



# EDC'S WORK-BASED LEARNING APPROACH



## What Is Work-Based Learning?

*Work-based learning provides youth who have little to no work experience with a structured learning opportunity in a real work environment with real customers. Youth learn about the nature of work and build relationships with employers.*

Through WRN Workplace, work-based learning is integrated into EDC's Work Ready Now program to make learning come alive outside of the classroom. By integrating work exposure and hands-on learning in an actual workplace into the learning experience, youth are better prepared for internships and their first jobs. As a result, they learn about real work tasks and are able to make more informed career decisions, build their network, and learn how to market themselves.

## Work-Based Learning – Applicable and Adaptable to All Youth Populations

EDC's work-based learning model is used in a range of settings, including urban and rural areas and with both in-school and out-of-school youth. Our materials and approaches are adapted to suit the needs of the youth and the economic realities of where they live. Our approach has proved to be successful in small workplaces with one or two employees as well as large companies with more employees. WRN Workplace enables youth to create their own opportunities, whether part-time or full-time employment, self-employment, or a mix of both employment and self-employment.

## Relationship Building with Local Employers

EDC's strength is its ability to build relationships with thousands of small- and medium-sized businesses that host relatively small numbers of youth. While we emphasize young people finding their own opportunities, we also work with our partners to strengthen our networks with alumni and businesses to find placements for youth.

EDC'S EXPERIENCE  
IN WORK-BASED  
LEARNING:



10 YEARS  
OF EXPERIENCE



15 COUNTRIES



15 PROJECTS



RURAL AND URBAN  
ECONOMIES



ADAPTED FOR  
VOCATIONAL SCHOOLS,  
SECONDARY SCHOOLS,  
UNIVERSITIES AND  
OUT-OF-SCHOOL YOUTH

# Work-Based Learning Continuum

The following Work-Based Learning continuum illustrates how a project implements WRN Workplace activities.



## The WRN Workplace approach:

- Is flexible, allowing us to align it with local systems already in place
- Slowly increases the number of times youth are exposed to workplaces and the length of time they stay
- Encourages youth to build relationships with employers
- Enables youth to experience a work environment while still in school, rather than in the last few months before graduation or at graduation
- Often extends work-based learning activities over several years of an education cycle

## Core Elements – WRN Workplace Approach

 <p><b>Getting youth out of the classroom and into the workplace</b></p> <p>We integrate work-based learning into both Work Ready Now and academic programs.</p> <p><b>YOUTH:</b></p> <ul style="list-style-type: none"> <li>• Find workplaces in the community and do work-based learning activities. Over time, they do longer work experiences.</li> <li>• Acquire an understanding of the nature of the workplace.</li> <li>• Gain confidence and experience leading to better-informed career decisions.</li> <li>• Discover the number of potential workplace opportunities around them.</li> </ul>	 <p><b>Connecting employers with schools and training programs</b></p> <p>Employment connectors provide intermediation services between businesses and the project. The goal is to place youth in work-based learning opportunities, and then ultimately in jobs. EDC works with organizational leadership to sustain employer relationships and work-based learning activities.</p> <p><b>CONNECTORS:</b></p> <ul style="list-style-type: none"> <li>• Work for implementing partners, schools, and EDC. Various people fill this role.</li> <li>• Are prepared to build and nurture relationships with businesses.</li> <li>• Are supported by their organization.</li> </ul>	 <p><b>Engaging with employers who host work-based learning</b></p> <ul style="list-style-type: none"> <li>• We help employers develop the capability to host practical work-based learning experiences.</li> <li>• For educational programs requiring work-integrated learning, such as an internship, we assist schools and employers to ensure that the required technical competencies are covered during the work-based learning experiences.</li> </ul>
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