

Work-Based Learning Comparison Guide

	Definition	Purpose	Program Length	Status	Contract	Wages	Sector Allowed	Outcome
Internship	A planned, structured learning experience that takes place in a workplace for a limited period of time. An internship must be a learning experience that applies knowledge gained in the classroom, and teaches skills or knowledge that can be transferred to other employment settings.	Experience, general job training	Short-term (up to 6 months)	Trainee or employee status		Paid or unpaid (FLSA)	Public, private for profit, or private non-profit	No expectation of permanent employment
On-the-Job Training	Work placement made through a contract with an employer or registered apprenticeship program sponsor in the public, private non-profit, or private sector. An OJT contract must be limited to the period of time required for a participant to become proficient in the occupation for which the training is being provided.	Training for the job you're being paid to do	Short-Term (defined by contract)	Trainee status	Yes	Employer pays participant directly. Provider reimburses a portion of the wages to the employer	Public, private for profit, or private non-profit	Permanent, unsubsidized employment
Apprenticeship	A combination of on-the-job training and related instruction in which workers learn the practical and theoretical aspects of a skilled occupation.	Training under a tradesman prior to becoming a tradesman yourself (earn while you learn), leads to highly skilled, specific job.	Long-term (1+ year)	Employee status	Yes	Employer pays participant directly. Not reimbursed by provider (employer pays 100%)		Permanent, unsubsidized employment
Transitional Jobs	Provides a work experience for a limited period of time, that is wage-paid and subsidized, and is in the public, private, or non-profit sectors for those individuals with barriers to employment who are chronically unemployed or have inconsistent work history.	These jobs are designed to enable an individual to establish a work history, demonstrate work success in an employee-employer relationship, and develop the skills that lead to unsubsidized employment.	Short-term (up to 6 months)	Trainee	Yes	Provider pays participant directly.	Public, private for profit, or private non-profit	No expectation of permanent employment