New York State Education Department
Office of Special Education
Educational Partnership

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Using Web-Based Tools to Enhance Work-Based Learning (WBL) Experiences

Produced by the Technical Assistance Partnership (TAP) for Transition at Cornell University.

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Disclaimer

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Introizeductions

Discussion

- Name

- Educational Organization (EO)

- Position

Blueprint for Improved Results for Students with Disabilities

Self-Advocacy

Students engage in self-advocacy and are involved in determining their own educational goals and plan.

Family Partnership

Parents, and other family members, are engaged as meaningful partners in the special education process and the education of their child.

Specially-Designed Instruction

Teachers design, provide, and assess the effectiveness of specially-designed instruction to provide students with disabilities with access to participate and progress in the general education curriculum.

Research-Based Instruction

Teachers provide research-based instructional teaching and learning strategies and supports for students with disabilities.

Multi-tiered Support

Schools provide multi-tiered systems of behavioral and academic support.

Inclusive Activities

Schools provide high-quality inclusive programs and activities.

Transition Support

Schools provide appropriate instruction for students with disabilities in career development and opportunities to participate in work-based learning.

Training Materials

Handout

- Common Acronyms
- New York State (NYS) WBL Manual
- Highlighting the Benefits of WBL
- Participant Workbook

Training Objectives

Participants will:

- Define high-quality WBL and its benefits for students with disabilities
- Identify advantages and potential obstacles to utilizing web-based tools in WBL experiences
- Explore technology-supported delivery formats to improve WBL outcomes
- Discover new resources to assist in developing and enhancing WBL experiences
- Apply strategies to ensure technology-infused WBL experiences are successfully integrated into student learning experiences

Exploring WBL

Defining WBL

- WBL experiences are **authentic learning experiences** that allow students to **explore their career goals, abilities, and interests** while **applying their academic and technical knowledge and skills** in a **real-world context.**

- These experiences are planned and supervised by instructional staff in **collaboration** with business, industry, or community partners.

- High-quality WBL will provide **effective and equitable** experiences to empower all students to become confident workers and culturally competent citizens of NYS.

Understanding WBL

WBL is:

- Driven by student-identified career interests

- A meaningful work experience in an integrated community-based workplace

- A continuum of workplace opportunities

- Students engaging in real work activities

WBL is *not*:

- Placing students in school settings that do not align with their interests and preferences

- Working in a segregated or sheltered work environment

- An isolated experience that is disconnected from the student's overall transition goals

