**January 2023**

# Embedding Work-Based Learning

Directions:

1. List each course in the identified program.
2. Identify the Work-Based Learning (WBL) experiences each course provides. WBL experiences listed on page two and in the [Iowa Work-Based Learning Guide](https://educateiowa.gov/documents/iowa-work-based-learning-guide).
3. For each of the WBL experience in the course, select and an ICAP reflection to be used or developed. More information about ICAP reflections on page two.

WBL Program \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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| Course | WBL Experience(s) | ICAP Reflection(s)s |
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| WBL Experiences | Individual Career and Academic Plan (ICAP) |
| work-based learning continuum graphic The following are abbreviated definitions of WBL experiences. Full definitions are available in the [Iowa Work-Based Learning Guide](https://educateiowa.gov/documents/iowa-work-based-learning-guide).**Awareness*** **Classroom Speakers:** professionals share career information to students
* **Informational Interviews:** career interview
* **Career Immersion Experiences:** hands-on simulators/experiences

**Exploration*** **Authentic Projects:** projects completed for industry
* **Career-Based Service Learning:** community projects with industry & connect it to a career
* **Interactive Career Events:** career fairs with hands-on career booths
* **Worksite Exploratory Events:** worksite tour with small group options for informational interviews
* **Job Shadows:** one or two students at a worksite to observe a professional

**Preparation*** **Professional Skill Workshops:** resume and cover letter writing led by an industry professional
* **Mock Interviews:** practice interviews with industry professionals
* **School-Based Enterprises:** student-run business

**Training*** **Internships:** professional training experience for a set period of time
* **Quality Pre-Apprenticeships:** training experience tied to a registered apprenticeship
* **Registered Apprenticeships:** on-the-job training to learn a career/trade
 | **What is an ICAP?**ICAP is an individualized career and academic plan that has typically been referred to as a four-year plan created in eighth grade.**What role can an educator play in an ICAP?**Adding a simple reflective activity to work-based learning experiences can help students make informed career decisions.**ICAP Reflection Examples:**1. Create an exit slip for students to complete at the end of a class where the prompt is simple for the student and elicits a thoughtful response.
2. Create a reflection activity that requires students to use the WBL experience to research more about the career, related career or engage in virtual WBL experiences.
3. Create an activity that bridges the experience to additional career learning such as a classroom project or an additional WBL experience.

Educators are encouraged to create their own reflective activities or review more examples on the Department’s Career and Academic Planning website. |