

**OACC | Ohio TechNet**

# **Experiential Learning Webinar Series**

**2026**

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**OhioTechNet**

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# DESIGNING EARN AND LEARN PROGRAMS



**HANNAH DIVENCENZO**  
Program Developer  
Business Growth Services



**ERIN MCDONOUGH**  
Project Manager  
Office of Talent Strategy

**Today's**  
**PRESENTERS**



**KELLY HARPER**  
Director  
Career Center

# Session **O**verview

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**Webinar Description:** Learn how to design earn-and-learn models that align student needs, academic goals, and employer expectations in high-demand career fields.

## **Webinar Goals:**

- . To help institutions that have not yet adopted earn-and-learn models understand the benefits and how to get started
- . To allow institutions with existing earn-and-learn programs to learn from one another's experiences



# Experiential Learning on Your Campus Webinar Series Overview

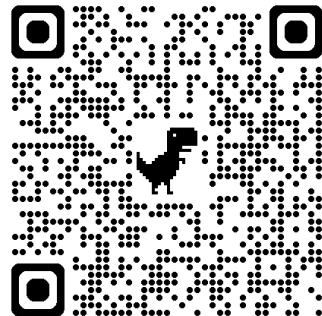


This series will equip you with actionable models, tools, and inspiration to advance experiential learning across your institution.

## View Webinar #1



## Register for Future Webinars

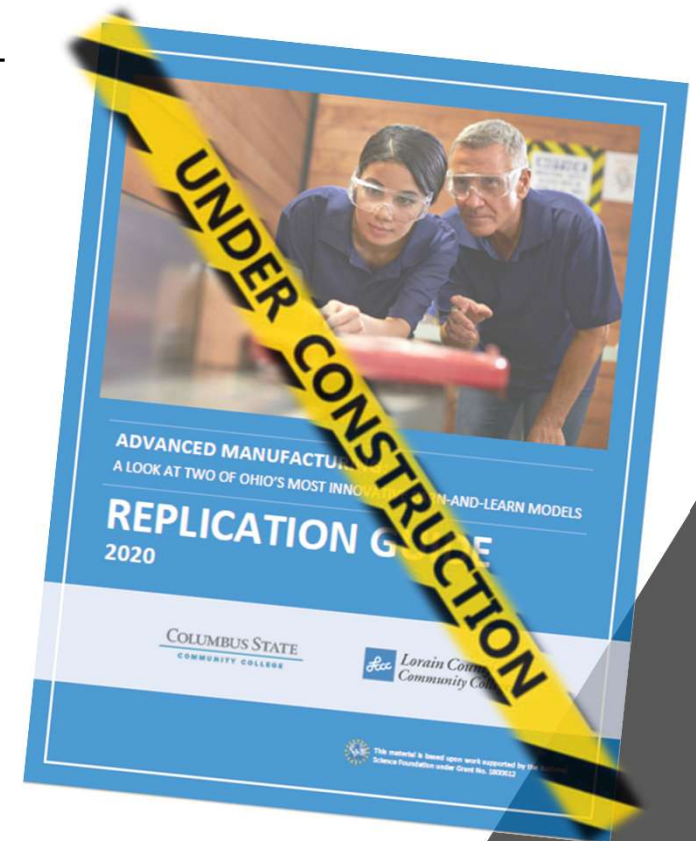


- 1 Foundations of Experiential Learning
- 2 Designing Earn and Learn Programs **TODAY!**
- 3 Building Industry Partnerships, July 22<sup>nd</sup>
- 4 Innovative Approaches: Micro-Internships and Project-Based Learning, September 30<sup>th</sup>
- 5 Leveraging Simulations and Virtual Labs, November 18th
- 6 Experiential Learning Recap & New Guide Launch, December 9th

# Experiential Learning Replication Guide

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The series concludes with the release of an updated Earn & Learn Replication Guide, offering tools and insights for institutions ready to launch or scale experiential learning initiatives.



# Let's Hear From You

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Enter in the chat, are you A, B, C, or D?

