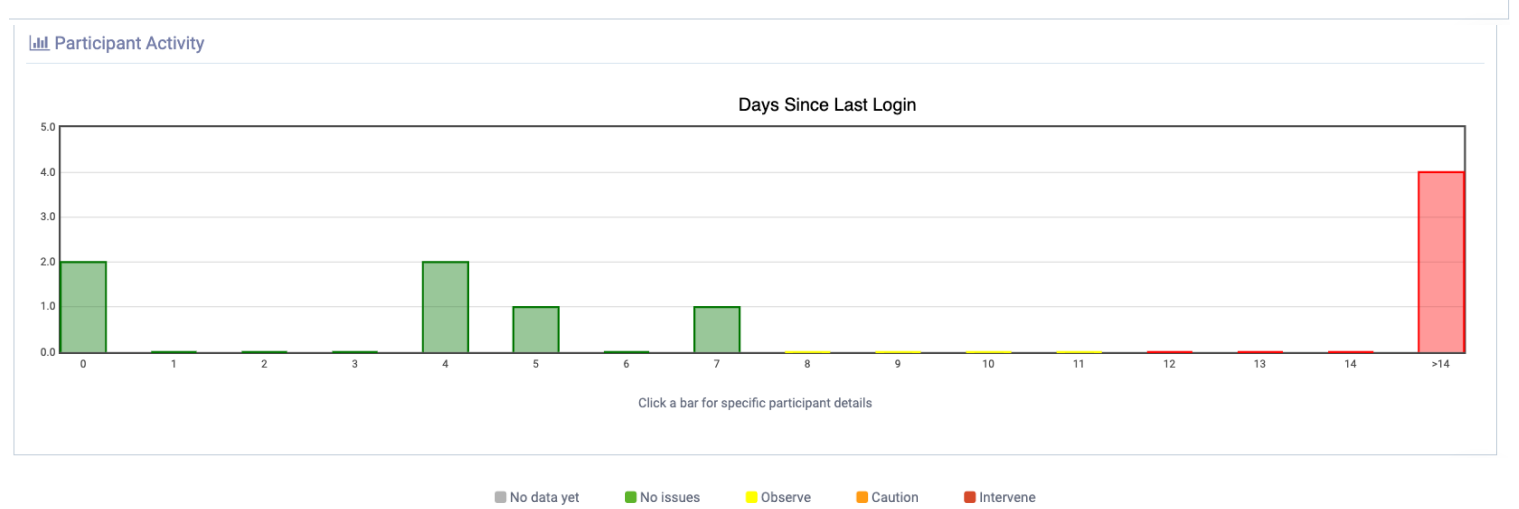
Issues assigned to me

		create
<input type="checkbox"/>	1 Students with a zero/no for pulse check for "Do you feel that your team is on track (team)?"	Take action ↻ 🗑
<input type="checkbox"/>	1 Overdue reviews for Value Proposition	Take action ↻ 🗑

All other issues

		create
<input type="checkbox"/>	1 Students with a zero/no for pulse check for "Have you personally engaged with your mentor within the last week?"	Take action ↻ 🗑
<input type="checkbox"/>	1 Overdue reviews for Value Proposition Peer Review	Take action ↻ 🗑
<input type="checkbox"/>	1 Overdue reviews for Development Plan #1...	Take action ↻ 🗑
<input type="checkbox"/>	6 Overdue submissions for Self Assessment...	Take action ↻ 🗑
<input type="checkbox"/>	7 Overdue submissions for Are you ready to get started???	Take action ↻ 🗑
<input type="checkbox"/>	6 Overdue submissions for Development Plan #1...	Take action ↻ 🗑
<input type="checkbox"/>	5 Students not assigned to a team	Take action ↻ 🗑
<input type="checkbox"/>	1 Mentors not assigned to a team	Take action ↻ 🗑

