

Work-Based Learning Guide

The faculty and staff of the Community College of Rhode Island (CCRI) are committed to integrating Work-Based Learning (WBL) experiences into all degree programs. This integrated WBL model aligns with the deliverables of the Title III grant as well as CCRI's current Academic Master Plan and Strategic Plan. This guide will help you integrate WBL into your course.

Student Benefits of an Integrated WBL Model

- Encourages the development of career readiness competencies
- Promotes a connection between academic and career interests
- Helps students gain professional experiences
- Ensures equitable access to WBL experiences

Sample WBL Experiences

Career Exposure:

- Industry Panels
- Resume Reviews
- Mock Interviews
- Site Visits

- Integrated Campus Experiences, like CCRI's Student Radio & Magazine

Career Training:

Career Preparation:

- Fieldwork
- Industry Projects
- Case Studies

- Clinicals
- Jobs
- Practicums
- Internships
- Industry-Specific Capstones

Questions to Consider

The following questions can help frame how to incorporate WBL experiences into your course. These questions are also used in the Course Inventory Management (CIM) system to evaluate if a course meets WBL requirements.

- How does the course - and all of its sections - incorporate industry partners into the WBL experience(s)?
- Does the course's WBL experience(s) align with at least two of NACE's career readiness competencies?
- What student learning outcome (SLO) is aligned with the WBL experience? How will the SLO be measured?
- How is the WBL experience relevant to the student's field of study and real-world work experiences?
- What artifact(s) will be used to demonstrate student reflection and how will this be assessed?

Incorporating WBL into Your Classroom

Integrated

Relevant

Reflective



Alignment with NACE

The National Association of Colleges and Employers (NACE) has identified eight career readiness competencies that, when developed and demonstrated, can prepare students for long-term career success.

Career and Self Development

Proactively develop oneself and one's career through continual personal and professional learning, awareness of one's strengths and weaknesses, navigation of career opportunities, and networking to build relationships within and without one's organization.

Communication

Clearly and effectively exchange information, ideas, facts, and perspectives with persons inside and outside of an organization.

Critical Thinking

Identify and respond to needs based upon an understanding of situational context and logical analysis of relevant information

Equity and Inclusion

Demonstrate the awareness, attitude, knowledge, and skills required to equitably engage and include people from different local and global cultures. Engage in anti-racist practices that actively challenge the systems, structures, and policies of racism

Leadership

Recognize and capitalize on personal and team strengths to achieve organizational goals.

Professionalism

Knowing work environments differ greatly, understand and demonstrate effective work habits, and act in the interest of the larger community and workplace.

Teamwork

Build and maintain collaborative relationships to work effectively toward common goals, while appreciating diverse viewpoints and shared responsibilities.

Technology

Understand and leverage technologies ethically to enhance efficiencies, complete tasks, and accomplish goals.

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Whether you are facilitating a WBL-designated course, modifying your course to include WBL, or designing a new program or course that incorporates WBL, the Career Services team is here to support you. See below for sample ways in which we can provide assistance.

>> How we can support WBL activities



- **Refer** industry-specific internship, job, and fieldwork sites
- **Recruit** industry partners and volunteers
- **Share** templates and examples of assessments, industry partner agreements, student engagement requirements, and more!

- **Recruit** industry partners and volunteers
- **Plan and manage** all volunteer logistics
- **Share** templates and examples for various activities (such as job shadowing and projects), assessments, and student-preparation materials

- **Recruit** industry volunteers
- **Facilitate** career-related workshops pertinent to the course
- **Manage** all volunteer logistics
- **Share** templates and examples for various activities (such as resume reviews and mock interviews) and student preparation materials

“I got to see the participants’ point of view of management....see exactly how what we’ve been learning applies to the real world”

-CCRI ‘Principles of Management’ Student WBL activity, Spring 2024

>> How we can support course/program design and modifications

- Identify existing WBL designated courses
- Share how to indicate ‘WBL’ via CIM’s program proposal form
- Provide guidance on how to align SLOs with NACE competencies
- Provide guidance on how to incorporate industry involvement on CIM that is rigorous, reflective, and integrated, while respecting academic freedom
- Share how to modify a course on CIM to indicate WBL incorporation

Ready to incorporate WBL into your course? Need support with industry partner recruitment?
Contact Career Services at workbasedlearning@ccri.edu