





Virginia Talent + Opportunity Partnership

Did you?

- Complete an internship?
- Host an intern?
- Know someone who did?

What was the impact?

Imagine the impact for VA and the Shenandoah Valley as we scale up these experiences



Agenda

- ✓ **Background**
- ✓ **Purpose**
- ✓ **Goals**
- ✓ **Resources Developed for:**
 - **Students**
 - **Employers**
 - **Educational Institutions**
- ✓ **Valley Internship Experience Workgroup (VIEW)**



Virginia Talent + Opportunity Partnership

2019: VA General Assembly enacted Innovative Internship Fund and Program

2020: re-branded as **The Virginia Talent + Opportunity Partnership (V-TOP)**

- SCHEV - funding
- VA Chamber Foundation
- VA Business Higher Education Council



V-TOP

2020-present: convened **six workgroups (over 200 members)** to identify areas of emphasis, deliverables and a work plan to scale its efforts. Members from public and private colleges and universities, executive agencies, non-profit organizations and the business community.

2023: Senate Bill 1280 – each baccalaureate public higher ed institution shall adopt policies requiring internship or WBL participation be integrated into degree programs

V-TOP



VIRGINIA
**TALENT +
OPPORTUNITY
PARTNERSHIP**

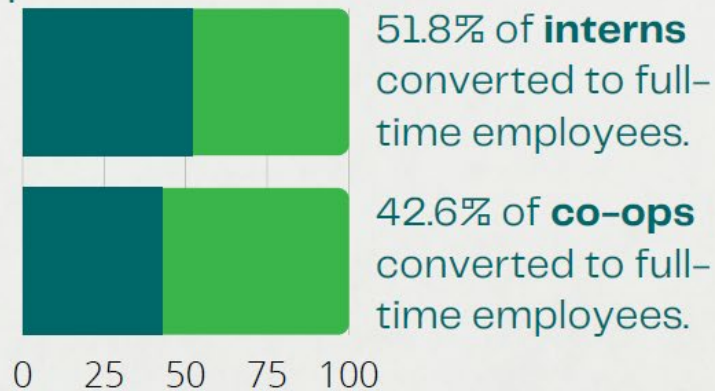
CREATING PATHWAYS TO PROFESSIONS

MAKING VIRGINIA THE **TOP** STATE FOR
BUSINESS, EDUCATION AND TALENT

V-TOP

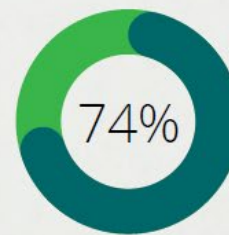
Conversion Rates

Conversion rates for both 2020–21 interns and co-ops have largely settled back to where they were pre-pandemic.



Retention Rates

The retention rates for both interns and co-ops after one year are closely aligned based on where they gained experience.



Internal experience



External or no experience



V-TOP: Connecting Students to Work-Based Learning Statewide

V-TOP's Purpose

- **Grants to institutions to expand paid and credit-bearing** student internships and other work-based learning opportunities in collaboration with Virginia employers.
- **Statewide initiative to facilitate the readiness** of students, employers, and institutions of higher education to participate in internship and work-based learning.

V-TOP: Connecting Students to Work-Based Learning Statewide

Goals

- Retain students in the state after graduation to contribute to the goal that 70% of the adult population have a post-secondary credential by 2030, which will help ensure the availability of talent for companies.
- **Big goal: 100,000 new internship slots by 2033**

