

# EuroMec Project

## D3.1 Application of Work-Based Learning in VET

Version: Final

A vocational education program that includes learning at a workplace or in the workshop, is a familiar concept to many people. However, a wide variety of terms are used to refer to this. This includes specific terms like apprenticeship, traineeship or internship, too the general descriptions work-based learning, work-based training and work-integrated learning.

In this summary the term ‘work-based learning’ is used to describe structured training programs that include learning through work, if possible resulting in a (national) qualification. The phrases mentioned may use different descriptors, in that some of the terms specified are used interchangeably across various industries and/or locations, or they may even have different meanings in different contexts. Furthermore, the focus here is towards structured VET programs, that involve a student working in a related occupational area to deepen their learning. Examples of work-based education include apprenticeships, traineeships, internships or paid and unpaid work placements.



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# History

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Vocational Education and Training (VET) refers to education and training programs that focus towards preparing individuals for specific trades, crafts and careers in applied fields. VET provides students with the skills and knowledge necessary for the workforce development, such as hands-on experiences and practical training.

E-learning refers to the delivery of educational content and instruction via electronic means, such as the internet. This method of learning allows for flexible and self-paced study, and can include multimedia elements like (a)synchronous videos, interactive simulations, virtual classrooms and use of learning management systems (LMS). E-learning can be used as a supplement to traditional classroom learning, or as a standalone method of education and training that is possibly integrating work-based learning practices.

In combination, VET and e-learning can offer students a flexible and convenient way to participate in problem based- and practical oriented education and training. E-learning tools and methodologies may support VET programs by providing access to online resources and materials, facilitating virtual collaboration and discussion, and enabling students to access course content from anywhere with an internet connection.

## **Work-Based Learning (WBL)**

VET programs provide students with the skills and knowledge necessary for the workforce, through a combination of classroom instruction and practical training in the workshop or at the workplace.

Work-based learning is a type of education and training that takes place in the workplace. It can involve on-the-job training, apprenticeships, internships, and other forms of work-integrated learning. Work-based learning provides students with practical, hands-on experience in their chosen field, as well as the opportunity to apply the knowledge and skills they have learned in real-world situations.

In combination, VET and work-based learning can offer students a comprehensive education and training experience that prepares them for a successful work in fabrication. VET programs can provide students with the theoretical and practical knowledge they need to succeed in the workplace, while work-based learning allows them to put that knowledge into practice and gain real-world experiences.

**Apprenticeships:**

Apprenticeships are structured programs that combine on-the-job training with classroom instruction. Apprentices work alongside experienced professionals in their field and receive hands-on training and mentorship while working towards a recognized qualification.