**A:** My institution has an earn and learn program and it is running strong

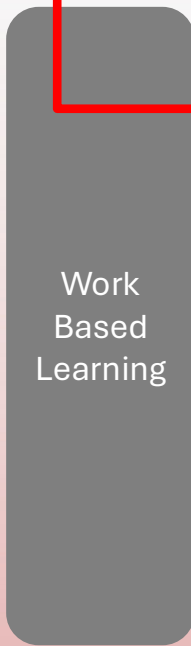
**B:** My institution has an earn and learn program but it could use some improvement

**C:** My institution does not have an earn and learn program but is interested in launching one

**D:** My institution is not interested in starting an earn and learn program

# OVERVIEW OF Experiential Learning

**EXPERIENTIAL LEARNING:**  
Any structured activity where learners gain skills through hands-on, real-world experience. Learning by doing and reflecting, rather than learning only through classroom instruction.



**EARN AND LEARN:**  
**PAID | Structured Learning | Clear Pathway to Employment**  
A paid subset of WBL that integrates wages with structured training



**WORK BASED LEARNING:**  
Experiences where students develop skills through engagement with employers in real work environments. Can be paid or unpaid, credit or non-credit.





# EARN AND LEARN

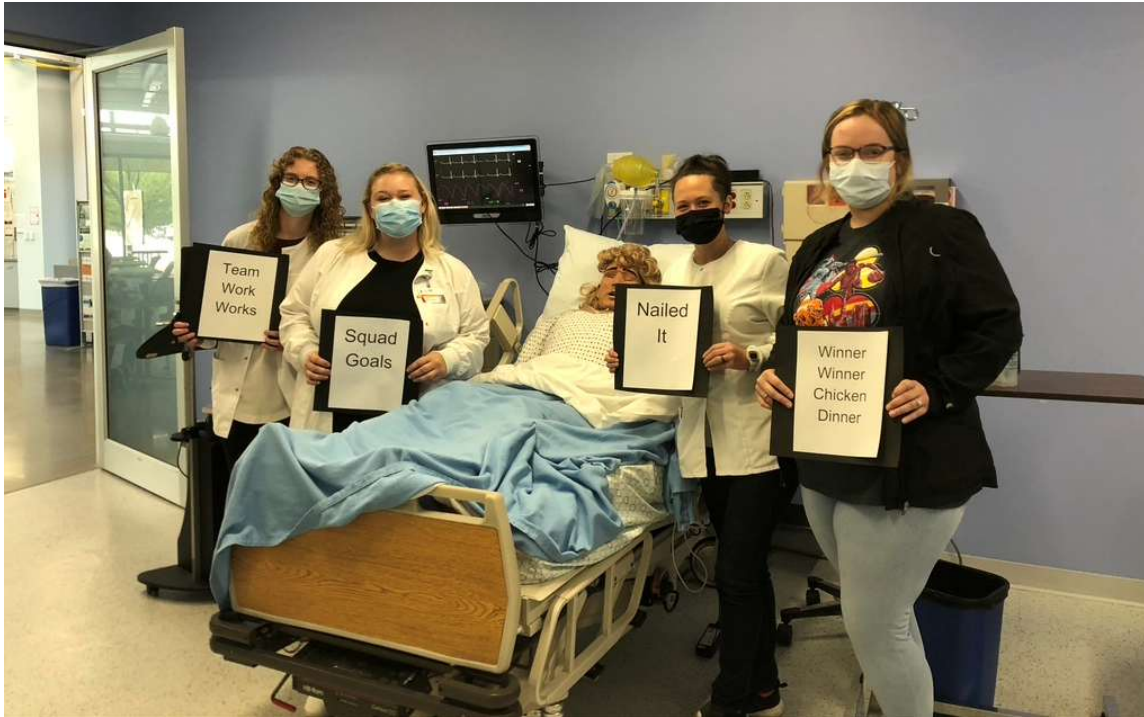
## ● What it Works Best for

- When the goal is to build workforce-ready skills
- When students need income while learning
- When employers want a talent pipeline
- When the learning requires extended or progressive skill development
- When programs want stronger outcomes When real work expectations are essential

## ● Challenges & Considerations

- Students balancing work and academic demands
- Employer capacity and commitment
- Ensuring high-quality learning experiences
- Coordination complexity
- Sustaining employer engagement over time
- Aligning work tasks with curriculum
- Funding limitations
- Measuring outcomes and impact





# UH LPN NURSING COHORT EARN AND LEARN





**EARN AND  
LEARN  
PROGRAM  
MODEL**

Cohort made up of current UH employees (PCNAS and others) and LCCC recent STNA grads who were hired by UH full time.

