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Strategies for Institutions to Scale Work-Based Learning

Meauxmentum Summit

February 4-5, 2026

Agenda

- 1) Explore Strada's Data on Participation in Work-Based Learning
- 2) Discuss Practices That Can Help Scale Work-Based Learning
- 3) Identify One Action Item to Take Back to Your Institution



National Data on Work-Based Learning

State Opportunity Index

Connecting education
with opportunity

2025

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State Opportunity Index

Five keys to connecting education with opportunity



Clear
Outcomes



Quality
Coaching



Affordability



Work-based
Learning



Employer
Alignment



Work-Based Learning

All learners have access to work-based learning experiences, including paid internships and apprenticeships, that help connect their education to their career aspirations.

Work-Based Learning Measure

Participated in at least one of these five experiences:

Paid
internship

Paid
apprenticeship

Paid co-op

Paid
practicum

Paid
undergraduate
research
experience

43% of students at four-year institutions reported participating in a paid work-based learning experience

● FIGURE 16:

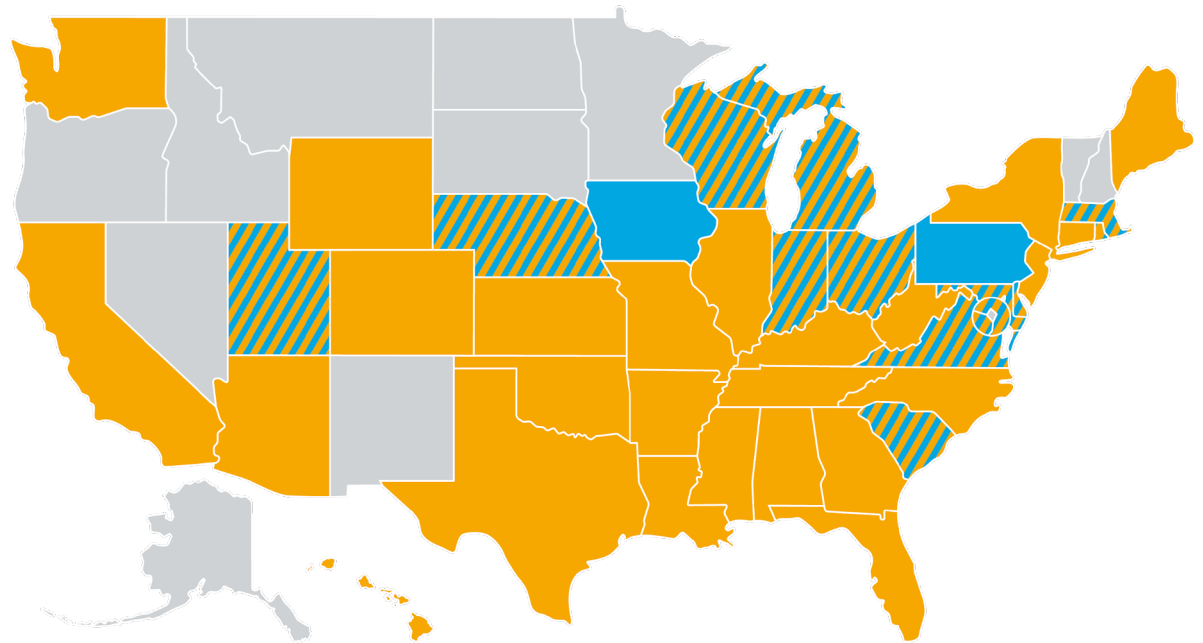
Participation and pay across five types of work-based learning, four-year institutions

	Participated	Participated and were paid
Internship	53%	37%
Apprenticeship	3%	3%
Co-op	3%	1%
Practicum, clinical, student teaching	18%	3%
Undergraduate research	22%	3%
Any of these experiences	72%	43%

WORK-BASED LEARNING

Results

Four-Year Institutions



Foundational

<25%

Developing

25% to < 50%

Advanced

50% to < 75%

Leading

≥ 75%

Insufficient data to report at this time

17% of students at two-year institutions reported participating in a paid work-based learning experience

● **FIGURE 18:**

Participation and pay across five types of work-based learning, two-year institutions

	Participated	Participated and were paid
Internship	20%	14%
Apprenticeship	3%	3%
Co-op	3%	0.5%
Practicum, clinical, student teaching	10%	1%
Undergraduate research	4%	0.3%
Any of these experiences	33%	17%

Results

<25%

25% to < 50%

50% to < 75%

> 75%

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Questions for Discussion

- How does your institution think about work-based learning?
- Which of your students may be less likely to experience work-based learning before graduation? Why might that be the case?

Strategies to Scale

Practices institutions are putting into action to increase access, pay, and supply of work-based learning

Institutions are establishing infrastructure to align on how to prioritize work-based learning

1

Appoint a Senior Leader

Action:

- Designate a position with cross-divisional authority to connect offices, teams, and resources needed and to ensure accountability to the goal of scale.

