



Work Experience Education

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What is Work Experience Education (WEE)?

- Integrated instructional program that provides opportunities to connect academic curricula to applied experiential learning in the workplace
- Involves student employment and/or internships selected, approved, and supervised by the college to provide meaningful work experiences related to the course of study, or specific career pathway training, combined with instruction in critical workplace skills
- Formerly called Cooperative Work Experience, it goes by several names for **work-based learning**:
 - work experience
 - internship
 - fieldwork
 - practicum
- Can be paid or unpaid positions



WEE as a tool for equity

California's community colleges are at the forefront in combating income inequality and are trailblazers in supporting social and economic mobility. Each year, CCC's provide hundreds of thousands of students with the career education and training needed to secure good-paying jobs.

Work experience is an important tool for increasing equity and inclusion:

- Provides networks and social capital for diverse and under-represented students in your field
- Provides economically disadvantaged students with opportunities to earn a wage while completing program requirements and earning academic credit

Purpose of WEE

New title 5 regs remove distinction between occupational and general, but emphasize that work experience should:

- be substantive in nature, linked in a way relevant to student's educational pathway
- contribute to demonstrable learning outcomes that have value towards a degree or certificate
- be integrated as part of student's educational pathway allowing students to achieve both educational and occupational goals
- assist student in developing career awareness, learning industry culture, competencies and norms, and developing professional networks in their desired field to support career mobility



Regulatory changes: Hours and Units

Old Regs

- 60-75 hours for 1 semester unit; 40-50 hours for 1 quarter unit
- Credit may be awarded in .5 unit increments
- Work experience is repeatable
- Occupational work experience capped at 8 units per semester; 16 unit max for all work experience
- No provisions for noncredit work experience

New Regs

- 54 hours for 1 semester unit; 33 hours for 1 quarter unit
- Credit may still be awarded in .5 unit increments
- Work experience still repeatable
- Cap raised to 14 units in a semester; no maximum
- Noncredit work experience courses are now permitted

Regulatory changes: Integrated WEE

- Before, different unit/hour calculations required work experience courses to be completely separate
- Now that unit/hour calculation for credit work experience is same as for other instructional methodologies (lecture, lab, activity), work experience hours may be combined with lecture hours in same course:
 - 3-unit lecture course: meets 54 hours per semester (3 hours/week)
 - 3-unit work experience course: students complete orientation with instructor and 162 hours of work experience (off site)
 - 3-unit combo course: meets regularly for one hour per week (18 hours – 1 lecture unit) while students complete 108 hours (2 units) of work experience



ACADEMIC SENATE

for California Community Colleges

Title 5 §53200 (b): Academic Senate means an organization whose primary function is to make recommendations with respect to academic and professional matters. In Section 53200 (c), "Academic and professional matters" means the following policy development and implementation matters:

- 1 Curriculum including establishing prerequisites and placing courses within disciplines
- 2 Degree and certificate requirements
- 3 Grading policies
- 4 Educational program development
- 5 Standards or policies regarding student preparation and success
- 6 District and college governance structures, as related to faculty roles
- 7 Faculty roles and involvement in accreditation processes, including self-study and annual reports
- 8 Policies for faculty professional development activities
- 9 Processes for program review
- 10 Processes for institutional planning and budget development
- +1 Other academic and professional matters as are mutually agreed upon between the governing board and the academic senate.

Faculty Responsibility

- Curriculum is part of Academic Senate's "10+1" areas of primary faculty responsibility, including:
 - Designing courses
 - Establishing prerequisites
 - Grading policies
 - Degree and certificate requirements
- Faculty in Career Education disciplines are required to include local labor market information (LMI) and advisory committee recommendations in their curriculum development and approval process

How will these changes affect you?

Revise existing courses:

- Will you reduce hours or increase units?
- Impact on current partnerships?

Consider new possibilities:

- Noncredit options
- New courses that integrate work experience hours with seminar/lecture hours
- Certificates and degrees that include one or more WEE options – work with local advisory committee and industry partners to identify proper placements, opportunities, and requirements





Who should you work with?

You don't have to dive into this alone!

- Curriculum Chair and Curriculum Analyst
- Work Experience Coordinator (if your college has one)
- Dean
- Advisory Committee
- Industry Partners
- Regional Consortium

Applications in Real Estate

- Create noncredit work experience courses/certificates for working professionals who don't need units, but certificate has value to industry as skill builder
- Integrate some work experience hours to replace some lecture hours for existing course(s)
- With support from advisory committee, add a work experience/internship course requirement to an existing award
- Other ideas???





Resources

- [CCCCO Work Experience Regulations Memo](#)
- [California Internship and Work Experience Association \(CIWEA\)](#)
- [Learning Aligned Employment Program \(LAEP\)](#)
- [Academic Senate for California Community Colleges \(ASCCC\)](#)
- info@asccc.org
- [Work Experience Regulation Changes: Expanded Opportunities for Experiential Learning \(Rostrum Article\)](#)