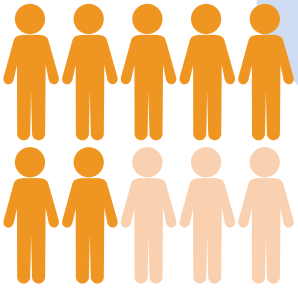
Work-based Learning (WBL) in Montana, **Student and Employer Comparison**



Over **70%** **of students** were interested in all career-connected activities.

Interest in Career-Connected Activities

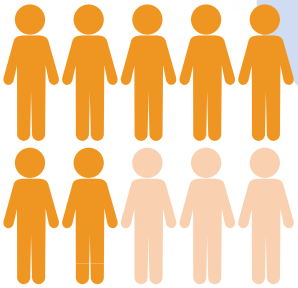
Students showed most interest in these activities:

- Workplace Tours
- Job Shadows
- Internships
- Apprenticeships

Employers showed most interest in providing these activities:

- Internships
- Job Shadows
- Career Fairs
- Service Learning

Students and employers were interested in expanding work-based learning activities that get the students into the workplace and give them a taste of participating in the workforce.



53% of employers stated they were interested in supported work experiences (temporary work with mentorship).

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Both students and employers primarily participate in career exploration activities, rather than more intensive work-based learning activities.

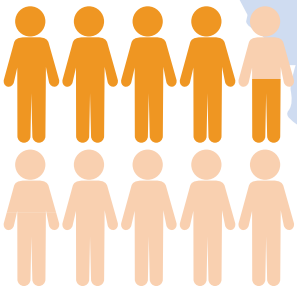
Career-Connected Experience:

Top activities **students** participate in:

Top activities **employers** participate in:

The Montana Work-based Learning Collaborative (WBLC) is a cross-section of 30 public and private sector organizations working to improve, enhance, and expand work-based learning in Montana.

This student data was collected through small focus groups facilitated by WBL Collaborative members. Employer data was collected via an online survey sent to employers across Montana by several industry associations and WBL Collaborative members and partners. Over 350 high school students and 120 businesses participated from across Montana.



44%

of employers offer internships, although few high school students have participated in internships.

This likely indicates that **employers target** their internships at older/more experienced youth.

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