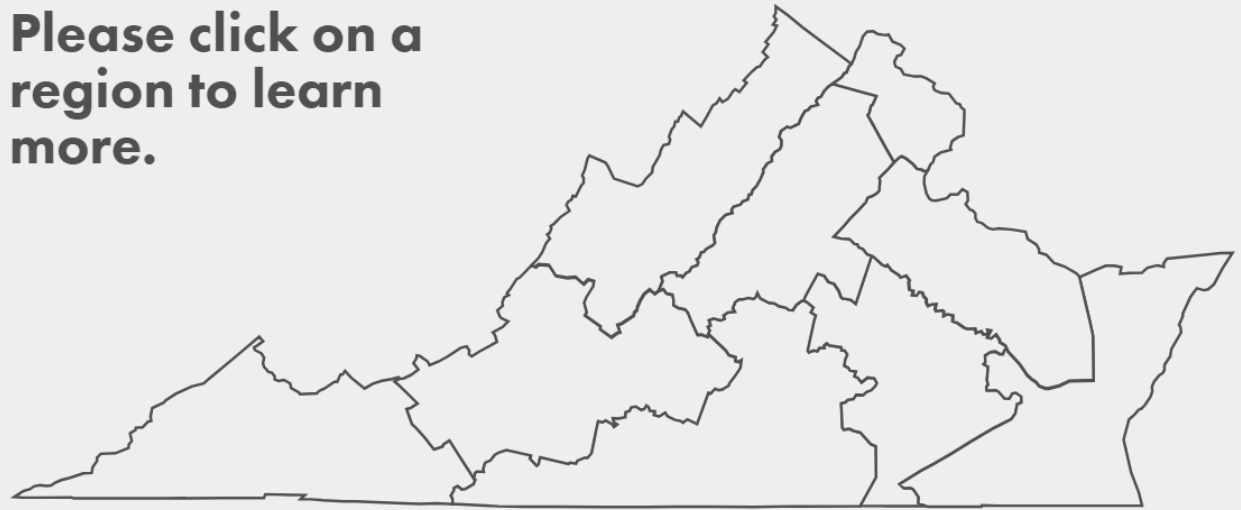
V-TOP Regional Collaboratives

FIND YOUR REGION

Virginia TOP is rolling out regional support services for employers, students and institutions of higher education. To learn about our support for work-based learning in your area, select your county or city on the map or below:

Choose your locality... ▾

Please click on a region to learn more.



V-TOP Regional Collaboratives

Regional Collaborative

Concept:

Funds one or two people who are responsible for thinking every day about how to:

- Identify and link existing work-based learning activities
- Present those opportunities to employers
- Support employers
- Support students

Required Partners

Model:

GO VA regions

- PK-12
- Public and private colleges and universities
- Regional chambers of commerce
- Economic development reps
- Industry groups
- Employers
- Other relevant organizations which will vary by region

V-TOP Regions



V-TOP Resources

Student Readiness

Employer Readiness

Educational Institution Readiness



V-TOP Resources to Support Students

Student Readiness:

Free, online modules

- “Developing Career Readiness Skills”
- “Internship Toolkit” (resume advice, interview skills, etc.)

Proclamation by Governor Youngkin of July 28, 2022, as Virginia Intern Day

V-TOP Resources to Support Students

Student Modules: Competency Development

The screenshot shows the user interface for the 'Developing Career Readiness Skills' course. On the left is a dark blue sidebar with navigation icons for Account, Dashboard, Courses, Calendar, Inbox, Search, and Help. The main content area has a header 'Developing Career Readiness Skills' and a large green banner with the title 'DEVELOPING CAREER READINESS SKILLS'. Below the banner is a welcome message: 'Welcome to Developing Career Readiness Skills. In this course, you will identify and further develop career readiness skills by establishing individualized competency development goals, creating a plan for accomplishing those goals, articulating accomplishments, and shaping a competency development story. You will need to complete the Course Foundations module before moving on to the other modules.' A green button labeled 'Course Foundations' is positioned below the text. Under the heading 'Course Modules', there are eight teal buttons arranged in two columns: '1. Career & Self Development', '2. Communication', '3. Critical Thinking', '4. Equity & Inclusion', '5. Leadership', '6. Professionalism', '7. Teamwork', and '8. Technology'. At the bottom of the module list is a teal button for 'Military Internship Opportunity'.

The modules provide:

- online training on career-readiness competencies
- guided student reflection opportunities through iGROW with V-TOP
- information through the Department of Veteran Services for service members preparing to transition into opportunities within VA

V-TOP Resources for Employers

All Virginia Employers	<ul style="list-style-type: none">➤ Resources/connection with Regional Collaboratives➤ Apply for Virginia TOP Employer for Intern award➤ Participate in annual Virginia Intern Day➤ Developing an Internship Program (online course, FREE)
Mid-size & Small Employers <ol style="list-style-type: none">1. 250 employees or fewer2. for-profit or non-profit3. NOT state/local gov, colleges/universities4. Offering paid internships5. Complete 6/8 modules from <i>Developing an Internship Course</i>	<ul style="list-style-type: none">➤ iQuasar staffing agency services
Small Employers <ol style="list-style-type: none">1. all of the above2. 150 employees or fewer3. offering paid, net new internship positions4. must use iQuasar staffing agency to access matching funds	<ul style="list-style-type: none">➤ Matching funds (1:1) for new internships

Developing an Internship Course

Definitions and Types of Internships & Work-Based Learning Opportunities

1

Learning Objectives:

- Define experiential learning, work-based learning, and internship
- Examine principles of experiential learning
- Identify different types of work-based learning opportunities
- Identify how internships can benefit your business
- Identify the benefits students reap from internships

