# Work-Based Learning

What Employers Need to Know

What is Work-Based Learning (WBL)?

At Wake Tech, students have a variety of opportunities for gaining valuable work experience while pursuing educational credentials. Students in approved programs of study can apply what they have learned in the classroom with paid, supervised, practical work experiences, directly related to their fields of study. They typically work part-time, from 10 to 30 hours per week (depending on credit hours to be earned) while attending school and earning academic credit. This combination is a meaningful way for students to explore career choices and become better prepared for the job market after graduation.

During the work experience and at its completion, employers evaluate students on the established learning objectives and the following employability competencies:

COMMUNICATION - THE ABILITY TO EFFECTIVELY EXCHANGE IDEAS AND INFORMATION WITH OTHERS THROUGH ORAL, WRITTEN, OR VISUAL MEANS.
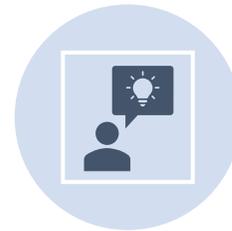
INTERPERSONAL SKILLS AND TEAMWORK – THE ABILITY TO WORK EFFECTIVELY WITH OTHERS, ESPECIALLY TO ANALYZE SITUATIONS, ESTABLISH PRIORITIES, AND APPLY RESOURCES FOR SOLVING PROBLEMS OR ACCOMPLISHING TASKS.

PROBLEM-SOLVING – THE ABILITY TO IDENTIFY PROBLEMS AND POTENTIAL CAUSES WHILE DEVELOPING AND IMPLEMENTING PRACTICAL ACTION PLANS FOR SOLUTIONS.

INFORMATION PROCESSING – THE ABILITY TO ACQUIRE, EVALUATE, ORGANIZE, MANAGE, AND INTERPRET INFORMATION.

How Can WBL Benefit Your Organization?

Reduce recruiting/training costs

Skilled labor pool

Accessibility/Availability

Future college graduates are hungry

Positive impact on workforce development

No fees or long-term obligation

Attract new and fresh talent

Expand organization workforce to complete short-term projects

Raising profile of organization/giving back to the community by mentoring

Potential permanent employees

I'm looking for students with certain skill sets. Which programs at Wake Tech offer this ?

BIOTECHNOLOGY, ENGINEERING, & SKILLED TECHNOLOGIES

- Air Conditioning, Heating, and Refrigeration Technology
- Architectural Technology
- Biopharmaceutical Technology
- Biotechnology Technology
- Civil Engineering Technology
- Construction Management Technology
- Electrical Systems Technology
- Electronics Engineering Technology
- Facility Maintenance Technology
- Geomatics Technology
- Interior Design
- Mechanical Engineering Technology
- Mechanical Engineering Technology Mechatronics
- Plumbing
- Welding Technology

BUSINESS & PUBLIC SERVICES TECHNOLOGIES

- Accounting
- Baking and Pastry Arts
- Business Administration: General Business Administration
- Business Administration: Human Resources Management

- Business Administration: Marketing
- Business Administration: Project Management
- Culinary Arts
- Hospitality Management
- Supply Chain Management: Distribution Management
- Supply Chain Management: Global Logistics Technology

INFORMATION TECHNOLOGY

- Advertising and Graphic Design
- Business Analytics
- Cloud Infrastructure
- Computer Programming and Development
- Cyber Security
- Data Science and Programming Support
- Medical Office Administration: Healthcare Administration
- Medical Office Administration: Medical Billing and Coding
- Medical Office Administration: Medical Office Professional
- Network Management
- Office Administration: Legal Office
- Office Administration: Office Professional
- Simulation and Game Development: Art & Modeling
- Simulation and Game Development: Programming

- Service & Support
- Web & UX Design
- Web Developer

HEALTH SCIENCES

- Health and Fitness Science
- Human Services Technology
- Human Services Technology/Gerontology
- Human Services Technology/Mental Health
- Human Services Technology/Substance Abuse
- Human Services Technology/Substance Intervention

TRANSPORTATION

- Agricultural Systems Technology
- Automotive Systems Technology
- Collision Repair & Refinishing Technology
- Construction Equipment Systems Technology
- Diesel & Heavy Equipment Technology
- Forklift Technology Diploma

How can your Organization Feel Confident the WBL Student will be an Asset?

