



EDUCATION FOUNDATION

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

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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

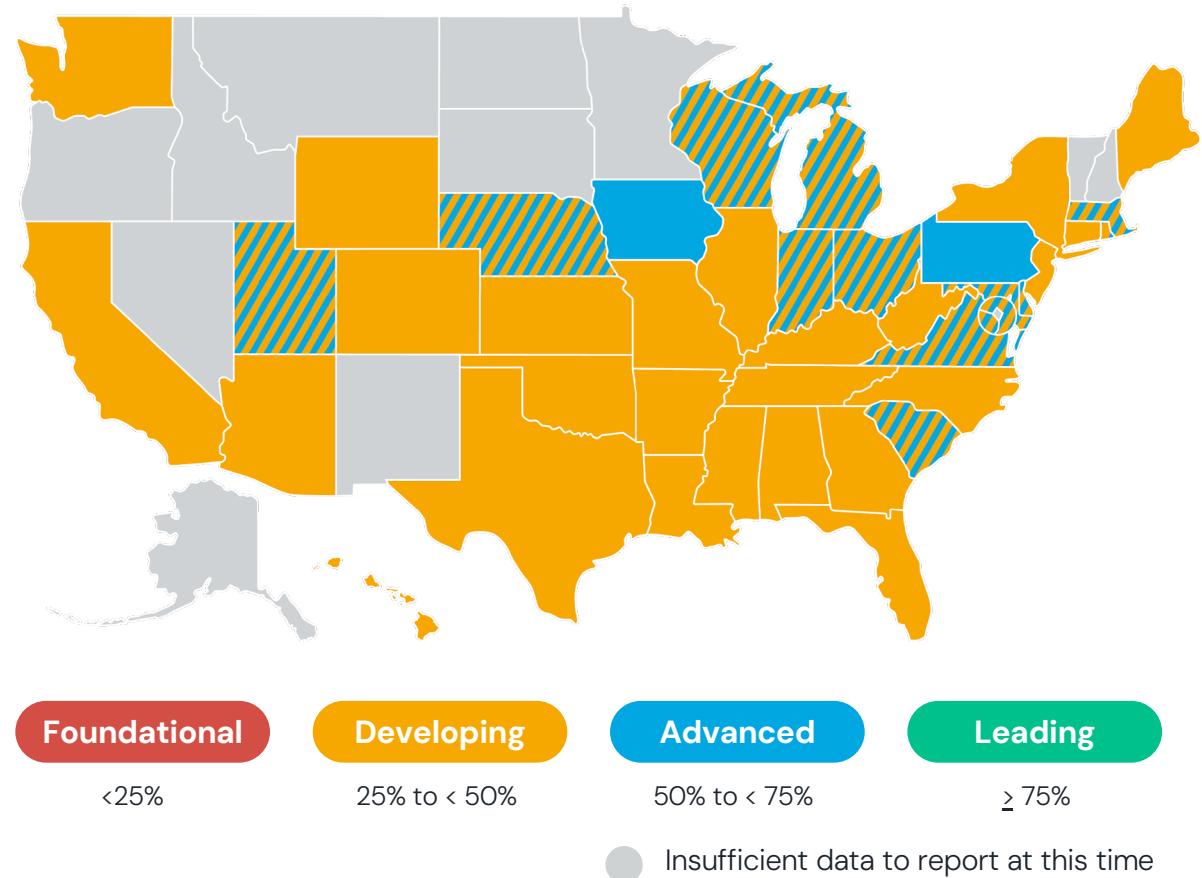
● FIGURE 16:
Participation and pay across five
types of work-based learning,
four-year institutions

