



Work-Based Learning

Work based learning is a part of the special education transition program for students with disabilities. Work-based learning provides students with disabilities opportunities for instruction in occupational skills and career exploration. Students have the opportunity to connect what they learn in the classroom with work-site application to help create a smooth transition into the workforce. Job coaching may be provided to support a student until they are able to complete tasks on the job independently. Each student has a training plan, work-based learning agreement and safety plan in place.



This program is not appropriate for every student. While a key goal of the program is to help participants be ready for employment, the program does not guarantee employment.

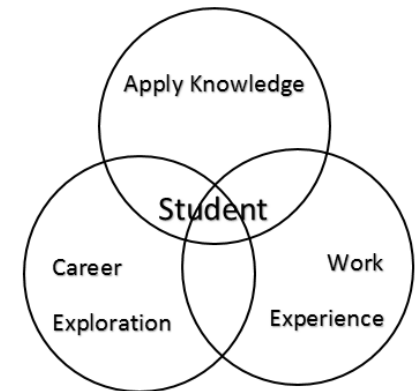
For More Information Contact:

Geralyn Kolar, HISD Transition Coordinator
Phone: 989.269.3464
Email: gkolar@huronisd.org
Website: www.huronisd.org



Work-Based Learning

For Students With Disabilities



Huron Intermediate School District
1299 South Thomas Road
Suite 1
Bad Axe, MI 48413



Student Expectations

- ◆ Follow the rules and guidelines established by the school, employer and coordinator with regard to hours of work, school attendance, job performance, and reporting procedures
- ◆ Understand that in the training/non-paid experiences that student is not entitled to wages during the period of training and is not entitled to a job at the end of the training
- ◆ Abide by the rules, regulations and policies of the employer and the school
- ◆ Adhere to all safety requirements specific to the placement as identified by MI-OSHA and their supervisor
- ◆ Agree that participation in the placement is not permitted when the student is absent from school

School Responsibilities

- ◆ Placement related to the student's career/education goals
- ◆ Certificated teacher makes at least one visit, every 30 calendar days, to the training site
- ◆ Student is regularly supervised by certified staff and provided instruction in areas of skill attainment and work safety
- ◆ Program must not violate the Fair Labor Standards Act and the Youth Employment Standards Act
- ◆ School personnel will provide relevant information for training and supervision of the student unless other arrangements are agreed on by the employer, as needed to discuss any problems or changes that occur
- ◆ School personnel will be responsible for evaluating the student's performance and in communicating this information on a regular basis to relevant educational staff, students and parents
- ◆ If applicable, the school will grant credit based on the student's performance of duties as determined by employer's report; the regular and prompt attendance at both school and work; upon completion of related classes and objectives

Benefits

Benefits For Employers

- ◆ Provides development opportunities for current workforce
- ◆ Offers opportunities to provide community service
- ◆ Increases company morale
- ◆ Positive public image

Benefits For Students

- ◆ Increases motivation and self confidence
- ◆ Provides opportunities to explore possible career fields
- ◆ Increases understanding of the expectations of the workplace
- ◆ Improves job prospects after completion of school
- ◆ Allows for interaction with adults in a work-based setting
- ◆ Practice positive work habits and attitudes
- ◆ Provides an opportunity to apply classroom learning to the job

Benefits For Community

- ◆ Creates an environment of collaboration and cooperation
- ◆ Encourages respect and tolerance among different groups
- ◆ Builds the foundation for a more productive economy
- ◆ Builds confidence in the school system as practical results are observable

Employer Responsibilities

- ◆ Provide the trainee with the broadest occupational experience in keeping with the job duties listed in the training plan and provide specific instruction on the use of any equipment or materials related to the job duties
- ◆ Ensure the student learner's employment activity is supervised by an experience and qualified person and will complete trainee performance evaluations and verify attendance as required
- ◆ Provide written evaluation of student performance based on the performance elements and job skills listed in the training plan
- ◆ Provide a training site that is free of obvious hazards that could cause potential injury or harm to the student
- ◆ Permit the student to engage in training activities that are similar to those engaged in by other employees of the business
- ◆ Provide the student with the same consideration given to other employees with regard to safety, health, and other general employment conditions
- ◆ Not expect the student to be in attendance during any time that school is not in session
- ◆ Not guarantee any offer of paid employment following the training period
- ◆ Provide feedback with the student and/or coordinator and discuss any difficulties the student may be having at the work site
- ◆ Work experiences of the student will be considered training and no wages will be offered for non-paid experiences
- ◆ The student will be regarded as a trainee and will not be expected to replace an existing employee for non-paid experiences

Mission Statement

Huron Intermediate School District is dedicated to educational leadership, effective programs, and quality services in collaboration with community partners to educate all learners.