

Tri-Agency Strategic Framework for Work-Based Learning

Work-Based Learning (WBL) is practical, hands-on activities or experiences through which a learner interacts with industry professionals in a workplace, in an in-person, virtual, or simulated setting. Learners prepare for employment or advancement along a career pathway by completing purposeful tasks that develop academic, technical, and employability skills.

WBL impacts individuals at various stages in their education and career pathways.

1. Career Exploration: Job shadowing, simulations, informational interviews with employers
2. Career Preparation: Internships, pre-apprenticeships, cooperative education, service learning
3. Career Training: Apprenticeships, on-the-job training, transitional jobs

Key WBL stakeholders and their roles and responsibilities:

- Public elementary and secondary schools work with stakeholders to design, implement, and assess career exploration opportunities and evaluate student and program success.
- Institutions of Higher Education provide career preparation opportunities; develop skills-focused programs; and promote credit for prior education, training, and experience.
- Local Workforce Development Boards build critical links across employers, training providers, and job seekers.
- Employers participate in the development of and provide essential resources for high-quality work-based learning opportunities.
- Regional conveners ensure that WBL opportunities are properly scaled to meet local workforce needs, monitor equity and accessibility, and distribute grant funding when available.

High quality WBL opportunities

- Align to career pathways,
- Incorporate meaningful job tasks,
- Identify and validate skills to be gained,
- Reward skill gains and offer compensation,
- Support academic progress and achievement,
- Integrate opportunities to develop professional networks, and
- Measure and monitor progress for all partners.

Credentials

Certificate

Certification

Degree

Digital Badge

Diploma

License

Micro-credential (also Micro-degree or Nano-credential)

For more information, view the full report [here](#), or contact triagency.feedback@twc.texas.gov.



TRIAGENCY

Type of Work-Based Learning	Initiative	Agency	Target Populations
Apprenticeship/ Registered Apprenticeship	<ul style="list-style-type: none"> • TEC Chapter 133 • DOL Expansion Grants • Child Care Registered Apprenticeships • Critical Skills • Healthcare 	TWC	<ul style="list-style-type: none"> • Employers • Job seekers • Underrepresented populations to increase diversity across RAPs, including transitioning service members and veterans • Individuals with more than a high school diploma but less than a degree
	Explore Apprenticeship 2.0	TWC – Vocational Rehabilitation Division	Students with disabilities ages 14-22
	Building and Construction Trades	TWC	Young workers between ages 16-24 not currently engaged in school or the workforce
	GEER Work-Based Learning Opportunity Grants – Apprenticeship	THECB	Postsecondary students
Apprenticeship and Internship	P-TECH	TEA	Historically underserved, at-risk, and economically disadvantaged students
Apprenticeship, Internship, and Externship	Texas Regional Pathways Network	TEA	<ul style="list-style-type: none"> • LEAs • IHEs • Boards • Employers • Regional Conveners
Career Exploration	WBL Framework	TEA	K-12 students
	Texas Career Check	TWC	High school and postsecondary students
	Virtual Reality Career Exploration Experiences	TWC	K-12 and postsecondary students
	Summer Earn & Learn (SEAL)	TWC – Vocational Rehabilitation Division	Students with disabilities ages 14-22
Career Preparation	Secondary WBL Courses (College and Career Readiness)	TEA	Secondary students
	K-12 Public School Accountability System (Secondary)	TEA	Secondary students
Career Preparation and Dual Credit	Dual Credit	TWC	High school students
	Dual Credit	TEA	High school students
Externship	Externships for Teachers	TWC	Middle school and high school teachers
	Texas Teacher Externship Program	TEA and University of Texas at Austin Center for STEM Education	Middle school and high school teachers
Internship	TXWORKS	THECB	Postsecondary students
	GEER Work-Based Learning Opportunity Grants - Internship	THECB	Postsecondary students
	Project SEARCH	TWC – Vocational Rehabilitation Division	Students with disabilities ages 14-22
	Work Experience	TWC – Vocational Rehabilitation Division	Any VR customer
	Paid Work Experience and Vocational Adjustment Training	TWC – Vocational Rehabilitation Division	VR customers of any age ready to be employed after training
	Texas Interns Unite!	TWC in partnership with THECB	<ul style="list-style-type: none"> • Eligible high school and postsecondary students • Employers
	Texas Internship Challenge	TEA, THECB, and TWC	<ul style="list-style-type: none"> • Eligible high school and postsecondary students • Employers
Upskilling	High Demand Job Training	TWC	<ul style="list-style-type: none"> • Existing workers • New employees • Students - adult and youth
	Skills Development Fund	TWC	Employers and their employees
Upskilling/Return to Work	Texas Reskilling Support Fund Grant Program	THECB	Students of any age, in any credit bearing or convertible high value credential program, re-enrolling after postsecondary stop-out, within 12 months or 25% or less of total credit required postsecondary stop-out, within 12 months or 25% or less of total credit required
Work-Study	Work-Study Student Mentorship Program (WSMP)	THECB	Postsecondary students
Work-Study, Upskilling, and Return to Work	Texas Industry Partnership Program	TWC	<ul style="list-style-type: none"> • Existing workers • New employees • Students - adult and youth, including displaced services