



LARIMER COUNTY **K-12**  
**WORK-BASED  
LEARNING**

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Business Liaison

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# K-12 Work-Based Learning Business Liaison



Funded through the Larimer County Workforce Innovation Grant received by the Fort Collins Area Chamber of Commerce



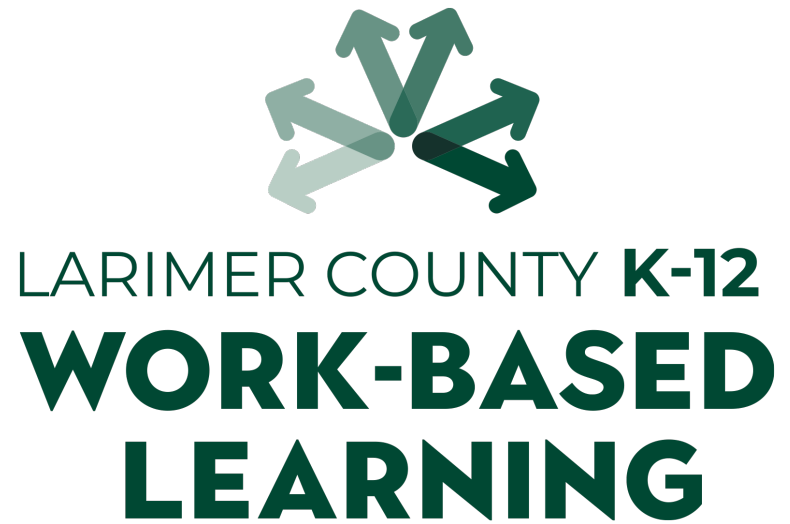
Position serves: Estes Park, Poudre, and Thompson School Districts and Colorado Early Colleges Fort Collins



Uses shared Career Exploration Platform, Xello



**Connects to businesses to educate regarding WBL needs, opportunities available, benefits to business, and how to engage**



## Work Based Learning (WBL):

A broad term used to describe blending traditional classroom education with experience in the workplace.

# COLORADO'S WORK-BASED LEARNING CONTINUUM

Work-based learning is a continuum of activities that occur, in part or in whole, in the workplace, providing the learner with hands-on, real world experience.

## LEARNING ABOUT WORK

Career awareness and exploration helps individuals build awareness of the variety of careers available and provides experiences that help inform career decisions.

- Career Counseling
- Career Planning
- Career Fairs
- Career Presentations
- Industry Speakers
- Informational Interviews
- Mentoring
- Worksite Tours
- Project-based Learning

## LEARNING THROUGH WORK

Career preparation supports career readiness and includes extended direct interaction with professionals from industry and the community.

- Clinical Experiences
- Credit-for-work Experiences
- Internships
- Pre-apprenticeship
- Industry-sponsored Project
- Supervised Entrepreneurship Experience

## LEARNING AT WORK

Career training occurs at a work site and prepares individuals for employment.

- Apprenticeship
- On-the-job Training
- Employee Development

Education Coordinated



Business Led

## OUTCOMES:

Skilled Talent for Business + Meaningful Careers for Students & Job Seekers



# K-12 Work-Based Learning Key Players:

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Students/Emerging Workforce

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WBL Coordinators

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WBL Business Liaison

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**BUSINESS/INDUSTRY**

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XELLO: electronic platform



## WBL Business Liaison Data, Since July 2022

- Correspondence with over 190 businesses
  - Business WBL knowledge drives conversation regarding:
    - WBL Education, Identification of Business Workforce Needs, Connection
- At least 50% noted they are “actively thinking” about the possibility of hosting or hiring an intern
  - Barriers identified:
    - “high schoolers are not a good fit for my business”
    - “time commitment/cost of current employees to host student”
    - “not a good time”



NOW is the time to engage in WBL...

**2023**  
**TALENT**  
**SUMMIT**

**MARCH 30, 2023**  
**7:30 AM-NOON**

# **Work Based Learning Incentive Program Grant**



# What is Work Based Learning?

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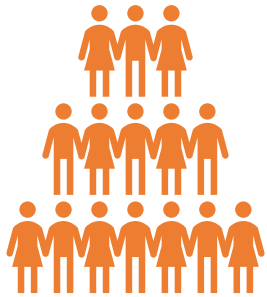
# Why Does This Matter to You?

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Incentive dollars  
paid to  
businesses as  
reimbursement  
for completing  
work-based  
learning.

- Learning **ABOUT** work –  
Reimbursement \$1,500-\$2,500
- Learning **THROUGH** work –  
Reimbursement \$4,500-\$6,000
- Learning **AT** work - \$8,000 - \$10,000

# To Receive an Incentive Payment:



## **Learning ABOUT work:**

The experiences occurs as one-time events or multiple short-term interactions between employers and participants in order to expose them to a variety of career paths.



## **Learning THROUGH work:**

These experiences can be coordinated either through the business or the education, training, or workforce development provider. Participants may receive payment, temporary employment, or academic credit for participation.

## Learning AT Work:

- These activities are based upon the participant being **EMPLOYED** as a condition of their participation.
- These are meant to address a skills gap for a business and develop a long-term talent development solution for a business.

# Ideal for Businesses that Have:

High Turnover

High near future  
retirements

Are difficult to fill

Require highly  
technical/significant  
time to proficiency

May lack a local  
college/university  
program to address  
their needs.



# How Do I Learn More?

Contact:

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Fort Collins Area Chamber of  
Commerce

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