

**VT-HEC Work-based Learning Program
Curriculum Competency Map for WBLC Endorsement**

A=Application, I = Introduction, R= Review

WBLC Endorsement Competency	Building Effective WBL Experiences	WBL Safety and Law	Career Exploration : Engaging Teens	Diverse Learners and Equitable Access	Developing and Refining WBL Programs
1 Knowledge of how to create, promote, and maintain work-based learning programs, including how to develop and evaluate work-based learning partnerships, work sites, and learning plans or training agreements that are in alignment with Vermont's WorkBased Learning Gold Standards and relevant state student standards.	A				A
1.1 Knowledge of how learners grow and develop, how they vary individually within and across the cognitive, linguistic, social, emotional, and physical areas, and how to design, implement, adapt, and assess developmentally appropriate and challenging work-based learning experiences.	I		A	A	
1.2 Knowledge of local, state and federal wage, hour, and safety laws, especially those related to child labor, training, and risk management policies.	A	A			
1.3 Knowledge of how to access information about the values of diverse cultures and communities and how to address gender equity issues in the creation of experiential learning opportunities.	I	I	I	A	
1.4 Knowledge of local economic development and labor markets; post-secondary career and educational opportunities; business, industry, and community organizations and resources; current and trending workplace practices, including pre-employment screening.	I	I	A		I
1.5 Familiarity with relevant technology and electronic resources to support and document student performance in work-based learning experiences.	I		A	R	I

2 Performance Standards					
2.1 Ability to plan, implement, and evaluate work-based learning programs including the ability to:	A				A
2.1.1 Provide individual student support services and facilitate development of activities related to career awareness, exploration and preparation.	A		A	R	
2.1.2 Match and place students to appropriate work-based activities, ensure necessary accommodations and equitable access in order to meet students' unique learning needs	A	A		A	
2.1.3 Evaluate student progress by collecting and sharing feedback from work-based mentor on student performance in order to address deficient areas.	A	A		A	I
2.1.4 Develop and maintain work-based learning partnerships and safe, closely supervised work site learning environments in accordance with Vermont's Work-Based Learning Gold Standards.	A	A			
2.1.5 Develop formal work-based learning plans for students in partnership with the student, family, academic teachers and special educators (as applicable), and work site supervisor that include goals, guidelines, and assessments in order to ensure meaningful work-based learning experiences (in accordance with Vermont State School Board Rule 2120.2-- "Flexible Pathways").	A	A		A	A
2.1.6 Maintain program regulatory compliance with local, state and federal wage, hour, and safety laws, especially those related to child labor, training, and risk management policies.	A	A			
2.2 Engage in ongoing professional learning and collaboration, particularly in relation to regional, state, and national occupational trends.	A	A	A		