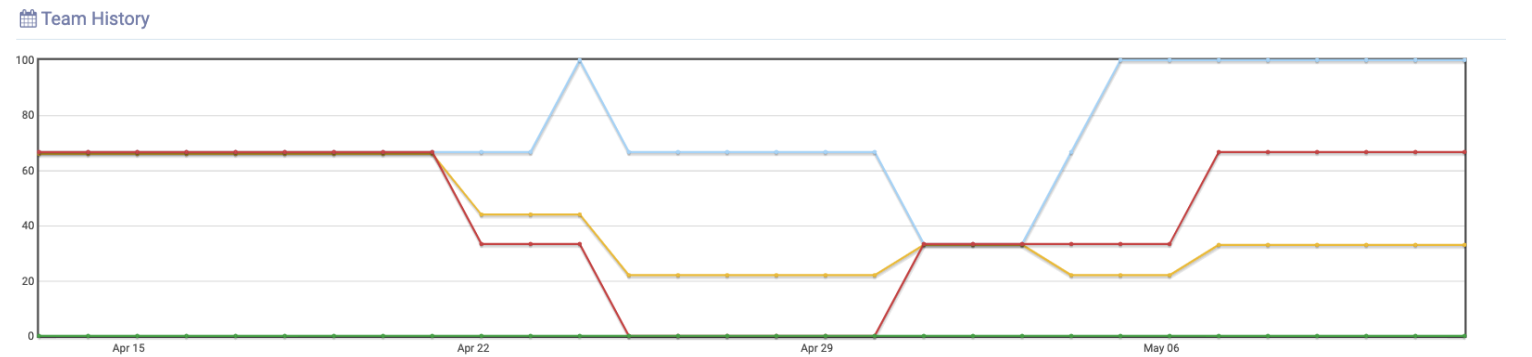
Track login activity



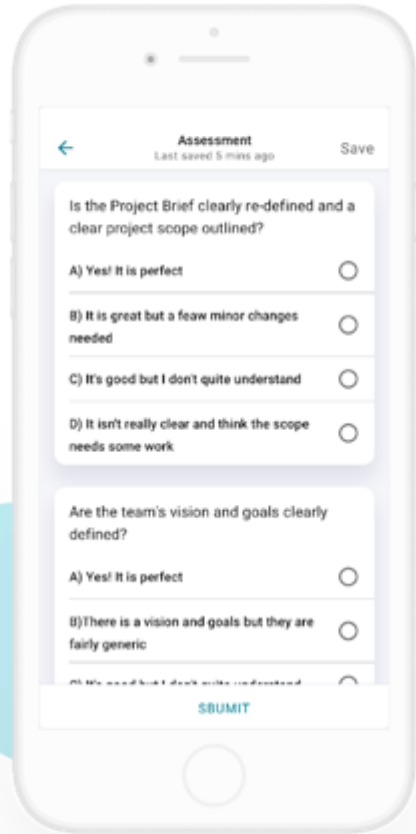
Monitor self-report surveys



Track team status over time



Intern – Supervisor Feedback Loops



1 Intern submits work for review

2 Supervisor provides feedback

3 Intern Reflects on feedback and develops their skill

Professional
Development

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Implementing WBL into a new educational context



How?

Unpack the mechanics that underpin work-based learning and how they achieve the intention.

When?

Consider where students are in their educational journey when they come to your work-based learning program and how to consider this in your implementation decisions.



Why?

Understand the intention behind a work-based learning intervention

Who?

Explore your beliefs about learning and teaching and how they impact the way you implement work-based learning into your classroom

What?

Plan your pilot implementation and evaluation process.

Professional Development

1. Implementation coaching and support for administrators
2. Teacher/Coordinator Training
3. Weekly Community of Practice Sessions
4. Implementation Resource Library



Illinois: Practera Pilot

[Practera](#) is a customizable, technology enabled platform for structured virtual and hybrid work-based learning.

Illinois communities are piloting Practera to:

- Ensure equity and expand access to WBL
- Support a Team-based Challenge or Career Development Experience

Through a partnership with Practera, Illinois communities have free access to pilot Practera through SY21-22. **Participation as a pilot site will include:**

- Professional development opportunities
- Support and inspiration through regular community of practice sessions, and
- Technical assistance throughout



Interested in piloting
Practera or becoming a
member of I-WIN?

- Complete [this form](#) to express interest in piloting Practera
- Email Heather Penczak (hpenczak@niu.edu) to be added to communications and invites regarding I-WIN



Questions?

What insights did you get today?

What questions did today bring up for you?

In what ways could you incorporate what was shared today?

- Heather Penczak, hpenczak@niu.edu
- Nikki James, ni.james@northeastern.edu





Forward Together

Navigating Uncertainty
and Advancing to 60% by 2025

Illinois 60 by 25 Network
Annual Conference

FEBRUARY
22-25, 2021

**Implementing Team-based Challenges in College and Career
Pathway Endorsements**

Connecting Opportunity Youth with Jobs and Education

**The Commerce Connection: Collaborating with your Chamber
of Commerce to Reach Local Employers**

[60 by 25 Conference
agenda and registration](#)



RESOURCES

- [Career Pathways Dictionary](#)
- [Career Development Experience Toolkit](#)
 - [*Suggested CDE Tasks by Pathway Endorsement Area*](#)
- [Recommended Technical and Essential Employability Competencies](#)
- [Illinois Work-based Learning Innovation Network \(I-WIN\) Resource site](#)
- Link: [HERE to HERE Policy Brief](#)
- Illinois Science and Technology Coalition: [Guidebook of Professional Learning Experiences within Information Technology](#)
- Educators Rising – [Suggestions for Career Exploration Opportunities and activities for Teaching Internships](#)

