

Concepts and formats of Work-based learning (WBL)

Joint seminar of the Cluster of Knowledge on Vocational Education and Training
and South East Europe Regional VET Network (SEEVET-Net)

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Making WBL work = Passion + Vision + Action

If you have vision and action but no passion you will be mediocre.....

If you have passion and vision but no action you will be daydreaming

If you have passion and action but no vision you will reach the wrong goal.....

WBL IS RELEVANT FOR ALL VET LEVELS
in particular for initial VET, but also post-secondary VET and CVT

PROPER BALANCE BETWEEN SBL / WBL

is key to responsive VET systems and successful transitions

EMPLOYER COMMITMENT IS KEY

a prerequisite; ideally employers in the driving seat or co-pilot;
framework / mechanisms needed to get employers on board

WBL NEEDS TO BE QUALITY ASSURED

and learning conducive environment is crucial ('Learnership')

PRIORITY SECTORS / OCCUPATIONS

need to be identified (i.e. crafts, industry, services, or mix) and
also white collar, higher skill and qualification levels targeted

**CONTEXT MATTERS FOR WBL
DEVELOPMENT**

policy challenges differ by types and depend on contextual
factors



■ Economic policy goals

- employment / employability agenda
- productivity goal / skills reproduction
- mainstream or sector-specific solution
- targeting specific age groups
- fostering entrepreneurship

■ Social policy goals

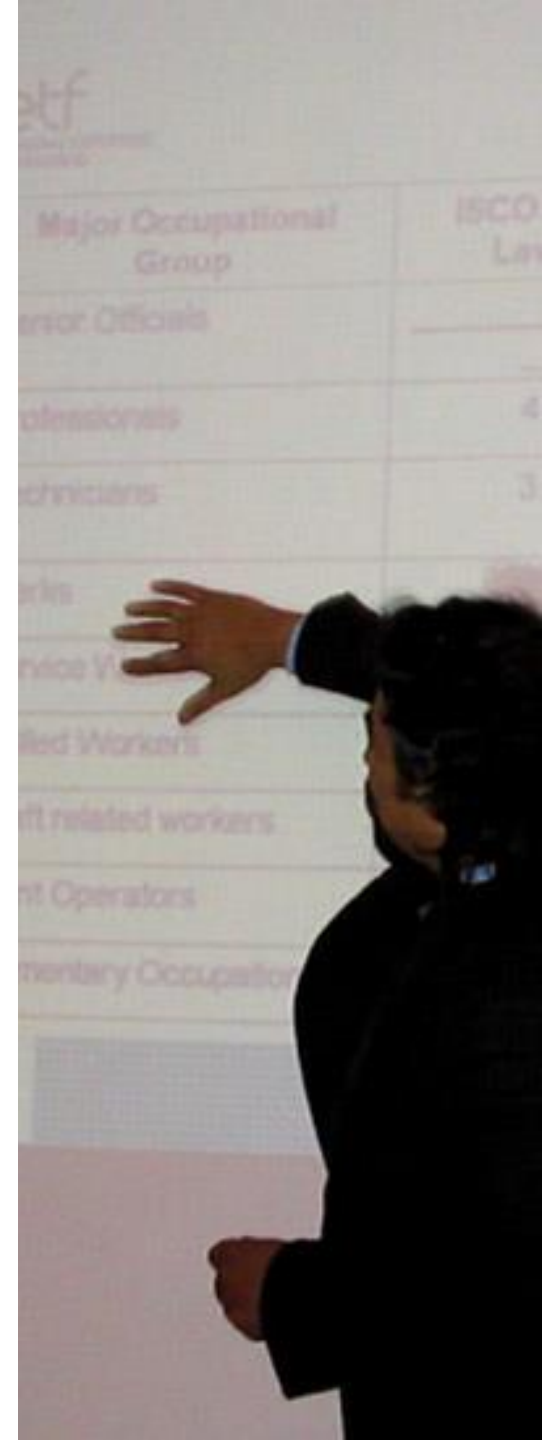
- targeting vulnerable groups
- second chance / drop/out

■ Education and training goals

- attractiveness of VET
- diversification of pathways
- cost-sharing with private sector

■ Combination of goals

**WBL -
what
for ?**



What is Work-based learning?



Risk of terminological confusion ...

In literature and practice ... but also by countries and languages ...

- **Workplace** learning
- **Worklinked** learning
- **Workrelated** learning

- Apprenticeship is not always apprenticeship
- Vice-versa what is not called apprenticeship may be apprenticeship

Main types of WBL

1. Learner is an employee

Informal
Apprenticeship

Formal
Apprenticeship
(dual education /
training)

On-the-job
training



2. Learner is a student

Alternance /
Co-operative
education

Internship
(Traineeship,
Placement)



3. Simulated WBL

Borderline case 1

- Virtual firms ('Training firms')
- 'Real firms' attached to VET institutions ('companies in schools')
- 'Schools in companies'



