



Work-Based Learning Experiences: A Win-Win for Students and Businesses

Nebraska VR works with Nebraska high schools, partnering agencies, and communities across the state to provide pre-employment transition services. The services help students with disabilities plan for the future and prepare for careers that match their skills, abilities, and interests. With the support of strong partnerships with businesses, students gain insight about the world of work through hands-on learning in a real-life workplace in addition to classroom work. Businesses provide a variety of work-based learning experiences ranging from workplace tours, job shadowing, mock interviews, internships, and more. These opportunities are mutually beneficial for students and businesses. Students develop an understanding of work expectations, team work, and available opportunities. Businesses, while providing a community service, have an opportunity to meet motivated potential future applicants and develop a skilled local workforce.



Work-Based Learning Partnership Opportunities

Company Tours

Company tours are a great way to introduce students to your business and industry. For individuals interested in a career in your industry, a tour can provide a real-world understanding of your workplace, the skills needed to be successful, and other important information.

Mock Interviews

A mock interview is an emulation of an actual interview used for training purposes. Your willingness to conduct a mock interview provides an opportunity for students to gain interview experience while receiving constructive feedback from an actual employer.

Informational Interviews

An informational interview is held with a human resources director, management personnel or seasoned employee where a student can learn about a career, industry or profession. The experience is meant to provide the student with an opportunity to ask general questions about the company, compensation, education requirements, and to learn about the benefits available to potential new hires.



Win-Win for Students and Businesses

Work-Based Learning (WBL)

This option provides an opportunity for students to gain real-life work experience where they apply classroom readiness, learn technical skills, and gain experience while improving their employability. Businesses have the opportunity to develop relationships with a pool of skilled, motivated potential future employees.

Short-Term Job Shadows

Short-term job shadows are a great way for employers and students to meet. The student accompanies one of your current employees in order to observe daily routines and the necessary skills to successfully complete the job.

WBL Commitment and Liability

Training Option	Cost to Employer	Training Costs	Time Period (estimated)	Workers' Comp, Liability, and FICA paid
Company Tours	None	None	1-2 hours	Blanket Special Risk Insurance Liability covered by Nebraska VR
Mock Interviews	None	None	30 minutes to 1 hour	Blanket Special Risk Insurance Liability covered by Nebraska VR
Informational Interview	None	None	30 minutes to 1 hour	Blanket Special Risk Insurance Liability covered by Nebraska VR
Work-Based Learning	None	Offset paid to trainee by Nebraska VR	Negotiable	Blanket Special Risk Insurance Liability covered by Nebraska VR
Short-term Job Shadows	None	None	3-4 hours	Blanket Special Risk Insurance Liability covered by Nebraska VR



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