	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



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

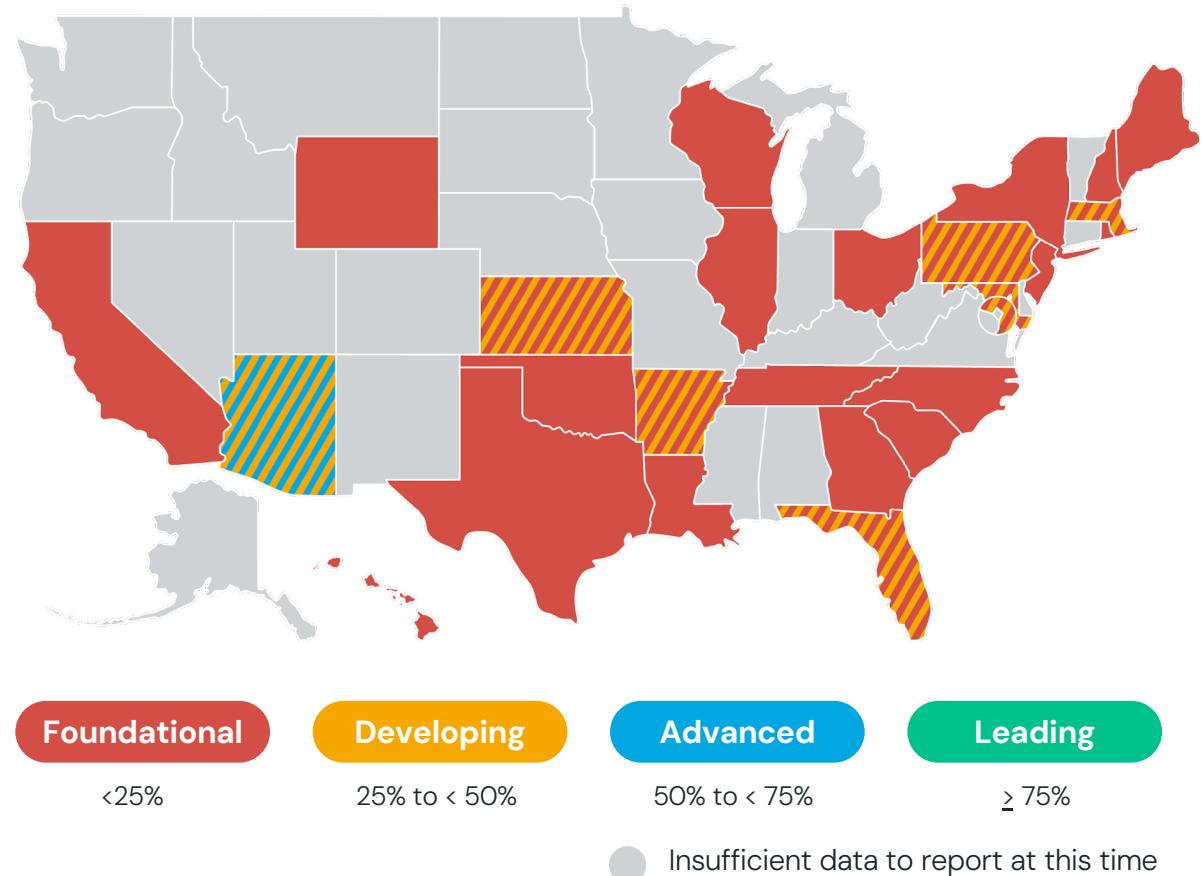
● FIGURE 18:
Participation and pay across five
types of work-based learning,
two-year institutions