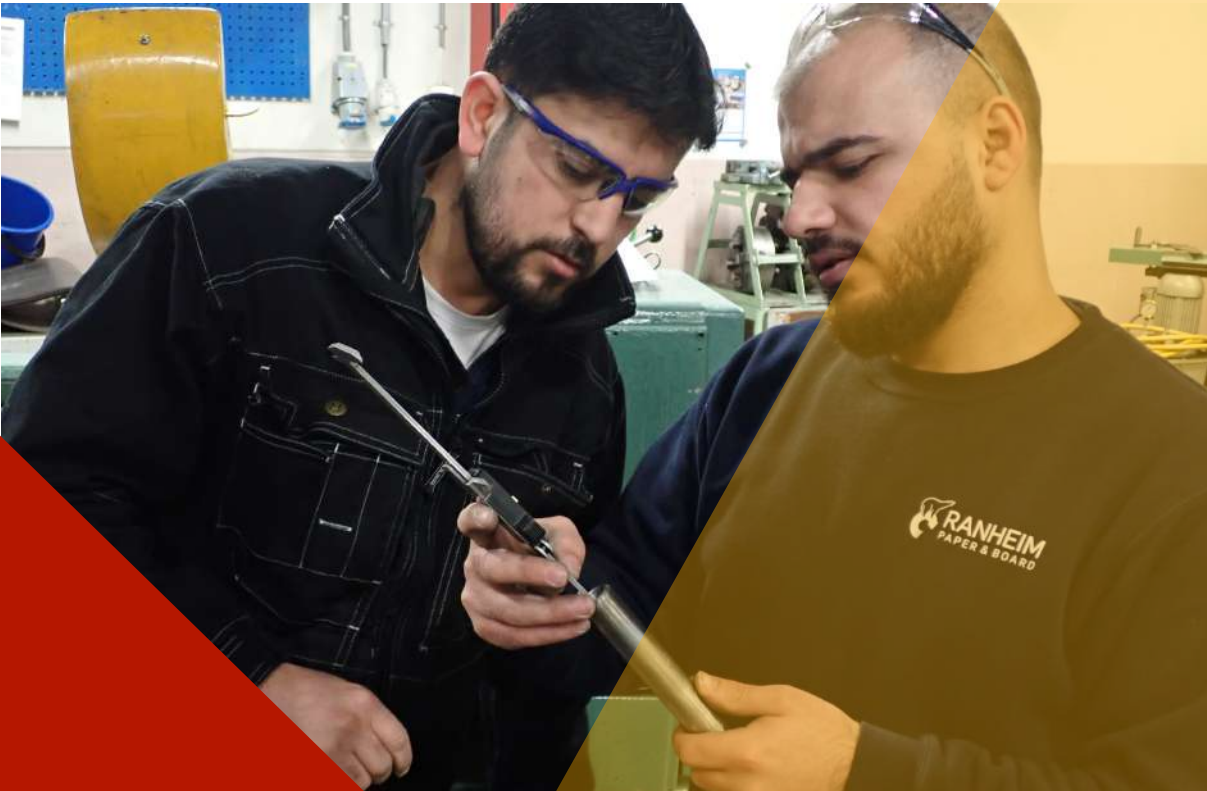
**Internships:**

Internships are short-term, typically paid work placements that provide students and recent graduates with the opportunity to gain practical experience in their chosen field. Interns typically work under the supervision of experienced professionals and are given real-world responsibilities and tasks to complete.

**On-the-job training:**

On-the-job training is a type of work-based learning that takes place at the workplace. It typically involves employees receiving hands-on training and guidance from their supervisors or other experienced professionals while they perform their regular job duties.

# Examples



**Job shadowing:**

Job shadowing is a form of work-based learning that involves observing and following an experienced professional as they perform their job duties. This type of learning provides individuals with a first-hand look at the day-to-day tasks and responsibilities of a particular job, as well as the opportunity to ask questions and learn from experienced professional staff.

**Cooperative education:**

Cooperative education is a type of work-based learning that involves students alternating between periods of full-time study and full-time work in their chosen field. Such programs provide students with practical, hands-on experience in their chosen field and can help to bridge the gap between VET and the workforce at the workplace.

# WBL Tools

*«WBL takes place at the workplace or in the workshop»*

# Professional Development

Other forms of work-based and integrated learning available, including mentorship programs, service learning, and volunteer work.

Thus, VET practitioner development refers to the ongoing professional development and growth of individuals working in the VET sector, including teachers, trainers, and instructors. VET practitioner development is important because it helps to ensure that VET practitioners are up-to-date with the latest industry standards, practices, and technologies, and are able to provide high-quality training and education to their students.

There are several ways VET practitioners can participate in professional development:

## **Online learning:**

They can participate in online learning programs, such as e-courses, webinars, and massive open online courses (MOOCs), to update their knowledge and skills in a particular area.

*«Work-based learning is an educational practice that should combine digital learning tools with some traditional face-to-face classroom teaching.»*

# VET Practitioners



## **Workshops and conferences:**

Attending workshops and conferences may provide them with the opportunity to network with other professionals, learn from experts in the field, and stay up-to-date with the latest trends and developments in VET.

## **On-the-job training:**

On-the-job training, such as coaching and mentoring, help providing VET practitioners with the opportunity to learn from experienced professionals and develop their skills in a real-world setting.

## **Professional organizations:**

Joining professional organizations, such as the International Association for Continuing Education and Training (IACET), provide VET practitioners with access to resources, networking opportunities, and ongoing professional development programs.

## **Career development planning:**

Regular career development planning let VET practitioners identify areas for improvement, set goals and create a plan for ongoing professional development.

# Applications

By participating in ongoing VET practitioner development, individuals working in the VET sector will improve their knowledge, skills, and abilities, and better serve the needs of their students and their employers.

WBL in VET should combine on-the-job practical training with theoretical learning. WBL should be designed to provide students with practical, real-world experience in a particular field or industry. This should help them develop the skills and knowledge needed to succeed in the workplace.

Apprenticeships, however, are a traditional form of WBL in which students work alongside experienced professionals in a chosen field. Apprenticeships typically last several years and combine on-the-job training with theoretical learning at the school. This is allowing students to gain hands-on experience and knowledge from the industry.

Work-based projects, on the other hand, are assignments that are completed on the job, allowing students to apply the skills and knowledge they have learned in the classroom to real-world problems and challenges.



# Real World Experiences

On-the-job training is a type of WBL in which students are trained in the workplace by experienced professionals. On-the-job training provides students with the opportunity to learn and develop their skills in a real-world setting. They can include activities such as shadowing experienced employees, completing job-specific tasks, and receiving feedback from mentors and supervisors.

Work-based assessments are evaluations of a student's knowledge and skills that are completed on the job. These assessments provide students with the opportunity to demonstrate their skills and knowledge in a real-world setting. They can include tasks such as completing job-specific projects, taking part in workplace simulations, and presenting their work to supervisors and mentors.

Internships are similar to apprenticeships, but typically last for a shorter period of time, usually one semester or less. Internships provide students with the opportunity to gain practical experience in a particular field or industry and to apply the skills and knowledge they have learned in their classroom-based education.

Thus, by integrating WBL into their VET programs, students can gain practical, real-world experience in their chosen field or industry, thus developing the skills and knowledge needed to succeed in the workplace.

