



Categories of work experience. WIOA identifies four categories of work experience:

- (1) summer employment opportunities and other employment opportunities available throughout the school year
- (2) pre-apprenticeship programs
- (3) internships and job shadowing
- (4) on-the-job training (OJT) opportunities as defined in WIOA Section 3(44) and in 20 CFR § 680.700

Two of the categories, job shadowing and pre-apprenticeship, are discussed below:

- Job shadowing is a work experience option where youth learn about a job by walking through the work day as a shadow to a competent worker. The job shadowing work experience is a temporary, unpaid exposure to the workplace in an occupational area of interest to the participant. Youth witness firsthand the work environment, employability and occupational skills in practice, the value of professional training, and potential career options. A job-shadowing experience can be anywhere from a few hours, to a day, to a week or more. Job shadowing is designed to increase career awareness, help model youth behavior through examples, and reinforce in the youth and young adult the link between academic classroom learning and occupational work requirements. It provides an opportunity for youth to conduct short interviews with people in their prospective professions to learn more about those fields. Job shadowing can be thought of as an expanded informational interview. By experiencing a workplace first-hand, youth can learn a great deal more about a career than through research in print publications and on the Internet.
- As discussed in 20 CFR § 681.480, pre-apprenticeship is a program designed to prepare individuals to enter and succeed in an apprenticeship program registered under the Act of August 16, 1937 (commonly known as the National Apprenticeship Act. . . [and] referred to ... as a registered apprenticeship or registered apprenticeship program) and includes the following elements:
 - (a) training and curriculum that aligns with the skill needs of employers 17 in the economy of the State or region involved;
 - (b) access to educational and career counseling and other supportive services, directly or indirectly;
 - (c) hands-on, meaningful learning activities that are connected to education and training activities, such as exploring career options, and understanding how the skills acquired through coursework can be applied toward a future career;
 - (d) opportunities to attain at least one industry-recognized credential; and



(e) a partnership with one or more registered apprenticeship programs that assists in placing individuals who complete the pre-apprenticeship program in a registered apprenticeship program.

Per: https://wdr.doleta.gov/directives/attach/TEGL/TEGL_21-16_Acc.pdf