

Expanding Experiential Learning: State Strategies for Workforce Readiness



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WHITEBOARD NOTES

W/A Whiteboard
Advisors



WHAT WE'RE
READING
PK-12 & HIGHER EDUCATION



WHAT WE'RE
READING
NEW SKILLS, TALENT & DEVELOPMENT



THE ED
SHEET



BOUNDLESS
POTENTIAL

Missouri Department of Higher Education & Workforce Development

Missouri is the only state to truly integrate workforce development with coordination of higher education.



VISION

Every Missourian empowered with the skills and education needed for success.

MISSION

To put Missourians on a path to learn, work and prosper.

MISSOURI'S BIG GOALS

Striving to be the **best in the Midwest** in educational attainment & workforce participation by 2030.



60% EDUCATIONAL ATTAINMENT

Current: 52.2%



70% LABOR FORCE PARTICIPATION

Current: 63.1%

TOP ISSUES: **SKILLS & TRAINING**

Enrollments are declining, but institutions are aligning programs with industry requirements and adjusting to changing demographics to produce the necessary talent pipeline.



Employers share they lack qualified applicants and there are employee shortages in key industries



There has been a 6% decline in enrollments at public institutions in Missouri over the past 5 years



1 in 5 students in Missouri are parents and most students attending community college are working learners

Quality work-based learning opportunities can help address perennial issues.

MISSOURI APPRENTICESHIPS

High quality career pathway providing paid training leading to certification



3rd

IN THE NATION

NEW APPRENTICES



317

ACTIVE
REGISTERED
PROGRAMS



3rd

IN THE NATION

COMPLETED
APPRENTICESHIPS



5400+

PARTICIPATING
EMPLOYERS



22,215

ACTIVE
APPRENTICES



54

REGISTERED YOUTH
APPRENTICESHIP

Experiential & Work-Based Learning

Apprenticeships

On-the-job
training

Program
Requirements

Internships

Job Shadowing

Work-Study

Cooperative
Education

Simulated Work
Experiences



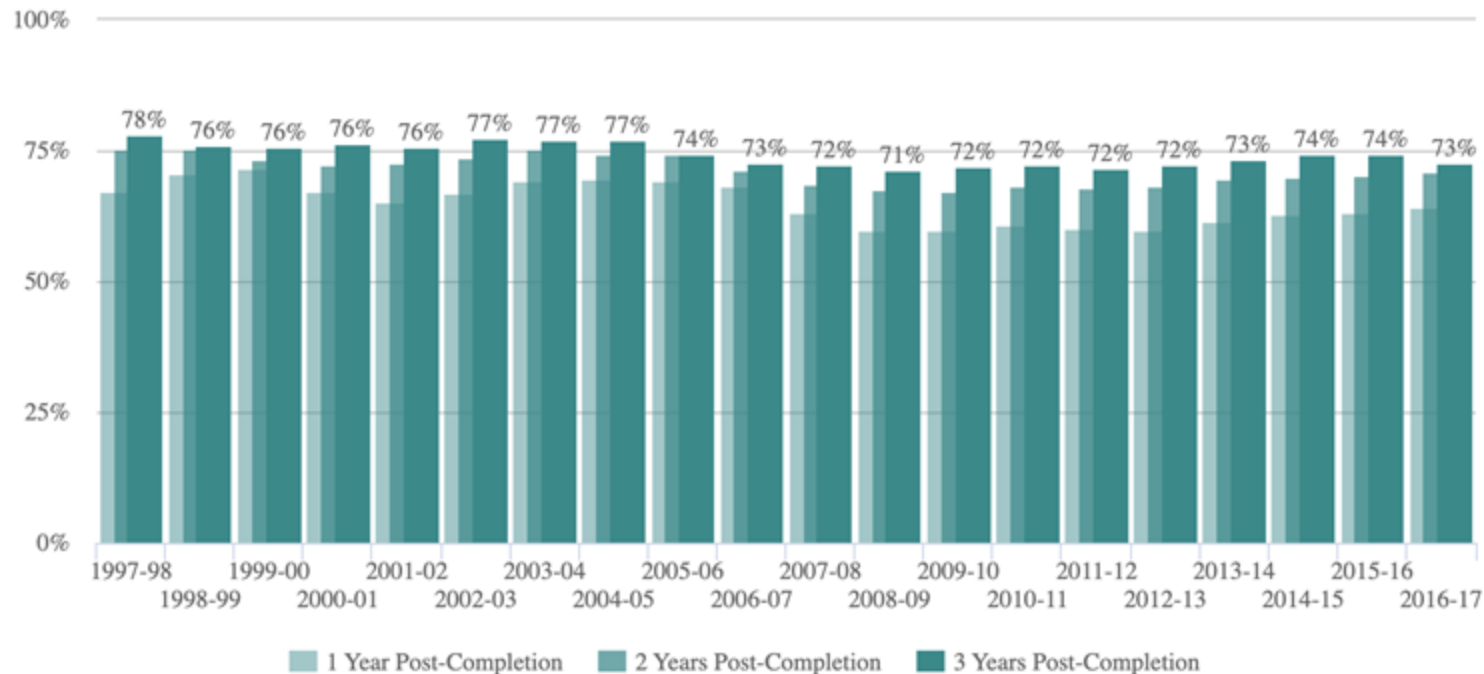
Virginia Talent + Opportunity Partnership



