

# Workplace-Based Digital Learning **Getting Grounded in the Models** - Findings from the Research

Kick-off Meetings  
December 2, 2008



Presented by Madeleine Thompson and Carolyn McKinnon

Workforce Training and Education  
Coordinating Board

# Models for Digital Workplace-Based Learning

**Jobs to Careers** – a framework for workplace-based learning:

- Recognizing employees as learners
- Using work process as source of learning
- Using methods of education and training that capture, document, formalize, and reward learning that occurs on the job
- Having structured expectations and competencies
- Resulting in academic credit or industry-recognized credentials
- [www.jobs2careers.org/workbased.php](http://www.jobs2careers.org/workbased.php)





# Models for Digital Workplace-Based Learning

- Owensboro Medical Health System with Owensboro Community College (Kentucky)
  - Frontline workers enrolled in Associate Degree – RN
  - Hybrid delivery – web-based and traditional
  - On-site supervisors have significant role in training





# Models for Digital Workplace-Based Learning

- Alcoa Intalco Works with Bellingham Technical College (Washington)
  - Production workers enrolled in Electro Mechanical Technician Program
  - Hybrid delivery – streaming audio/video plus in-class lectures
  - Employer provides release time and flex schedules





# Possible Elements of Successful Workplace-Based Programs

(highlights - part 1)

Initial insights:

- The quality of partnership between the college and the company or organization determines success.
- Customized programs to the needs of specific companies
- New approaches to education and learning are needed when developing curriculum.





# Possible Elements of Successful Workplace-Based Programs

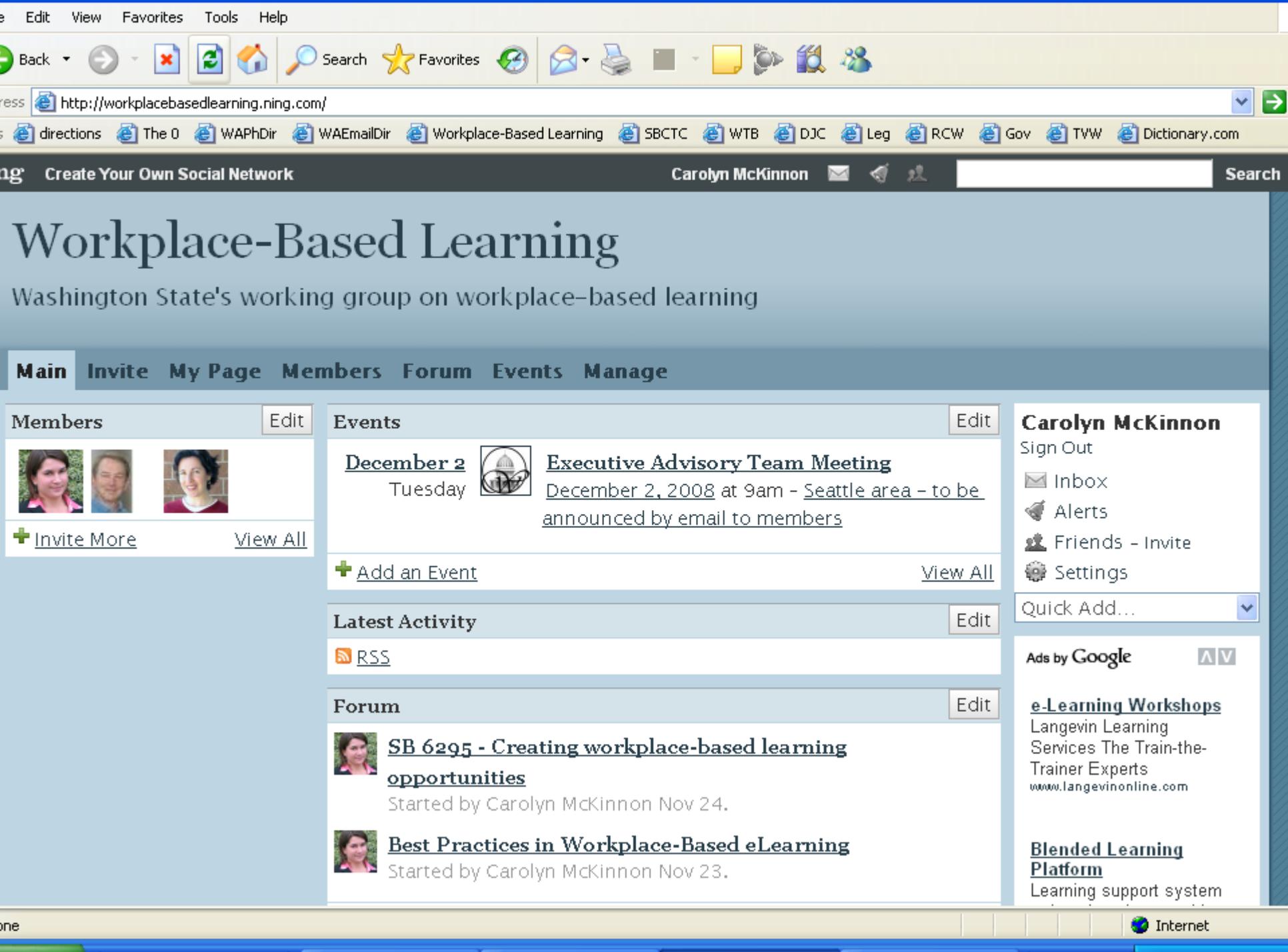
(highlights - part 2)

Initial insights:

College faculty have an important role in the design and implementation.

- On-site supervisors or “faculty extenders” have a crucial role.
- Employee release time for participation leads to success.





# Workplace-Based Learning

Washington State's working group on workplace-based learning

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 Tuesday December 2, 2008 at 9am - Seattle area - to be announced by email to members

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 **SB 6295 - Creating workplace-based learning opportunities**  
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**Carolyn McKinnon**  
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