- Students placed in sites without assessment or evaluations

Highlighting the Benefits of WBL

Activity

Handout
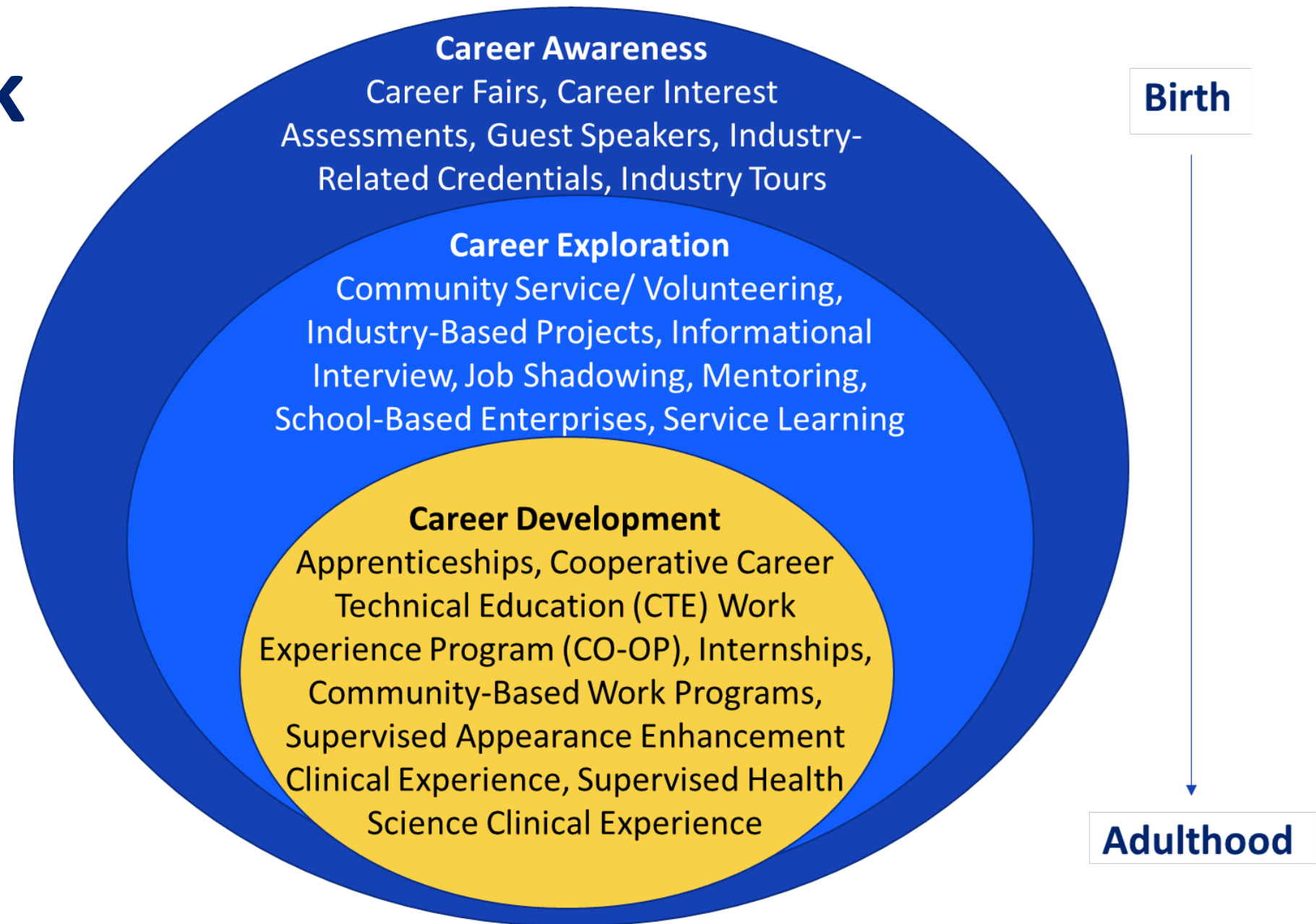
Post-School Outcomes

Equitable Opportunities

Employability Skills

Collaboration and Family Engagement

Self-Determination Skills

Framework for NYS WBL

Career Awareness
Career Fairs, Career Interest Assessments, Guest Speakers, Industry-Related Credentials, Industry Tours

Career Exploration
Community Service/ Volunteering, Industry-Based Projects, Informational Interview, Job Shadowing, Mentoring, School-Based Enterprises, Service Learning

Career Development
Apprenticeships, Cooperative Career Technical Education (CTE) Work Experience Program (CO-OP), Internships, Community-Based Work Programs, Supervised Appearance Enhancement Clinical Experience, Supervised Health Science Clinical Experience

Birth

Adulthood

WBL Experience Timeline

WBL Experiences	Career Awareness	Career Exploration	Career Development	Gr 6	Gr 7	Gr 8	Gr 9	Gr 10	Gr 11	Gr 12
Career Interest Assessments	X			X	X	X	X	X	X	X
Industry Tours	X			X	X	X	X			
Guest Speakers	X			X	X	X	X			
Career Fairs	X	X			X	X	X			
Mentoring		X					X	X	X	
Community Service/ Volunteering/Service Learning		X		X	X	X	X	X	X	X
Job Shadow		X	X				X	X	X	X
Internship/In-School and Summer		X	X						X	X
School-Based Enterprise (SBE)		X	X	X	X	X	X	X	X	X
Supervised Agricultural Experience (SAE)			X					X	X	X
Entrepreneurship			X						X	X
Community-based work experiences for students with disabilities			X						X	X
Industry Related Credentials			X						X	X

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Equity Considerations in Developing WBL Experiences

EQUALITY	OPPORTUNITY	ACCESS	EQUITY
Equal inputs regardless of need or outputs	Altering practices and resources to respond to student needs	The right to benefit from resources; admittance	Equitable inputs with equitable outputs; a chance

Ideas for Developing Equitable WBL Experiences

- List three ways educators can create equitable WBL experiences.