2

Define Work-Based Learning

Action:

- Establish an institution-wide consensus on “what counts,” prioritizing paid models to ensure access for all students.

3

Develop a Participation Tracking Mechanism

Action:

- Integrate data collection on student participation into existing institution systems, including using practices like zero-credit courses or other required reporting procedures.

4

Create a Data Dashboard

Action:

- Launch a dashboard to track progress, identify students who are missing out, and target efforts for implementation beyond general programming.

Promising practices include those launched at state system and institution levels

Senior Leader

- **Who:** State University of New York
- **What:** Appointed a Vice Chancellor of Workforce Development and Upward Mobility
- **Action:** This leader is charged with a cross-functional, Chancellor-identified goal that every undergraduate student takes part in a paid internship or other experiential learning opportunity before they graduate.

Tracking

- **Who:** University of Mary Washington
- **What:** Adding work-based learning questions to course registration process
- **Action:** A cross-institution team is developing a process to embed questions about work-based learning participation into course registration, ensuring that they collect data on all students and can intervene to support those in need in real-time.

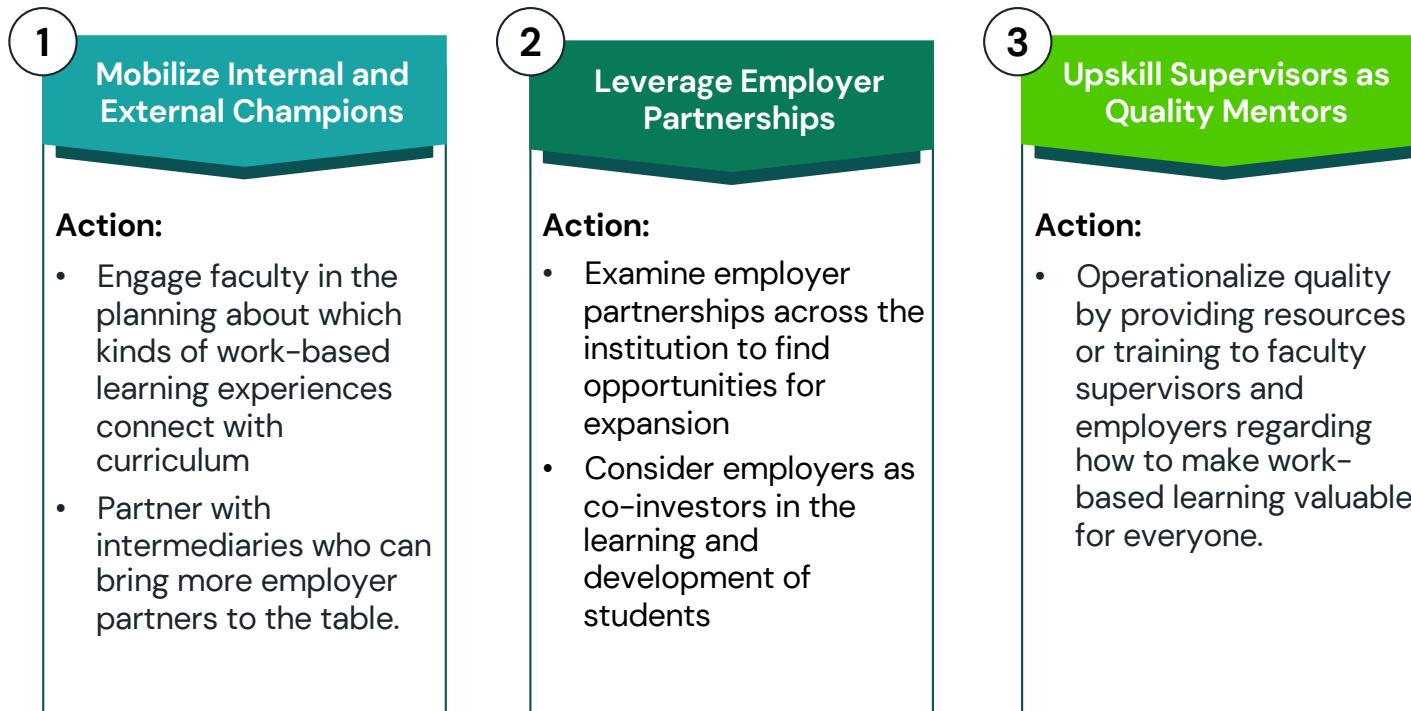
Your Reflections

- Where does data for work-based learning living at your institution?
- What gaps in infrastructure need to be closed in order for your institution to make progress on scaling work-based learning?

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Institutions are activating allies, encouraging partners and champions help to ensure access and quality are front and center



Institutions and intermediaries are developing practices to boost supply and maintain high quality

Upskilling

- **Who:** NC State University
- **What:** Developed a program to train mentors of undergraduate researchers
- **Action:** NC State's PRIME the Pack initiative is an interactive training series that guides current and aspiring undergraduate research mentors through best practices in mentorship.