Work 20 hours and go to school *20+ hours* WHILE BEING PAID for 40 hours!

All started full time in the PCNA role

Enrolled in PRNS classes

UH pays for tuition, books, supplies, TEAS.  
About \$9,500/student for the LPN program.

# STEPS TO FORM THE COHORT

- UH committed to our LPN program for their PCNA employees.
- Recruitment
  - Virtual/In Person Information Sessions
  - Career Services hosted in person resume labs for our students
  - Call campaign to recruit former STNA students to this opportunity
- On site advising
  - 40+ advising sessions at UHEMC/virtual in 2 weeks.
  - TEAS

## University Hospitals & LCCC LPN Earn and Learn INFORMATION SESSION INVITATION

WHEN:  
April 26<sup>th</sup> or May 3<sup>rd</sup>  
10 am – 11 am

WHERE:  
Virtual Information Session  
[Register Here](#)

Once you register you will receive a confirmation email with link and meeting code.

OR Attend in person:  
April 28<sup>th</sup> at 6:00pm, PS101

FEATURING:  
Information from an UH Recruiter  
and  
Hannah DiVencenzo, LCCC  
Business Growth Services

QUESTIONS 440.366.4856 OR  
WORKFORCE@LORAINCCC.EDU



### WHO SHOULD ATTEND:

Students who are interested in working as a PCNA at UH and earning their LPN.

### WHY SHOULD YOU ATTEND:

Meet with an UH representative to learn about this exciting employment opportunity.

Opportunity to Grow with University Hospitals



 Lorain County  
Community College



# STEPS TO FORM THE COHORT

- Interviews held at LCCC
  - 24 interviewed (7 students, 17 UH employees)
- LPN Program application deadline May 15<sup>th</sup>
- Final cohort - 16
  - 4 students and 12 UH employees

40 students and 50+ UH employees showed interest

40+ advising sessions to determine qualifications

24 interviewed

16 accepted into the 1st cohort (4 students, 12 employees)



# EARN AND LEARN SCHEDULE

## Monday Clinical

6:30am-  
7:00pm  
Clinical\* (at  
UH) or day off

## Tuesday

Day for study  
and online  
classes

Tutor and  
retention time

Possible UH  
workday

## Wednesday Clinical

6:30am-  
7:00pm  
Clinical\* (at  
UH) or day off

## Thursday LCCC Day

Nursing  
Lecture and  
Lab  
9am – 3pm

## Friday LCCC Day

Nursing  
Lecture and  
Lab  
9am -3pm

**\*Only one 12-hour clinical per week. It will be either a Monday or Wednesday .  
School is a 20 + hour commitment a week**



# Key Considerations for Program Design

- Onboarding Process
- Prior Learning Assessment
- Transfer Credit
- Technical Assistance
- Course design and semester offerings
- Employer partners hired as adjunct faculty members
- Statewide partnership
- Strong partnership with Sponsoring Organization



# QUESTIONS?

**Hannah DiVencenzo, M. Ed**

Business Growth Services – Workforce

t: (office) 440.366.4832 t: (cell) 440.865.7849


[hdivencenzo@lorainccc.edu](mailto:hdivencenzo@lorainccc.edu)



Business  
Growth Services

*of Lorain County Community College*





# Earn & Learn at Columbus State Community College

# Where We've Been

## Program Outline

### Student Enrollment Eligibility

- Enrolled in eligible IT or Eng Tech degree pathway
- 2.0 GPA
- 24 credit hours remaining
- Eligible to work in U.S. without sponsorship
- Submit Earn & Learn application
- Attend Earn & Learn onboarding

### Student Program Requirements

- Maintain 2.0 GPA
- Complete required technical courses with a C or above
- Attend all Career Ready workshops
- Obtain Career Ready status
- Resume Interview Elevator Pitch
- Attend networking event



