

Bartow County School System Work-Based Learning Program

What are the benefits of the WBL Program?

Participation in the Work-Based Learning Program can benefit employers by...

- Providing an opportunity to prepare future employees.
- Offering a source of skilled and motivated future employees.
- Reducing the cost of recruitment and training.
- Improving employee retention.
- Offering opportunities to provide community services.
- Encouraging involvement in the curriculum development process.
- Increasing employer visibility in education.
- Communicating required job-specific skills to educators.

Participation in the Work-Based Learning Program can benefit the local community by...

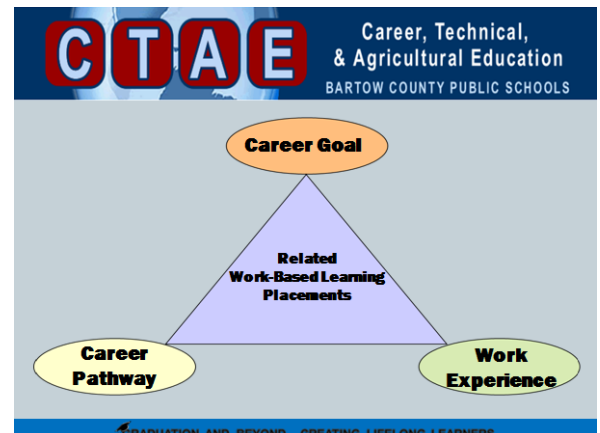
- Providing an informed, competent, and productive future workforce.
- Ensuring cooperation and understanding between education, business, and the community.
- Enhancing the local economy.

Participation in the Work-Based Learning Program can benefit students by...

- Providing opportunities to apply academic proficiencies.
- Establishing a clear connection between education and work.
- Increasing motivation and retention by showing the relevance of academic and occupational instruction.
- Providing opportunities to explore possible careers and enhance skill development.
- Improving post-graduation job prospects and establishing future employment contacts.
- Developing workplace responsibility and positive work habits and attitudes.
- Providing opportunities for leadership development.
- Providing opportunities to develop relationships with adults outside of education.
- Encouraging completion of secondary education and enrollment in post-secondary education.
- Helping develop an understanding of the workplace.

WBL MISSION

The mission of the Bartow County School System's Work-Based Learning Program is to assist in developing a well-educated and highly skilled workforce. Our mission is achieved by creating partnerships with local businesses, industries, and post-secondary institutions. These partnerships allow our students the opportunity to connect school-based learning to work-related situations, thus guiding students into meaningful careers.



WBL Quick Q & A

What is Work-Based Learning?

Work-Based Learning Programs (WBL) are structured experiences that connect the student's career goal and classroom learning with a productive work environment. Work-Based Learning includes student placement that may be paid or unpaid positions.

What is the age requirement to participate in Work-Based Learning?

Students must be at least 16 years of age and have a social security number.

What are the weekly work hour requirements for Work-Based Learning?

Students are required to work a minimum of 7.5 hours per week for every class assigned as WBL.
(1 class = 7.5 hours; 2 classes = 15 hours; 3 classes = 22.5 hours)

What is the ideal WBL placement for students?

WBL job placements are best when the students' work duties relate to their chosen career pathway, thus providing our students with the opportunity to connect their school-based learning to work-related situations.

Are WBL students required to have a worksite mentor?

Yes... A key individual to WBL students having a positive work-based learning experience is the designated mentor. A mentor is a supportive adult at the worksite who provides guidance and encouragement to WBL students as well as teaches them work-related tasks and job responsibilities.

What are the characteristics of a good mentor?

A good mentor is one who is interested in young people. A mentor must know and perform hi/her job well and be willing to share his/her knowledge. They should understand human relations and be of the character that students would want to emulate.

What responsibilities are expected of the mentor?

The mentor is expected to...

- Orient students about the procedures, rules, and regulations for the business/industry.
- Train students to perform specific job skills.
- Provide a list of job skills to the WBL Coordinator so an Individualized Training Plan can be developed.
- Document the students' attendance at work.
- Evaluate students' work ethics and performance on specific job skills twice a semester.
- Inform the WBL Coordinator if any disciplinary action is taken in regard to the employment of the student.

What legal guidelines must the worksite follow?

The worksite agrees to...

- Have the students complete the necessary safety training for the position of employment.
- Adhere to policies and practices which prohibit discrimination on the bases of race, color, national origin, sex, and handicap in recruitment, hiring, placement, assignment to work tasks, hours of employment, levels of responsibility, and pay.
- Adhere to all federal and state employment regulations.
- Adhere to income tax and social security withholding regulations.
- Not use a 1099 form to report the pay of the WBL student.

What parental consents are required for students to participate in the WBL Program?

Parents must agree to...

- Provide automobile insurance and transportation to and from the worksite.
- Provide health insurance or accident insurance purchased through the school insurance program.
- Authorize the school, WBL Coordinator, or worksite supervisor/mentor to secure emergency treatment and assume all financial responsibilities.
- Give permission for any additional testing required as a condition of employment.
(Additional tests may include but are not limited to drug screenings, background checks, polygraphs, physical examinations, or proof of vaccinations.)