- After reviewing how equity applies to WBL experiences, will you need to modify your delivery?
  - How so?
  - Who can assist with this?

Web-Based Tools Enhance Traditional WBL Experiences by:

- Fostering the development of career awareness and increasing opportunities for career exploration.

- Offering students a variety of personalized ways to participate and get immediate, individualized feedback.

- Assisting students to learn work-related and (where appropriate) technical skills related to a job or career field.

- Removing geographic and transportation barriers and creating opportunities to reach a wider range of employers.

- Allowing students to work with real organizations and interact with actual industry employees and mentors.

- Allowing students with disabilities to engage in an experience they may not have otherwise.

Obstacles to Integrating Web-Based Tools Into WBL Experiences

- Educator ability to craft meaningful opportunities.

- Over-reliance of virtual experiences causing reduction of tactical experiences (e.g., culinary arts or health care).

- Student access to technology.

- Assumption of oversight of online interactions.

- Online safety, supervision, and support of students with disabilities.

- Lack of infrastructure to support the integration of technology into WBL.

(Alstadt et al., 2020, Briggs et al., 2021, Dalporto & Swarts, 2020)

Ways to Enhance Traditional WBL

Online Resources

Mobile Applications (Apps)

Hybrid Learning

WBL Resources: Online

Delivery Formats and Considerations

Handout

Formats

- Synchronous or asynchronous.

- Whiteboards, chat rooms, quizzes, and assessments.

- Self-paced modules, tools, videos, and worksheets.

- Interactive presentations such as job shadowing or a workplace tour.

Considerations

- Has a strong internet connection.

- Can participate individually or in a group.

- Has received instruction and as needed, assistive technology to:
  - Participate in a virtual meeting (e.g., Zoom, Google Hangout, Microsoft Teams, etc.).
  - Participate in breakout rooms.

Road Trip Nation

- This free site allows students to create a career exploration roadmap.

- Students can complete a brief interest profile and/or find leaders that share similar interests.

- Once a leader is discovered, students can follow their road map to discover education, milestones, hurdles, and related leaders.

ROADTRIP NATION

Stories and tools to help you find your path
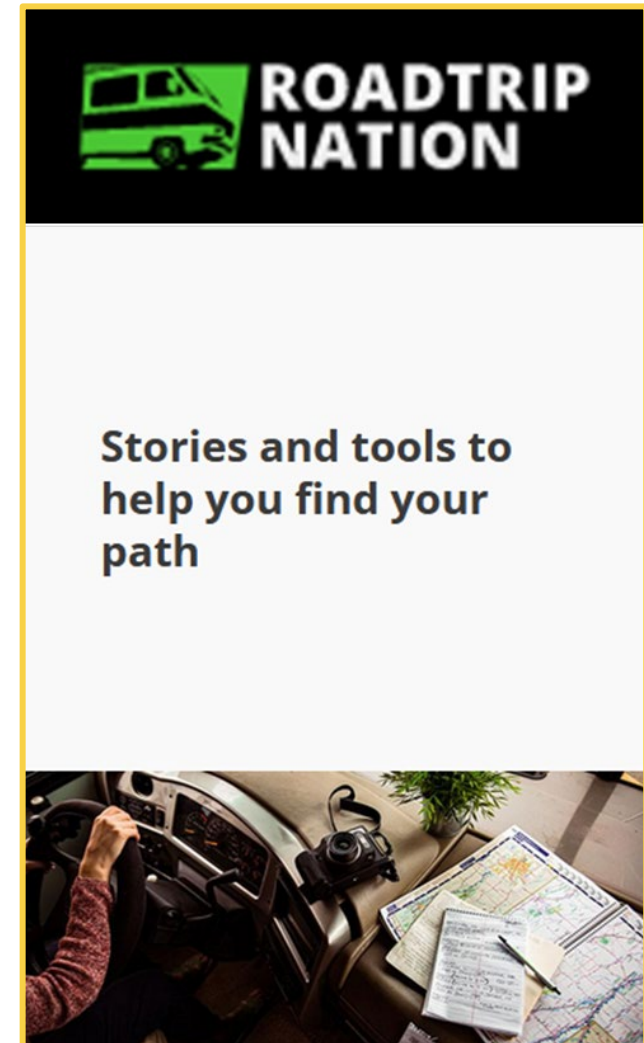
Interland - Be Internet Awesome

Students and families can utilize this free resource to learn how to:

- Safely share information online.

