**Work-Based Learning Experiences: Evidence-based Practices for Post-School Success**



**Predictor: Paid Employment/Work Experience**

Operational Definition:

Any activity that places the student in an authentic workplace, and could include: work sampling, job shadowing, internships, apprenticeships, and paid employment.

Paid employment can include existing standard jobs in a company or organization or customized work assignments, negotiated with the employer, but these activities always feature competitive pay (e.g., minimum wage paid directly to the student by the employer).

**Essential Program Characteristics**

* + Job shadowing, work study, apprenticeships, or internships
  + Instruction in soft skills, occupational-specific skills and obtaining and maintaining a job
  + Transportation training
  + Job performance evaluations
  + Community-based employment options in integrated settings

**Essential Program Characteristics**

* + Vocational and age-appropriate assessments
  + High school credit for paid employment work experience
  + Linkages to adult service agencies
  + Opportunities for competitive integrated employment

**NTACT Resources** [**https://www.transitionta.org/**](https://www.transitionta.org/)

* + Building Capacity for Quality-based Learning Experiences
  + Guide for Teachers/Educators for Collaborating with Vocational Rehabilitation
  + Need Evidence-Based Practices for Secondary Transition and Pre-ETS?
  + Work-based Learning Module coming soon!