Only students who meet **eligibility criteria** for the Work-Based Learning program are approved for the program.

Wake Tech's criteria require students to meet a minimum GPA, have completed a minimum number of hours in their major requirements and be legally authorized to work in the United States. Certain programs have additional criteria for their students to meet.

Employers are in complete control of the WBL student selection and hiring process once the position is advertised.

Employers should review Wake Tech students' qualifications and select the most qualified candidate for the position.
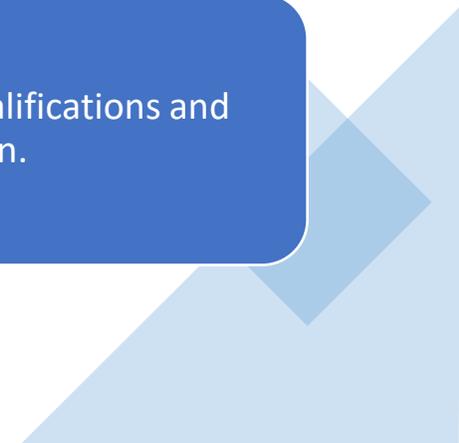
Will I be asked to Evaluate the Student's Work Performance?

Yes. Each employer partner who has a Work-Based Learning student is asked to complete two evaluations.

The first evaluation is a brief review in the form of a checklist that the student's Faculty Coordinator from WTCC will bring to the worksite for the student's site supervisor to complete.

The final evaluation is sent to the student's site supervisor electronically and returned to the college.

Do I Have to Pay Students Since They're Earning Academic Credit for This Experience?

Yes, majority of students in the WBL program are in paid positions. The exception are students who are with non-profit agencies or government agencies.