	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%

WORK-BASED LEARNING

Results

Two-Year Institutions





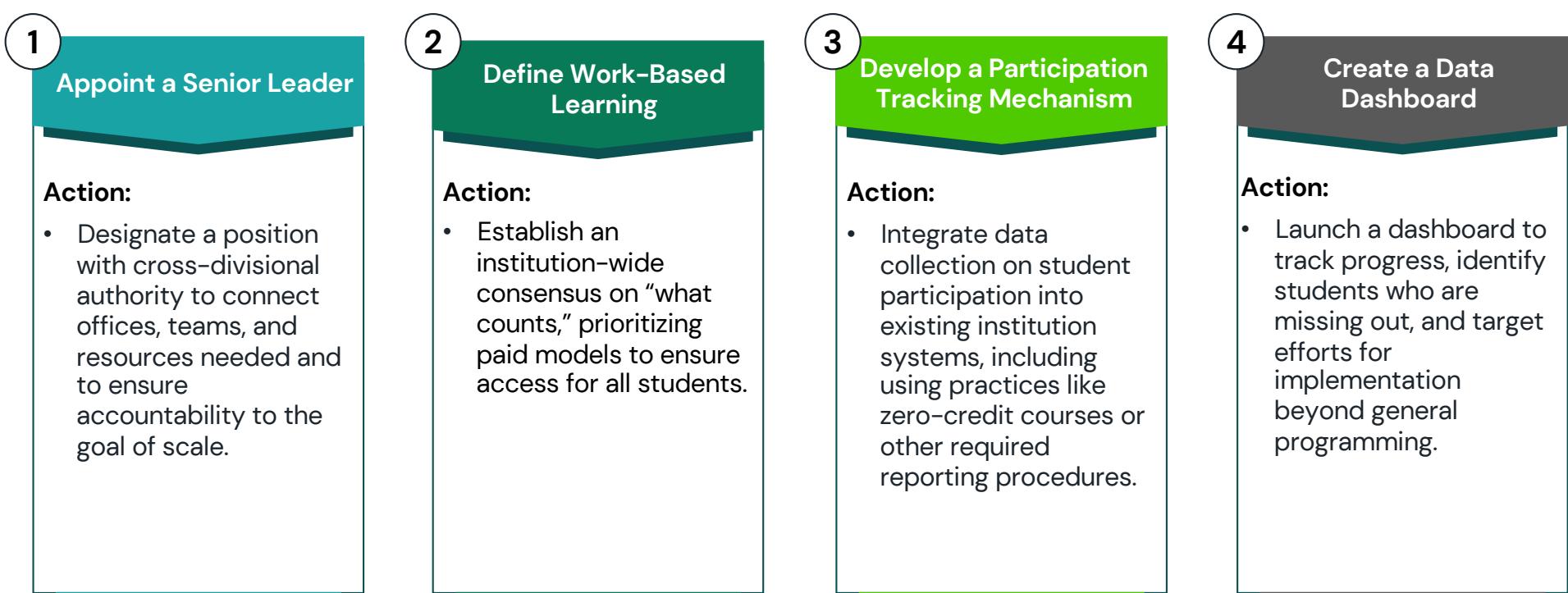
Questions for Discussion

- 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



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



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

1

Mobilize Internal and External Champions

Action:

- Engage faculty in the planning about which kinds of work-based learning experiences connect with curriculum
- Partner with intermediaries who can bring more employer partners to the table.

2

Leverage Employer Partnerships

Action:

- Examine employer partnerships across the institution to find opportunities for expansion
- Consider employers as co-investors in the learning and development of students

3

Upskill Supervisors as Quality Mentors

Action:

- Operationalize quality by providing resources or training to faculty supervisors and employers regarding how to make work-based learning valuable for everyone.

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

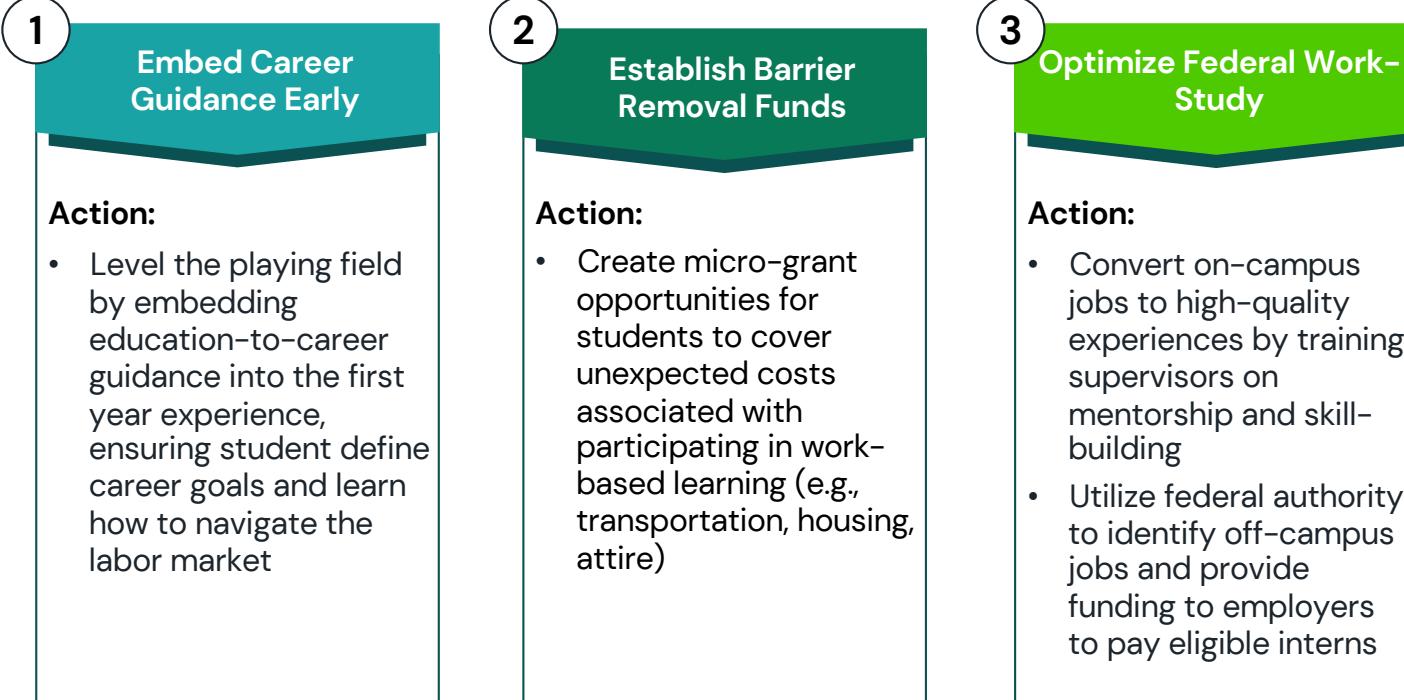
- **Who:** Campus Philly
- **What:** An intermediary with whom 19 institutions partner to generate new internship opportunities for students and employers
- **Action:** Campus Philly extends of institutions by aggregating employer partnerships and curating a centralized ecosystem of internships and professional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



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