## Contents

1 **Summary and Findings** 1  
   The Requested Study 1  
   Rationales for STWOA 3  
   Work-Based Learning 3  
   Findings About the Effectiveness of Work-Based Learning 4  
   Findings About Technology-Assisted Learning 6  
   Findings About Employer Participation in Work-Based Learning 6  
   Finding About Possible Incentives for Expanding Employer Participation 7  
   Findings About STWOA 8  

2 **Background and Introduction** 11  
   History of Work-Based Learning in the United States 11  
   Problems With School-to-Work Transitions 14  
   Overview of STWOA 15  
   Overview of this Report 16  
   References 17  

3 **Processes of Work-Based Learning** 19  
   Experiential Learning 22  
   Work-Group Learning 23  
   Mentoring 24  
   Workplace Instruction 26  
   Technology-Assisted Learning 28  
   Conclusion 34  
   References 34  

4 **Structuring Work-Based Learning** 39  
   The Students to be Served 39  
   Objectives 42  
   Coordination With Schooling 43  
   Timing, Intensity, Duration, and Progression of Work Experiences 45  
   Settings of Work-Based Learning 48  
   Pay for Work-Based Learning 53  
   Conclusion 53  
   References 54  


5 Work-Based Learning Models and Evidence of Effectiveness 57
  Youth Apprenticeships 61
  Clinical Training 65
  Cooperative Education 66
  Other Models 69
  Conclusion 70
  References 71

6 Employer Participation in Work-Based Learning 73
  Data Sources 73
  Growth of Employer Participation 76
  “High-Quality Equilibrium” in Cincinnati 81
  Major Benefits Influencing Employers’ Decisions to Participate 83
  Major Barriers Influencing Employers’ Decisions to Participate 87
  Conclusions and Remaining Questions 97
  References 100

APPENDIXES

A Boxes, Figures, and Tables 103

B Reviewers and Contributors 104

C Contractor Reports Prepared for This Assessment 105