Autumn



Spring



Summer



Autumn



Spring



# Where We've Been

## *Staff Support*

### **Operational Support**

- Dedicated Project Managers- 2
- Dedicated Project Coordinator- 1

### **Direct Student Support**

- Dedicated Academic Advisors- 2
- Dedicated Career Counselors- 1
- Dedicated Earn & Learn Recruiters- 2

### **Advisory Support**

- Grants Office
- Academic Faculty
- Workforce Advisory Council

# The Opportunities

## Challenges for Students

Begins program before feeling confident with college workload

Must wait one academic year to rejoin if unable to persist

Scheduling required courses

No built-in off-ramps or supports if unplaced

## Challenges for Employers

Hiring needs occur more than once per year

Employer engagement timeline not consistent with other WBL programs

## Challenges for CSCC

Limited staffing to scale program

Tracking student progress across multiple systems

## Where We're Going

### Goals

- Increase employer engagement opportunities (2x/year)
- Better alignment with employer hiring needs
- Increase flexibility for part-time/working students with faster cohort turnaround
- Expand Earn & Learn opportunities through scalable systems/tools that reduce personnel lift

# How We're Getting There

## Student Eligibility

Delayed, Targeted Recruitment of Current Students with 50-70% Required Tech Course Completion

2.5 GPA

## Student Experience

Online, Asynchronous Career Prep Courses Taught by NC Instructor- Industry Aligned

2 Cohorts per Academic Year

## Employer Experience

2 Networking Opportunities per Academic Year

More Intentional Networking Design

## Operational Updates

Better Utilization of LMS for Student Tracking and CRM for Employer Engagement Tracking

## What We've Done

- ✓ Reduced Networking Rotation Group Size
- ✓ Increased Networking Rotation Times
- ✓ Facilitated Shift from CSCC-hosted Interviews to Employer-hosted Interviews
- ✓ Hosted "Business & Industry Leadership Team" Informed Employer Meeting
- ✓ Collected Feedback From College Staff
- ✓ Leverage JFF: Project ACCESS Grant Dollars for Pilot Rollout and Scaling
- ✓ Adapting In-Person Career Readiness Curricula for Online, Asynchronous Delivery