4. Work familiarisation

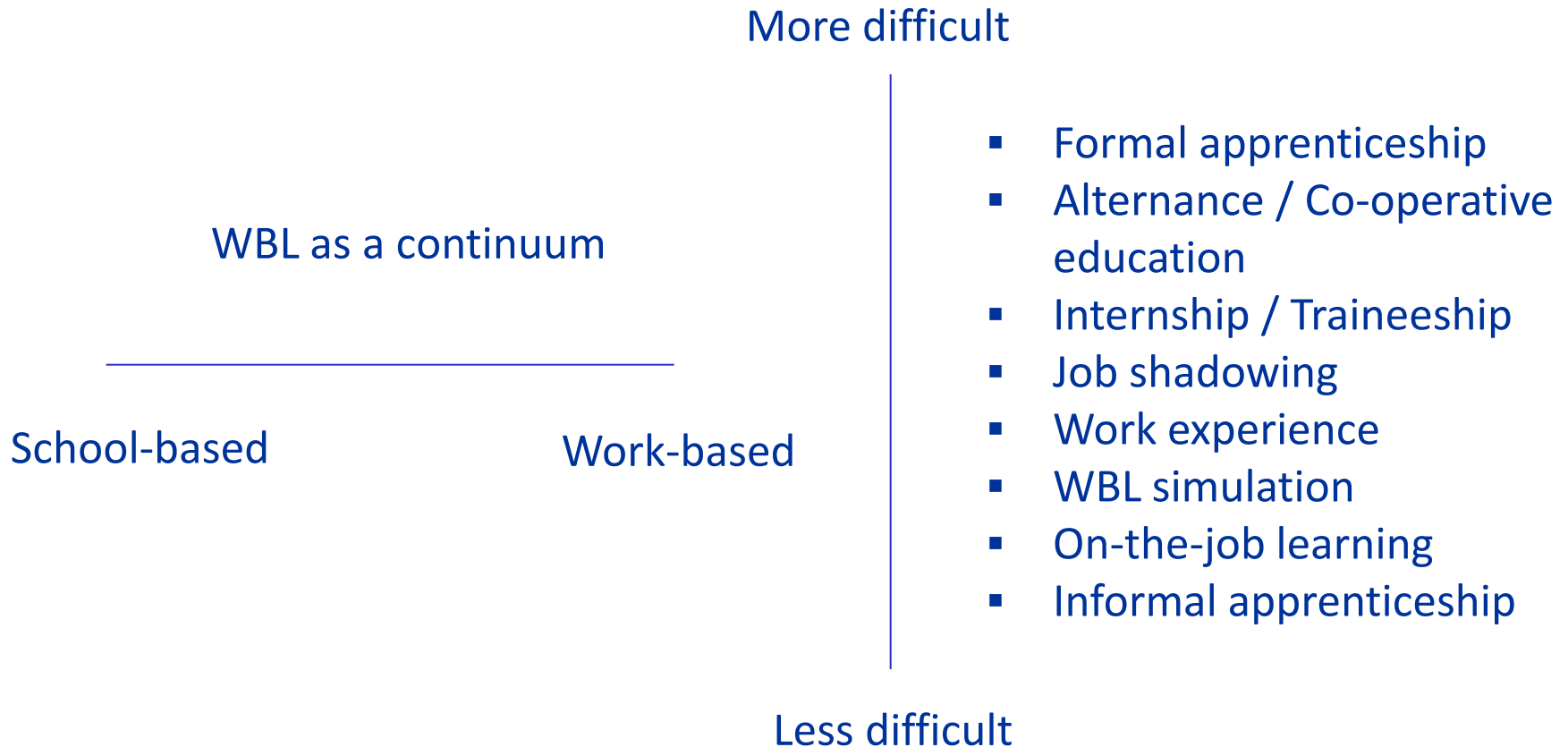
Borderline case 2:

Learning about work (rather than learning to do work)

- Job shadowing
- Work experience as part of career orientation and guidance



WBL – horizontal and vertical perspective



Definition of WBL

- **Learning that occurs through undertaking real work**
 - through the production of real goods and services
 - whether this work is paid or unpaid
 - it may or may not be combined with school-based learning (classroom workshop) – usually it is
- **Borderline cases:** WBL simulation, job shadowing

Classroom-based learning that takes place in an enterprise is NOT work-based learning





Literature review on benefits and obstacles for WBL (2013)



Work-based learning programmes
for young people in the
Mediterranean region



**Comparative analysis of WBL in
the Mediterranean Region (2009)**



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ETF Contributions to the International Debate

International Memorandum for Apprenticeships

Part of INAP Expert Group

International publication ‘Architecture of Innovative Apprenticeship’

With ETF contributions

TVET Book Series No. 18 (Springer Edition, London, New York), 2013

ETF support to partner countries

**...a Handbook on WBL
for policy makers and
Social partners** (2014)

....WBL is integral part of ETF
activities in countries (policy analysis, policy
advice, capacity building, co-operation and co-ordination with
donors)



Just started:

...Involvement of Candidate Countries
In the European Apprenticeship Alliance
(2015-bis)

...Regional project for Eastern
Partnership, Russia and Kazakhstan (2015-17)

Forthcoming:

...ETF Policy brief / Position paper (2015)

WBL – a panacea ?

■ Or part of the solution ?

- Employment
- Employability
- Transitions to work

■ Or part of the problem ?

- Quality matters



Escape from WBL ...?





Thank you for your attention !

For further information
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www.etf.europa.eu