Students at WTCC are typically non-traditional students who are supporting themselves to earn their college degrees. These students may give up other employment in order to participate in the Work-Based Learning program. Receiving compensation for their WBL experience enables these students to continue on a pathway to successfully complete their programs of study.
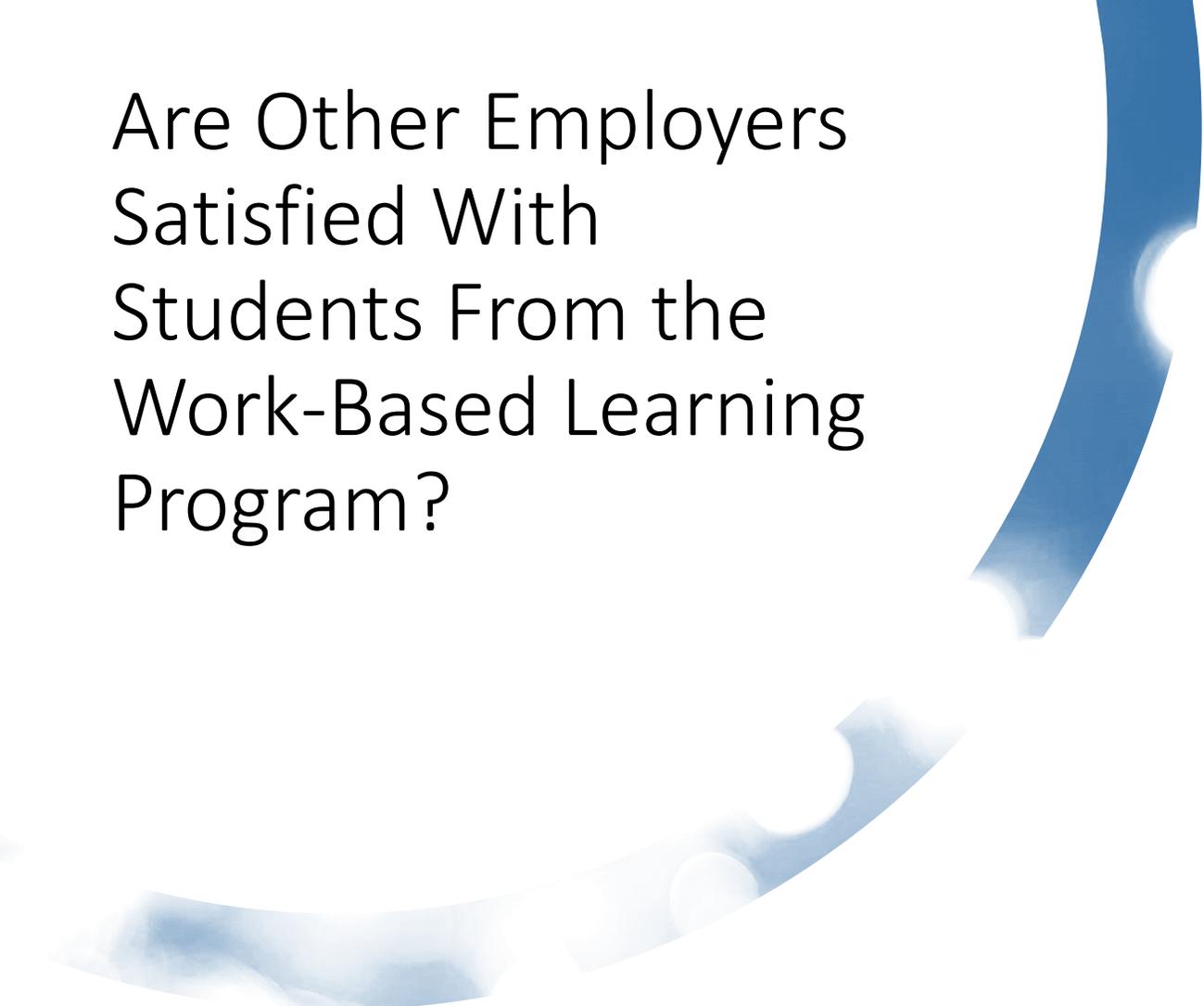
Are Other Employers Satisfied With Students From the Work-Based Learning Program?

Yes! Wake Tech is proud of its partnerships with local employers like ATI Industrial Corporation, Caterpillar, Cisco, WakeMed, Lenovo, NC State University, NetApp, to name a few.

If you'd like to speak with an employer partner for a more in-depth discussion of the impact of the WBL program on their company, Kathy Frederick is happy to connect you an individual who can speak to his/her own experiences with the Work-Based Learning program.

Are You Ready for a Partnership with Wake Tech?

If you interested in participating in the Work-Based Learning program as an employer partner, please create your employer account in our on-line job board, Handshake. This is free of charge and allows you to post opportunities for our eligible students to view.

Once your job(s) is posted in Handshake, students can then apply, and you can begin to review candidates for selection. You're in complete control of the selection process! As soon as you've made your decision and notified the student, the student can begin work if it fits his/her schedule. The student doesn't have to wait until a new semester begins to start working for you.

Our college is on a three-semester calendar system, so students can begin earning their college credit for the work experience during the fall semester (August – December), spring semester (January – May) or summer semester (May – July). The fall and spring semesters are 16 weeks in length and summer semester is 10 weeks in length.

Let Us Connect You with Highly Qualified Students Who Can Contribute to Your Company's Success!

CONTACT KATHY FREDERICK, DIRECTOR WORK-BASED LEARNING FOR MORE INFORMATION AT (919) 866-5693 OR KSFREDERICK1@WAKETECH.EDU

GO TO OUR WEBSITE, WBL.WAKETECH.EDU TO LEARN MORE AS WELL