## What Happens Next?

**Autumn 2026:** Launch of reimagined Earn & Learn pilot with limited MMWS cohort

**Spring 2027:** Launch of second MMWS cohort and first ITFA cohort

**Autumn 2027:** Launch of third MMWS cohort, second ITFA cohort, and first Business cohort

# AY 26-27

**AU26 1st  
Five Weeks**

**AU26 2nd  
Five Weeks**

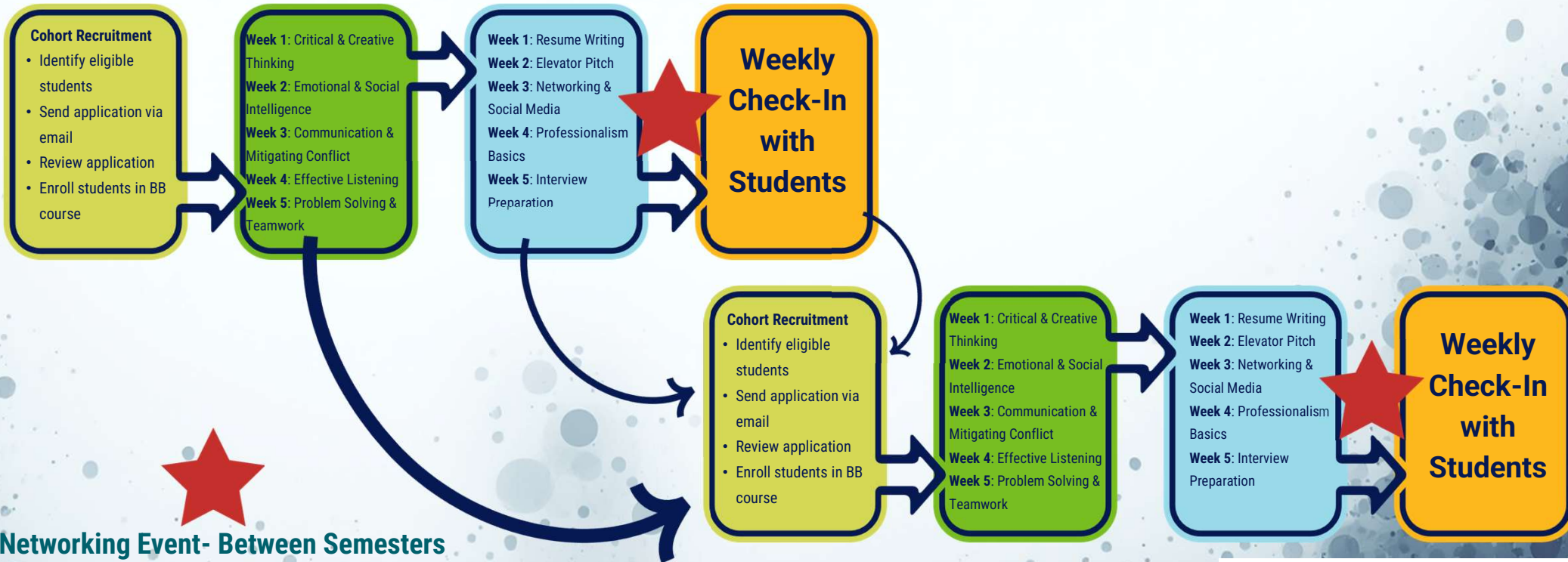
**AU26 3rd  
Five Weeks**

**SP27 1st  
Five Weeks**

**SP27 2nd  
Five Weeks**

**SP27 3rd  
Five Weeks**

**SU27 1st  
Five Weeks**





**THANK YOU**

**Erin McDonough, M.S.**  
**Project Manager**  
**Columbus State Community College**  
**[emcdonough@csc.edu](mailto:emcdonough@csc.edu)**



*Cincinnati State's*  
**COOPERATIVE EDUCATION  
PROGRAM**

Kelly Harper  
Director, Career Center



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# *The Mission*

**Providing access, opportunity, and support in achieving success for individuals seeking exceptional technical, transfer, and experiential/cooperative education and workforce training.**



# THE PILLARS OF *Experiential Learning*



- First two-year college in the United States to establish a mandatory cooperative education (co-op) program.

- **Experiential Learning** is integrated directly into academic programs.

Cincinnati State

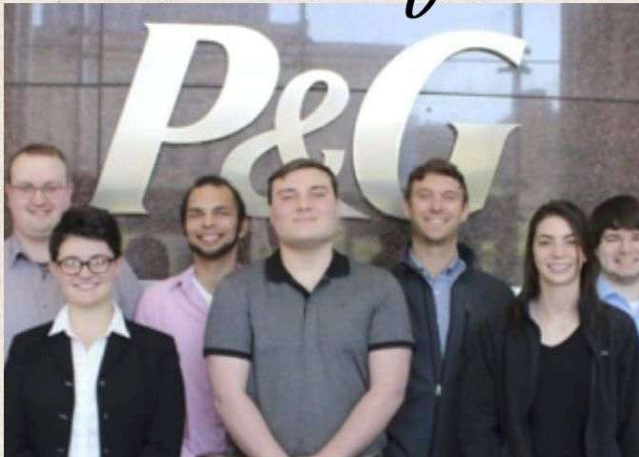
# STUDENT *Benefits*



- **Academic:** career-focused work experience tied to academic credit
- **Career Development:** Chance to gain real-world experience and develop your professional skills
- **Financial Benefit:** Opportunity to earn while you learn
- **Career Readiness:** Strengthen your resume and boost your career readiness

# EMPLOYER

*Benefits*



**More than 300 employer partners**

- Access to talent pipeline
- Cost-effective workforce support
- Reduced recruitment risk
- Flexible staffing models
- Dedicated institutional support