- Encourage thoughtful online communication.

- Be aware of internet scams.

- Keep personal information private.

Skills to Succeed Academy

Choose a Career
6 modules

What do you want to do with your career? This course will teach you the basics of what makes a career and the key decisions you need to make.

- ✓ What a career is and what it can mean for you
- ✓ How to think about career decisions
- ✓ How to set and reach your career goals

VIEW COURSE

Getting a Job
20 modules

This course will guide you through the whole process from deciding which jobs to apply for and writing your CV/resume to succeeding in an interview.

- ✓ How to identify your top skills and apply for the right jobs
- ✓ How to write a CV/resume and fill out an application form
- ✓ Successful interview techniques

VIEW COURSE

Success in Work
10 modules

Congratulations! You got the job! This course will now teach you how to succeed in work and think about the next stage of your career.

- ✓ How to prepare for work
- ✓ How to work alongside your colleagues
- ✓ How to stay motivated

VIEW COURSE

Grow with Google

Free training and resources to help students:

• Improve their resume with practical strategies.

• Power their job searches with Google tools.

• Tap into networks to find a job.

• Write a cover letter.

• Prepare for their professional future with career development.

100 Mentors

- Educators set topics
  - o Create discussion topics based on what you're teaching.

- Students ask questions
  - o Learners record 20-second video questions or type them out, in class or at home.

- Role models respond
  - o Multiple mentors respond in 100-second personalized answer videos.

Forage

- Forage allows students to explore virtual work experiences at no cost to the student.

- Students learn the tools and skills necessary to complete tasks during their workday.

- Students can complete multiple experiences.
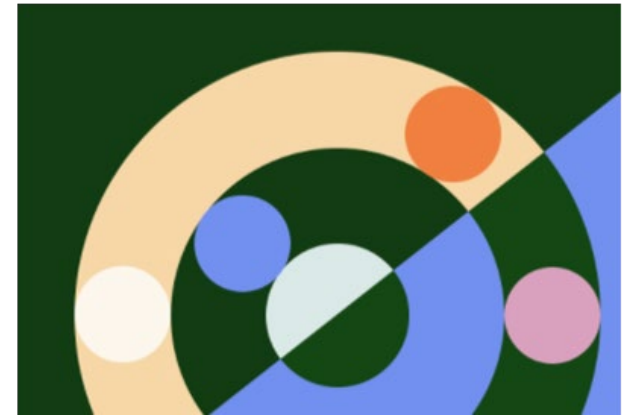
Career Village

- Students can connect with real-world professionals so they can get their profession-specific questions answered.

- Educators can track the career advice for each student, assign activities, and receive reports about students' progress.

CareerVillage.org

Job Shadow

- Students can read real interviews from people as they talk about their careers.

- Students can select from a list of interviews or a list of categories such as "9 to 5" or "Career with Animals."

CareerOneStop – Get My Future

- This resource provides the ability to complete a brief interest inventory and explore careers that match the student's interests related to 16 career clusters.

- Videos provided include career details such as tasks, work settings, education needed, and more.
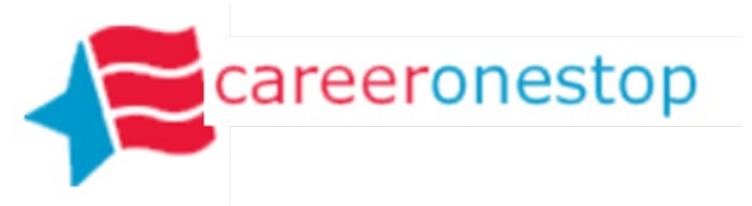
My Next Move

- Explore over 900 different careers including tasks, skills, salary information, videos, and more.

