



# Learn and Earn Challenge

## Higher Education Advisory Group

New England Board of Higher Education

April 2025

Access materials at: [nebhe.org/advisory](https://nebhe.org/advisory)

# Agenda

## Today's Goals

- Overview the Challenge
- How you can contribute
- Your feedback
- Next steps

## Discussion and response

- How relevant is the Challenge to your state, organization and stakeholder group?
- What challenges and opportunities does your institution face?
- What roles can NEBHE and other organizations play?

## Summary and Next Steps

# Context: Phase 1



Currently in Strada-supported activities to:

- Test the Challenge concept: support and commitment
- Needs assessment
- Strategy development

# Challenge Objectives

- Articulate the value and benefits of paid work-based learning to postsecondary students, employers, and our economies
- Identify and engage key leaders and stakeholders
- Challenge states, postsecondary institutions, and employers to collaborate in developing goals and expansion strategies
- Identify opportunities for collaboration and resource-sharing to build capacity and reduce barriers

# Internships and Work-based Learning

Benefits	Limited Supply
<p><u>Learner</u></p> <ul style="list-style-type: none"><li>• Reduces graduate underemployment</li><li>• Increases interview requests, job offers, wages, and job satisfaction</li></ul> <p><u>Employer</u></p> <ul style="list-style-type: none"><li>• Recruitment strategy with highest ROI</li><li>• Interns hired as employees (or who've had internships elsewhere) retain at higher levels</li></ul>	<ul style="list-style-type: none"><li>• Postings declined by over 15% from January 2023 to January 2025—while internship applications surged</li><li>• Over 70% of students expect and seek an internship</li><li>• 48-50% of students report participating</li><li>• Over half of the 8.6 million students who want to intern do not have the opportunity</li></ul>

Sources:

- National Association of Colleges and Employers
- Strada and Burning Glass
- Nunley et al, Rigsby et al, Gault et al.

Sources:

- Handshake
- Strada
- Business Higher Education Forum

# THE CHALLENGE

## GOAL

Create 10,000 new, high-quality paid internships over 3 years in New England

## COMMITMENTS

Challenge states to commit to:

- A goal, priority areas and a coalition of stakeholders
- Expand the supply of paid internships and work-based learning opportunities
- Reduce barriers for students and increase readiness

# Three Emerging Strategies

## I - Formal Challenge and Casemaking

*Elevate awareness of a critical need and commitment to a shared goal.*

- Goal: Create 10,000 new internships over 3 years
- Challenge states to commit to:
  - A goal, priority areas and a coalition of stakeholders
  - Expand the supply of paid internships and work-based learning opportunities
  - Reduce barriers for students and increase readiness

Burning Glass Institute special report – Fall 2025



## II - State Policy Perspectives

*Support effective state policies and programs to increase the quantity and quality of learn and earn opportunities.*

## III - Shared Resources to Build Capacity

*Collaboratively identify opportunities to develop shared resources to build partners' capacity for scaling internships.*

# How you can contribute to the Challenge

- Participate in meetings, provide feedback (June dates TBD)
- Provide additional feedback via a survey (forthcoming in May)
- Consider events in your state for sharing the Fall 2025 Burning Glass Institute report with stakeholders

# Discussion and feedback

- How relevant is the Challenge to your state, institution and stakeholder group?
- What challenges and opportunities does your institution face?
- What roles can NEBHE and other organizations play?

# Next steps

- Survey via email
- June meetings