

WORK-BASED LEARNING IN DELAWARE

What is WBL?

Work-Based Learning (WBL) is a progressive approach to bridging the work-skills gap between school and high-demand, high-skill careers in Delaware.

Through structured employer engagement in workplace settings, students build on their classroom-based instruction by developing and strengthening technical skills and employability skills in preparation for their future careers.

Businesses engage one or more key employees to spend up to one day with one or more students to accomplish a specific learning goal.



AWARENESS

5TH GRADE-HIGH SCHOOL

Awareness

This phase of employer engagement focuses on helping students become more aware of careers and the world of work.

Activities include:

- Online Career Exploration
- Guest Speakers
- Workplace Tours
- Career Fairs



Businesses select employees to participate for up to a half day in short-term engagement opportunities with groups of students.

EXPLORATION

8TH GRADE-POSTSECONDARY

Exploration

This phase of employer engagement focuses on exposing students to the workplace through active, shared engagement.

Activities include:

- Informational Interviews
- Job Shadowing
- Industry-led Projects
- Mock Interviews

IMMERSION

HIGH SCHOOL-POSTSECONDARY

Immersion

This phase of employer engagement focuses on immersing students into workplace settings through a structured internship or cooperative education program.

Activities include:

- School-Based Enterprises
- Cooperative Experiences
- Pre-Apprenticeships
- Apprenticeships
- Internships



Organizations engage a few key employees to supervise one or more mature, prepared students in a meaningful work experience.

For more information visit delawarepathways.org/owbl

Office of
Work-Based
Learning

DELAWARE
TECHNICAL COMMUNITY
COLLEGE

WHY DOES WBL MATTER?

FOR STUDENTS

- Exposes students to potential careers and jobs to build occupational knowledge
- Illustrates the relationship between education and training, wages, and employment
- Provides a context for learning and fosters an understanding of how academic concepts are applied in a real-world setting
- Informs students about a company's processes and/or products/services and the role the business plays in the community

“At Delmarva power, helping students helps us too. When our team mentors young people, hosts interns, adopts schools, and teaches classes on workplace expectations, we're investing in our company's future workforce, improving our service delivery, and shaping the prosperity of our state. Young people bring ingenuity and a fresh perspective; they help us recruit employees and develop our workforce.”

—Gary Stockbridge,
President, Delmarva Power

FOR EMPLOYERS

- Increased brand awareness in the community
- Locally preferred employer status due to relationships you establish with students and families
- Stronger employee culture as employees share their expertise with young people, contributing to increased job satisfaction and employee retention
- An investment in local talent by identifying and recruiting potential future employees

GET INVOLVED!

delawarepathways.org/owbl

What is the Office of Work-Based Learning (OWBL)?

OWBL is the intermediary between Delaware schools and employers participating in work-based learning through the Delaware Pathways initiative. As part of Delaware Technical Community College, the office works statewide to recruit and match employers with schools.



Delaware Pathways

is an education and workforce partnership that creates early career experiences for high school students.