- Find careers through keyword search, by browsing industries or through the O*Net Interest Profiler.

MY NEXT MOVE

Online Activity

Discussion

- Have you used any of the above resources or other online sites?
  - If yes, how did students respond to the work they completed?
  - If not, which resources are you looking forward to trying?

- Are there additional websites you would recommend?

- Supporting work
  - How has/how do you anticipate the work the students completed through the website align with their other learning?

- Equity Considerations
  - Which websites stand out to you in their ability to increase opportunity, access, and/or equity? In what ways?

WBL Resources: Mobile Apps

Mobile Apps to Support WBL Experiences

CareerOneStop Mobile

Resume Star

C'reer

WyldWood Stories: BB Speaks Up

Mobile Apps To Support Independence

TaskAnalysisLIFE

Can Plan

Magnus Cards – Autism App

Mobile App Activity

Discussion

- Have you used or heard of any of the mobile app resources?
  - If yes, how did students respond to those apps?
  - If no, are there any you look forward to trying?
  - Are there additional apps you would like to recommend?

- Supporting work
  - How can some of the apps reviewed tie into general education coursework?

- Equity and Family Considerations
  - In what ways do the ideas of equality, opportunity, access, and equity effect your consideration of different apps?

WBL Resources: Hybrid

Hybrid Delivery Formats and Considerations

- Combines online learning tools with traditional forms of resources, such as paper packets, textbooks, magazines, and pre-recorded videos.

- Could also include graphic design software such as PowerPoint, Publisher, Google Classroom, Canva, or Adobe or classroom technology such as a Smartboard and video recording.

- Gives educators the ability to braid resources and create an individualized WBL experience.

Examples of Hybrid WBL Experiences

Hybrid WBL	Description
Career Awareness	Students conduct online research on a range of careers in an industry of interest and share their findings in the classroom or the hallways.
Career Exploration	Students view a pre-recorded experience and participate in a virtual career scavenger hunt to gather information from what they see, hear, and do during the activity.
Guest Speaker	Students listen to a presentation about an organization or industry. Educator allocates time for a Q&A session, which can be recorded and used again later.
Volunteer	Students can begin the volunteer search online with assistance from their teacher and then complete the volunteer activity such as a food drive, town clean-up, or clothing drive with a family member.

Examples of Hybrid WBL Experiences

Hybrid WBL	Description
Job Shadow	Students can participate in an interactive field trip or watch a video of a job shadow example. After the experience, students can model or roleplay what they learned.
Informational Interview	• With permission, students can video record interviews with family members and ask them pre-selected questions about skills they needed to be successful along their career paths and then share the compiled videos with their classmates. • After viewing an interview, students complete questions on a pre-printed packet that includes information learned, potential future questions, and follow-up information.
School Based Enterprise (SBE)	Students digitally create marketing materials for the products/services the business provides and then hand them out at a school event.

Hybrid Activity

Given a mixture of activities:

- What are some of the benefits of hybrid WBL?

- What are anticipated obstacles teachers would need to solve prior to implementing?

- What are some additional examples of hybrid activities?