Cincinnati State

# CO-OP PROCESS

Co-op Prerequisites	Co-op Coordinator	On the Job	Completion
<ul style="list-style-type: none"> <li>• Co-op prerequisite course (depending on major) such as a 190 course</li> <li>• Attend a Co-op Orientation</li> <li>• 2.0 GPA or higher</li> <li>• One-on-one meeting with Co-op Coordinator</li> </ul>	<ul style="list-style-type: none"> <li>• Helps students understand the Co-op process</li> <li>• Supports student Co-op job search</li> <li>• Approves and monitors your Co-op experience</li> <li>• Provides guidance and problem-solving to students throughout their work term if questions or challenges arise</li> </ul>	<ul style="list-style-type: none"> <li>• Employer onboards student per employer's procedures</li> <li>• Student will complete the requisite hours with employer and meet job expectations</li> <li>• Coordinator will provide coaching and a site visit(s) throughout the experience</li> <li>• Employer will evaluate student's performance throughout the Co-op</li> </ul>	<ul style="list-style-type: none"> <li>• Employer provides feedback and evaluation of performance through site visit with Coordinator and online evaluation</li> <li>• Student completes assigned Co-op course work</li> <li>• Coordinator evaluates work based on feedback and course work</li> <li>• Coordinator assigns final grade of S – Satisfactory</li> </ul>

# STUDENTS *Register For An Academic Course*

Cincinnati State's co-op program, registration for a co-op course means the student is officially enrolled in the academic co-op experience connected to their work experience.



- The student is enrolled in the appropriate co-op course for that semester
- The student receives academic credit for the work experience
- The experience appears on the student's transcript
- The student maintains official co-op status with the college
- The college can monitor and evaluate the learning experience
- Employers know the student is participating in an approved academic co-op program

# *The Staffing Model*

- Decentralized model
- Dedicated Co-op Coordinators reporting to their academic divisions
- Career Center support

## **Coordinator Responsibilities:**

- Student coaching and readiness
- Employer outreach and relationship management
- Site visits and evaluations
- Compliance and academic oversight



# *Impact on* **STUDENTS**

## **Key Success Indicators**

- Students graduate with experience on their resume
- Many students receive employment offers before graduation
- Students build professional networks early
- Co-op earnings help offset educational costs
- Strong connection between experiential learning and retention

# Challenges

- Scaling employer relationships
- Student readiness gaps
- Economic fluctuations affecting hiring
- Balancing academic schedules with employer expectations
- Ensuring equitable access to opportunities
- Managing varying employer definitions of “internship” vs. “co-op” and paid vs unpaid opportunities
- Student engagement and accountability

# Professional Competencies for Practitioners



## Competency #1: Program Administration and Infrastructure

Demonstrates familiarity with the structure of educational systems, including high school, higher education, and non-traditional pathways, along with an understanding of workforce ecosystems. Applies best practices for designing and implementing effective work-integrated learning (WIL) programs tailored to diverse educational levels and industry requirements, including credit-bearing courses, experiential learning opportunities, and skill-based outcomes.


- Program Administration and Infrastructure
- Student Engagement and Learning
- Employer Engagement and Program Effectiveness
- Assessment and Continuous Improvement
- Career and Professional Development
- Optimized and Accessible Learning Environments
- Program Design
- Technology Utilization
- Communication and Reporting
- Legal and Regulatory Compliance

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# THANK YOU

## Lessons Learned:

- Relationships matter
  - Career readiness must be embedded early
  - Flexibility is essential
  - Faculty partnerships are critical
  - Experiential learning is student retention work
  - Communication is everything
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# Experiential Learning on Your Campus Webinar Series Overview



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- ✓ 2 Designing Earn and Learn Programs
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- 4 Innovative Approaches: Micro-Internships and Project-Based Learning
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- 6 Experiential Learning Recap & New Guide Launch

## Up Next: Building Industry Partnerships

This webinar will explore practical strategies for developing and sustaining meaningful employer relationships within experiential learning programs.

Building on guidance developed through other initiatives, such as the ODHE internship and co-op collaborative, participants will learn how to effectively engage employers, align program design with workforce needs, and create mutually beneficial partnerships that support both student success and business outcomes.

The session will also highlight employer expectations, approaches to preparing students for work-based learning, and best practices for managing partnerships across multiple institutional departments.

# Contact us

 Courtney Tenhover

 [ctenhover@lorainccc.edu](mailto:ctenhover@lorainccc.edu)

 [www.ohiotechnet.org](http://www.ohiotechnet.org)

 Crystal Jones

 [cjones@ohiocc.org](mailto:cjones@ohiocc.org)

 [www.ohiocommunitycolleges.org](http://www.ohiocommunitycolleges.org)



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