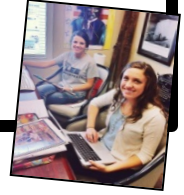




# Community and Business Partners & Work-Based Learning FREQUENTLY ASKED QUESTIONS



## What is Work-Based Learning?

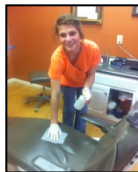
The Work-Based Learning (WBL) program is designed to provide experiences and activities that support a school to career transition. This simply means that students are allowed to work off campus in the business community in order to learn more about a chosen career. Once a student has met all requirements of WBL, the WBL Coordinator will determine the correct WBL placement for the student. The students will earn one unit of credit for each completed WBL course.

## Who is Involved in Work-Based Learning

Involves businesses, schools, and community organizations working together to provide young people with an education rich in both rigorous academics and practical work-related experience: teaching them the tasks, skills, and responsibilities associated with today's workplace. Work-based learning benefits all students - it does not distinguish honors students from vocational education students

## Business Benefits

- Opportunity to prepare and train future employees.
- Reduces costs of recruitment and training.
- Improves employee retention.
- Opportunities to provide community service.
- Involvement in the curriculum development process.
- Increased employer visibility in education.
- Opportunities to communicate required job-specific proficiencies to educational personnel.
- Help improve school attendance and reduce the drop-out rate.
- Provides a sense of pride to the student and the community.

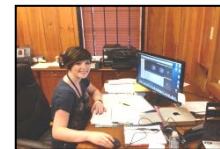


## Business Responsibilities

- Provide Paid or Unpaid work experience opportunities.
- Assist with Training Agreement & Training Plan.
- Employ student for minimum number of hours per week.
- Provide work relevant to student's program of study.
- Provide workplace mentoring and supervision.
- Adhere to all federal and state regulations including child labor laws and minimum wage regulations (if applicable).

## How Can You Become Involved at Schools:

- Serve as a Job Shadow Day Host
- Participate in Mock Interviews
- Be a guest speaker in CTAE classes
- Assist with CTSO Competitions (Job Interview, Public Speaking, Business Plan, etc.)



## Work-Based Learning Coordinators

Alexander High School  
Julie Jeffcoat  
[Julie.Jeffcoat@douglas.k12.ga.us](mailto:Julie.Jeffcoat@douglas.k12.ga.us)  
(770) 651-6124

Chapel Hill High School  
Jennie Voyles  
[Jennie.Voyles@douglas.k12.ga.us](mailto:Jennie.Voyles@douglas.k12.ga.us)  
(770) 651-6305

Douglas County High School  
Tawyna Bailey  
[Tawyna.Bailey@douglas.k12.ga.us](mailto:Tawyna.Bailey@douglas.k12.ga.us)  
(770) 651-6693

Lithia Springs High School  
Kimberly Isles-Towry  
[Kimberly.Isles-Towry@douglas.k12.ga.us](mailto:Kimberly.Isles-Towry@douglas.k12.ga.us)  
(770) 651-6347

New Manchester High School  
Whitney Lester  
[Whitney.lester@douglas.k12.ga.us](mailto:Whitney.lester@douglas.k12.ga.us)  
(770) 651-2762

## Business Concerns Addressed

**We aren't prepared - for logistics or budgetary reasons – to put a student on our regular payroll.**

- Students have the opportunity to participate in an unpaid internship.

**Working with students would be a drain on our employees.**

- Actually, studies have shown that training and mentoring students increases employees' motivation. It makes them feel more positive about and committed toward their jobs.

**We're concerned about confidentiality.**

- This need not be a barrier. Students' exposure to sensitive material can be limited fairly easily. If necessary, students can be given the same confidentiality training that full-time employees receive, but perhaps at a slower pace and with opportunities to test their understanding. In any case, some students are more mature than others are - judgment should simply be used to discern which could handle the responsibility of confidential information and which cannot.

**We're concerned about having young people at our worksite.**

- While working with adolescents can certainly be a challenge, it may in fact be one of the biggest personal benefits of work-based learning. It can be tremendously rewarding to watch young people grow in maturity and confidence in themselves and their abilities, and to help the process along.

**We just can't offer an internship right now.**

- There are lots of other ways you can help, from visiting classes to advising on curricula. The important thing is to get involved - participating in the education of young people is a smart investment that will pay off for all of us.