Considerations for Integrating Web-Based Tools

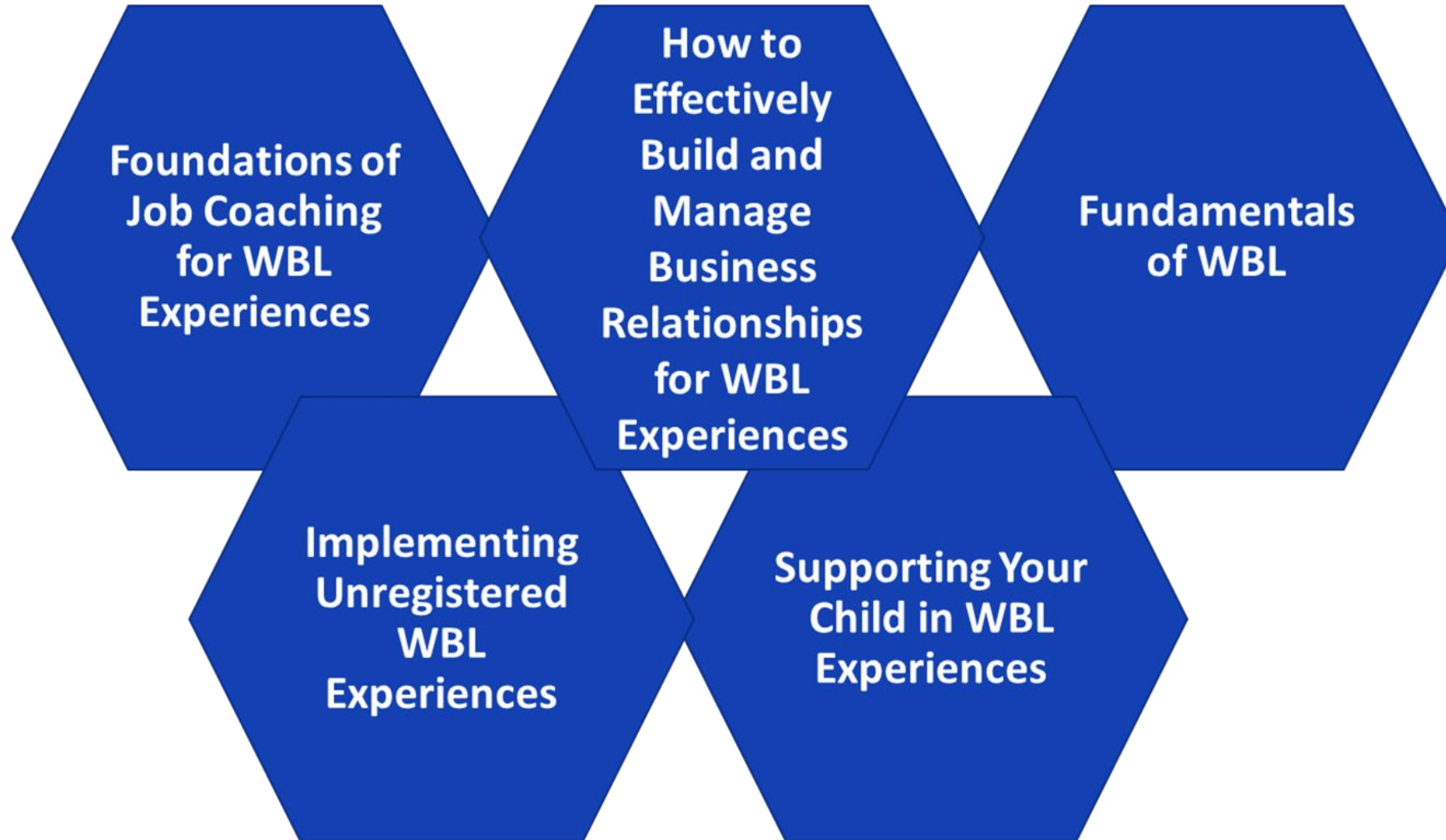# Considerations for Integration of Web-Based Tools to Enhance WBL Experiences

Assess educators' comfort level and potential barriers to using technology

Determine classroom access to technology

Align academics with WBL experiences

Additional WBL Trainings

Continuing the Learning

Foundations of Job Coaching for WBL Experiences

How to Effectively Build and Manage Business Relationships for WBL Experiences

Fundamentals of WBL

Implementing Unregistered WBL Experiences

Supporting Your Child in WBL Experiences

Questions

Resources (1 of 2)

100mentors

Be Internet Awesome - A Program to Teach Kids Online Safety

CareerOneStop GetMyFuture Portal

CareerVillage

Essential Guide to School Transition, Competitive Integrated Employment, and Compliance with the ADA, *Olmstead*, and Section 511 of WIOA (y-tac.org)

Forage

Grow with Google

Resources (2 of 2)

Job Shadow

My Next Move

NYSED WBL Programs

Roadtrip Nation

Skills to Succeed Academy

Virtual Resources for WBL

NYS WBL Manual

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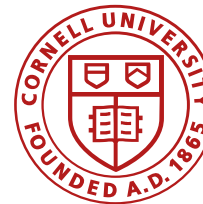607.255.2886

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