- Statewide initiative to “**expand paid or credit-bearing student internships and other work-based learning opportunities in collaboration with Virginia employers.**”
- Three agencies share responsibilities
- Demonstrated need to:
 1. Capture better data on activities
 2. Increase participation of employers
 3. Expand all forms of WBL for students

Wage Outcomes for Virginia Students

Associate and Bachelor Degree Completers, All Institutions



Results – Employer Engagement

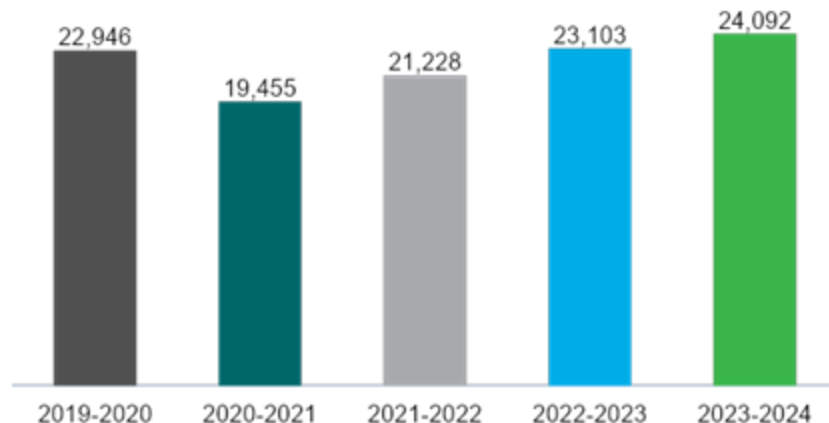
Employer Engagement:

- 870 employers enrolled in internship modules
- 239 employers participating in matching grant program
- 220+ employers participating in Virginia Intern Day (July 31)
- 25,089 employers recruited interns on Virginia campuses in

Credit-bearing Internships:

- Steady growth of credit-bearing internships, YoY
- Exceeded pre-COVID numbers in 2022-23 and 2023-24 academic years

Number of Students Enrolled in a Credit-Bearing Course by Academic Year



Results – Institutional Support

Institutional Support – Data Collection

Grants:

- Awarded 3Q FY24
- 12 grants issued
- 12/12 institutions implemented or expanded data collection of internship activities
- Identified 16,339 students completing internships

Institutional Support – Student Support

Grants

- Awarded 3Q FY24
- 12 grants issued
- 12/12 institutions identified and removed barriers to students participating in internships

Institutional Support – Vision Grants

- Awarded Q2 of FY25
- Two institutions awarded, both private

Institutional Support – Capacity Building

Grants:

- Awarded Q2 of FY25
- 14 recipients, each awarded \$150,000
- 13 public, 1 private four-year institution

Institutional Support – Scaling Grants:

- Awarded Q2 of FY25
- 2 recipients, each awarded \$250,000
- 2 public four-year institutions
- VCCS awarded its own grant (\$1.1M)

Ongoing Challenges

Limited Opportunities

- Based on job postings, student demand far outpaces employer postings

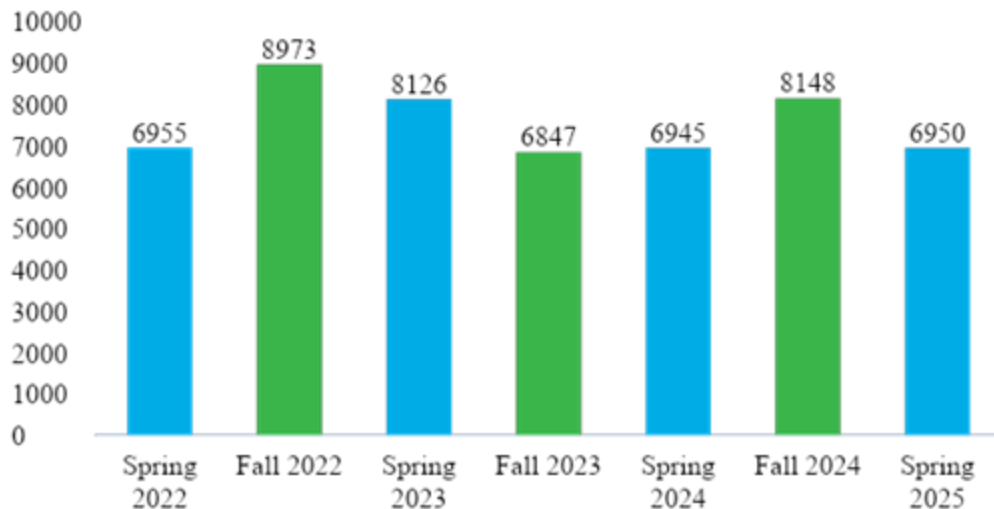
Cost of Internships

- Credit-bearing internships often incur additional tuition charges

Barriers to Participation

- Clothing, transportation, housing, current job responsibilities and others

Number of Internship Job Postings Across Virginia by Semester Across 2022-2025



(Data is from 2022-2025; Source: VOEE)

The world's leading work-based learning platform:



272,000+

Learner experiences



700+

Academic partners



11,000+

Educators



44,000+


Employers

Riipen



Our mission:

To eliminate
underemployment.



Riipen is the world's leading work-based learning platform connecting higher education institutions with thousands of employers.

We facilitate accessible work-integrated learning experiences that drive better learner engagement and employability outcomes.

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