



# WORK BASED LEARNING

## Information for Schools

## What is Work-Based Learning?

**WBL (work-based learning)** means any type of learning which takes place simultaneously or consecutively in both traditional classrooms and workplace settings – thus is it **a form of education which combines the application of academic, technical, and employability skills in a work setting with the support of classroom and workplace mentors.**

In essence, WBL is learning that takes place within the workplace using tasks or jobs for instruction and practical purposes. It may be formal and structured, using instructional plans, or informal, occurring incidentally, in the process of normal daily work, for example, through experience, practice, mentoring or demonstration.

There are a number of formal work-based learning programmes, which typically aim to:

- develop vocational skills that contribute to recognised vocational qualifications;
- develop general work habits and job-readiness;
- help students to understand what is involved in jobs so that they make better career choices;
- give disadvantaged people and job seekers access to opportunities to work that they might not otherwise have.

In formal types of WBL, the learner might be legally an employee (specific cases of formal traineeships, internships, and traineeships) or a student (for example in certain traineeships, internships, work placements, and in cooperative education).

Dual education (DE) is a specific kind of formal WBL educational system.

## What is Dual Education?

**Dual education system (DE)** is a specific form of work-based learning education system in which the professional qualification is acquired through a) practical training in a real working environment and b) training in a vocational or professional school. Typically, it combines **apprenticeships in a company** and **vocational education at a vocational school** in one course.

After finishing primary school, young people can opt for secondary vocational education (3-year programs). Secondary vocational education and training (VET) can be implemented in a **typical scholarly form**, on the basis of the Vocational and Professional Education Act (students are involved in practical education

and training both at their school as well as at a company, they have the status of a student) or in **apprenticeship form**, (on the basis of Apprenticeship Act (at least 50% of educational programs are implemented as practical in-company training – work-based learning, they have the status of a student and a status of apprentice during their practical training while working at the company). At least 40% of all education is in the apprenticeship form of education program is carried out by the school, of which all general education subjects.

Both forms of education are equivalent as they are carried out on the basis of the same educational programmes. This allows for the transition from apprenticeship to school form during education. The transition to the apprenticeship form requires a concluded apprenticeship contract and developed apprenticeship implementation plan, while the transition to the scholarly form requires an established individualised educational plan.

Apprenticeship is part of the system of secondary vocational education and training (3-year programs), with a minimum of 50% of the educational program being implemented as practical training – work-based learning by working for a company.

## What are the goals of DE/WBL?

- better development of competences, higher qualifications and better skills in accordance with the needs of the economy
- easier transition from education to work market: earlier professional socialization
- earlier employment of young people and more coordinated supply and demand of human resource

## Why get involved with DE/WBL?

- Work based learning demonstrates to students the relevance of their courses to future jobs, and so makes them more interested in studying.
- DE/WBL is a hands-on approach to learning, which increases participation and outcomes for disadvantaged students.
- Work based learning can make studying more interesting and more relevant to later (“real life”) work.
- WBL leads to better school-to-work transition outcomes.
- An opportunity to provide the student with the competencies the employers (the economy) really need.

- A better established and more intensive contact of the VET providers with the companies and broader economic environment.
- The student participates in a real-life working environment, gaining experience and knowledge in their chosen fields and professions.

## More information

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