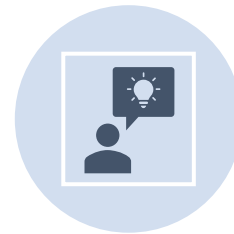# Work-Based Learning

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 ?

APPLIED ENGINEERING TECHNOLOGIES

- Air Conditioning, Heating, and Refrigeration Technology
- Architectural Technology
- Automotive Systems Technology
- Biopharmaceutical Technology
- Civil Engineering Technology
- Collision Repair and Refinishing Technology
- Construction Management Technology
- Diesel and Heavy Equipment Technology
- Electrical Systems Technology
- Electronics Engineering Technology
- Geomatics Technology
- Heavy Equipment Operation, Management, and Service: Repair and Welding
- Heavy Equipment Operation, Management, and Service: Project Management
- Heavy Equipment Operation, Management, and Service: Entrepreneurship/Business
- Interior Design
- Mechanical Engineering Technology
- Plumbing: Residential
- Welding Technology

BUSINESS & PUBLIC SERVICES TECHNOLOGIES

- Accounting
- Baking and Pastry Arts
- Business Administration: General Business Administration
- Business Administration: Global Business Management
- Business Administration: Marketing
- Culinary Arts
- Hospitality Management
- Supply Chain Management: Distribution Management
- Supply Chain Management: Global Logistics Technology

COMPUTER TECHNOLOGIES

- Advertising and Graphic Design
- Business Analytics
- Computer Engineering
- Computer Programming and Development
- Cyber Security
- Data Science and Programming Support
- Medical Office Administration: Medical Office Professional
- Medical Office Administration: Medical Billing and Coding
- Medical Office Administration: Healthcare Administration

- Mobile Applications Developer
- Network Management
- Office Administration: Office Professional
- Office Administration: Office Finance
- Office Administration: Office Software
- Office Administration: Legal Office
- Simulation and Game Development: Art & Modeling
- Simulation and Game Development: Programming
- Storage & Virtualization
- Technical Support
- Web Designer
- 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

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.

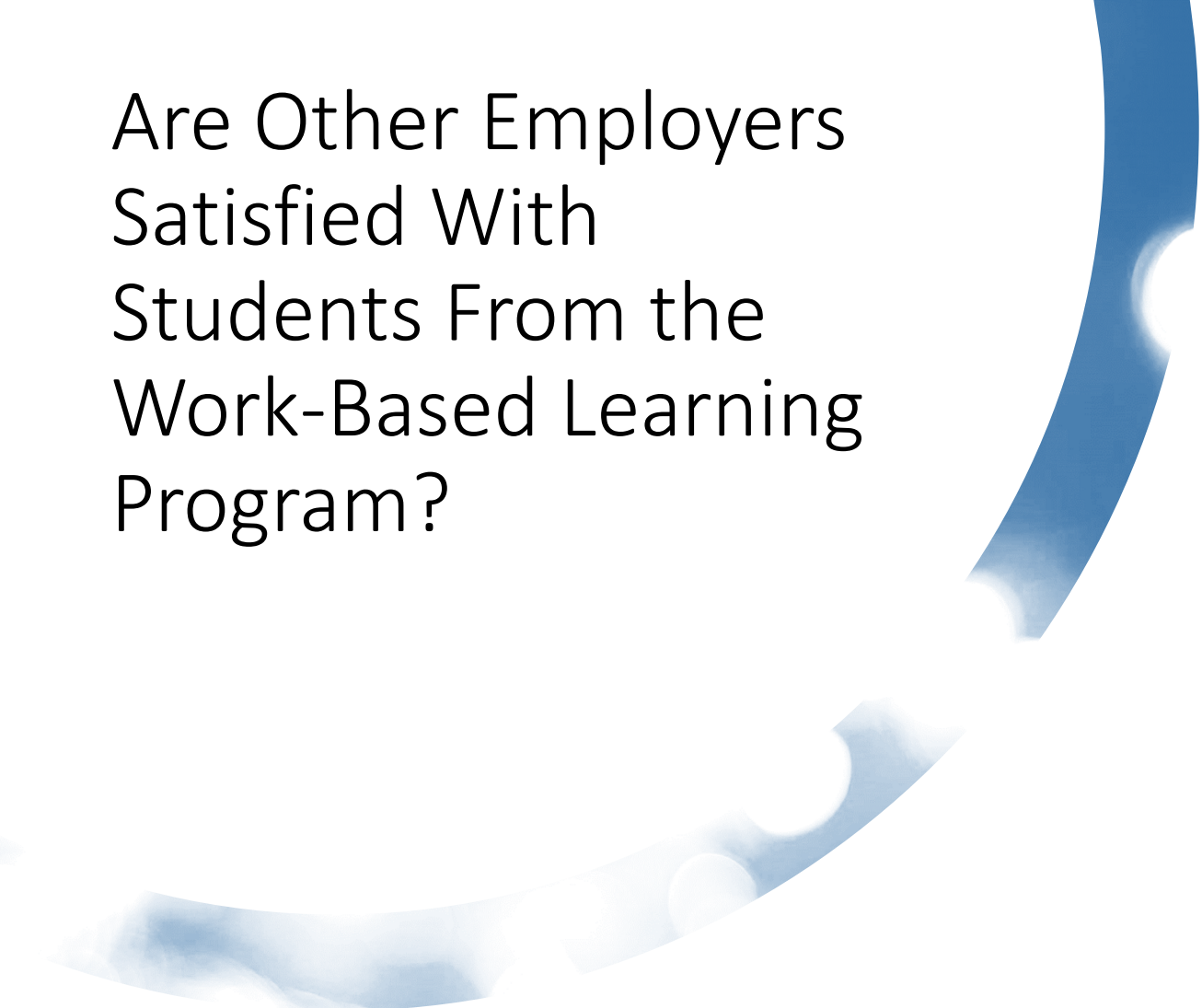# Do I Have to Pay Students Since They're Earning Academic Credit for This Experience?

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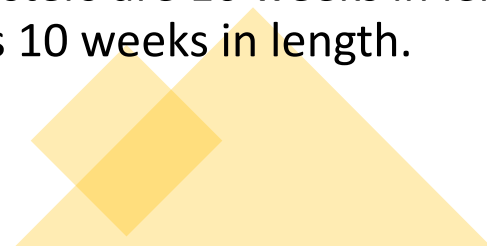
If you interested in participating in the Work-Based Learning program as an employer partner, please create your employer account in our on-line job board, College Central Network. This is free of charge and allows you to post opportunities for our eligible students to view.

Once your job(s) is posted in CCN, students can then apply, and you can begin to review candidates for selection.

Our college is on a three-semester calendar system, so students can potentially come to work 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