Champions

- **Who:** Campus Philly
- **What:** An intermediary with whom 19 institutions partner to generate new internship opportunities for students and employers
- **Action:** Campus Philly extends of institutions by aggregating employer partnerships and curating a centralized ecosystem of internships and professional networks, reducing operational burdens on both institutions and employers.

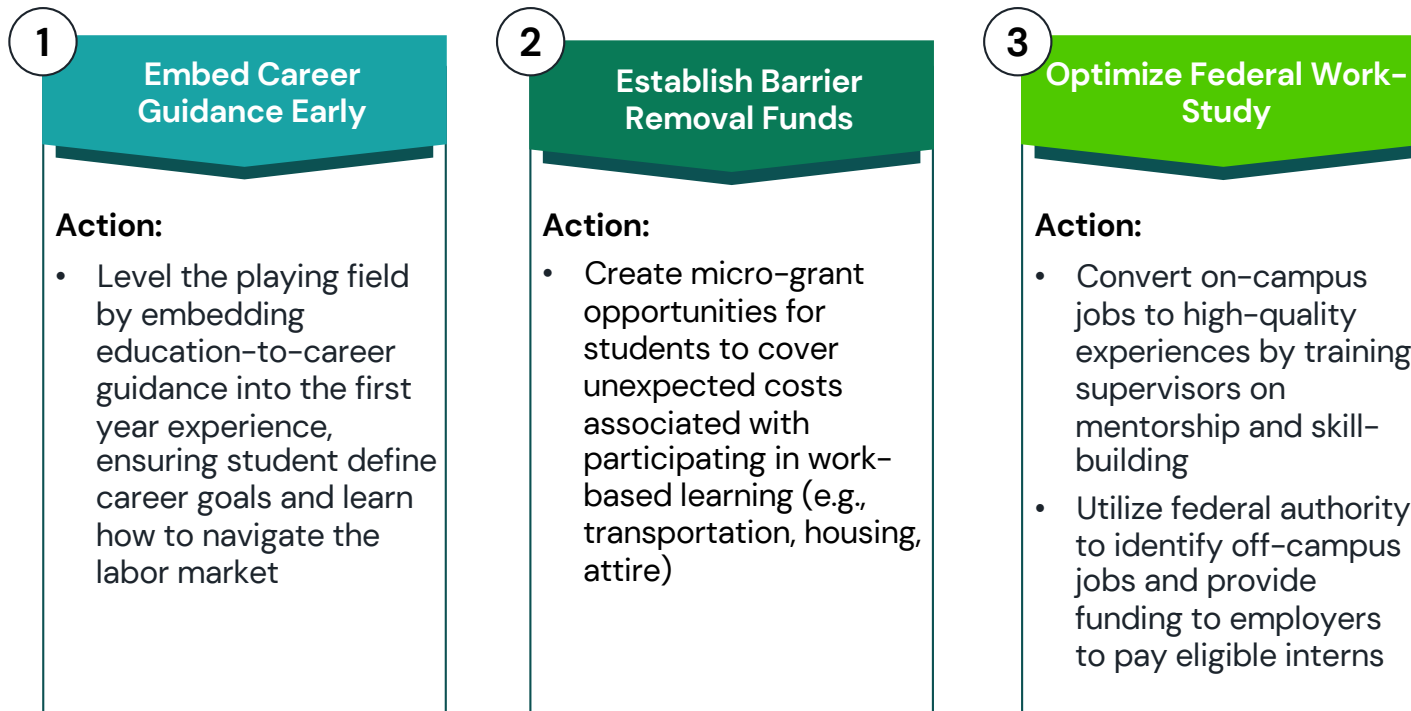
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Your Reflections

- Who are the supervisors of work-based learning experiences that you can influence?
- What employer partnerships might exist in other departments or offices at your institution?

Institutions are creating pathways to enable participation through directed student support



Institutions are creating off-campus work-based learning funding and enhancing existing on-campus opportunities

Funding

- **Who:** West Chester University
- **What:** Established the Fund for Unpaid Internships for students with off-campus internships and financial need
- **Action:** West Chester students can apply for funding of up to \$1,500 in either wage stipends or scholarships to ensure none have to turn down an internship because of a financial barrier that stands in their way.

Work-Study

- **Who:** University of Iowa
- **What:** Strengthened student employment to make it a high-impact work-based learning experience
- **Action:** The Iowa GROW program elevates student jobs by embedding structured supervisor conversations proven to enhance skill development, helping students directly connect their on-campus work experience to academic and career goals.

Your Reflections

- When do students start receiving structured guidance about career pathways at your institution?
- Who are partners at your institution to engage in conversation about students' financial barriers to participation?

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Your Next Action

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The One Thing I Will Do Next...

Of the ideas we generated together today, which *one thing* within your control is something you commit to doing when you go back to work after the Meauxmentum Summit?

Thank You