Estimated Completion:

- 1 hour
- 5 Infographics
- 6 Videos
- 2 Other Resources
- 13 Quizzes & Assignments

Successful Internship Characteristics

2

Learning Objectives:

- Identify quality assurance factors
- Identify two main key metrics used to measure effectiveness of the internship
- Identify two factors that promote successful program characteristics
- Define the role of the intern program manager, intern, manager/supervisor, and mentor
- Identify best practices that are an integral part of an internship

Estimated Completion:

- 1 hour
- 9 Infographics
- 2 Videos
- 3 Other Resources
- 14 Quizzes & Assignments

Program Development

3

Learning Objectives:

- Identify three factors to be considered when assessing the need for an internship program
- Identify the key areas for planning and developing an internship program
- Discuss the financial considerations for creating an internship program
- Discuss ways to prepare the general workforce for an internship program
- Identify common challenges with developing an internship program
- Discuss strategies to evaluate internship programs on an ongoing basis

Estimated Completion:

- 1 hour
- 6 Infographics
- 11 Quizzes & Assignments

Sourcing and Recruitment

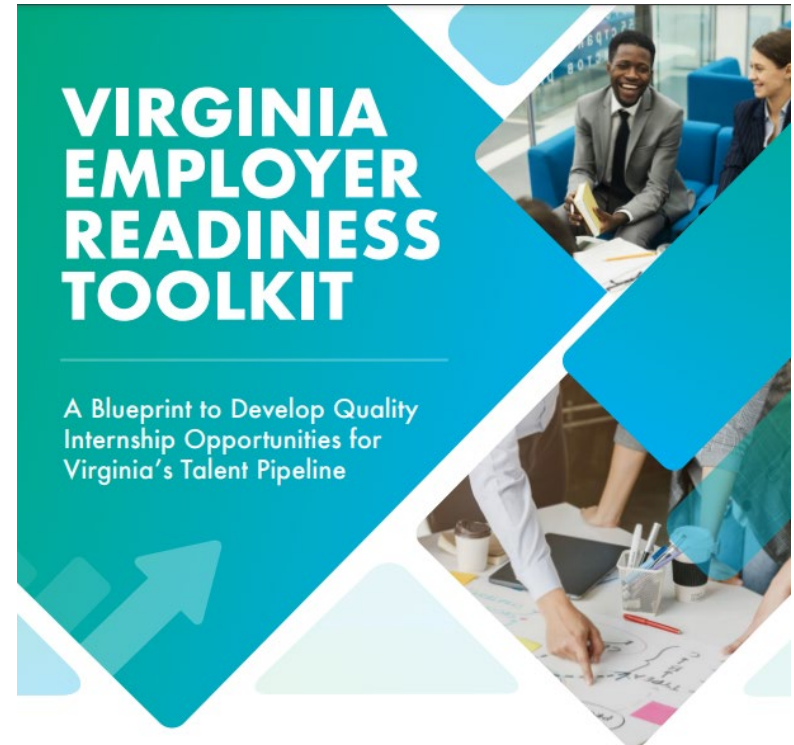
4

Learning Objectives:

- Identify the steps in the internship planning process
- Describe what hiring managers should consider when determining internship needs
- Identify how to develop a compelling internship position description
- Describe the process of developing a marketing and recruiting strategy
- Identify two benefits of internships for candidates
- Identify ways to ensure an organization meets diversity, equity, and inclusion goals
- Understand where and how to conduct candidate sourcing

Estimated Completion:

- 1 hour
- 7 Infographics
- 1 Video
- 1 Other Resource
- 14 Quizzes & Assignments



A RESOURCE OF THE



VIRGINIA
TALENT +
OPPORTUNITY
PARTNERSHIP

CREATING PATHWAYS TO PROFESSIONS

VISIT

VirginiaTOP.org



[@VirginiaTOPorg](https://www.facebook.com/VirginiaTOPorg)

Staffing Agency Services (iQuasar)

Intern Recruitment

- Develop your intern position description
- Market, advertise, and post your intern position
- Source applicants
- Screening process, interviews
- Present final candidates
- Support for final interviews
- Communication with all applicants

Employer of Record for Intern

- Onboarding, background checks
- Orientation
- Intern check-ins, feedback
- Support for for-credit internships
- Support for performance reviews
- Off-boarding, exit interview

Assessment & Evaluation

1. Intern and employer surveys

Invoicing & Billing

1. You approve intern timesheets
2. Staffing agency pays wages
3. You receive monthly bill



V-TOP Resources to Support Institutions

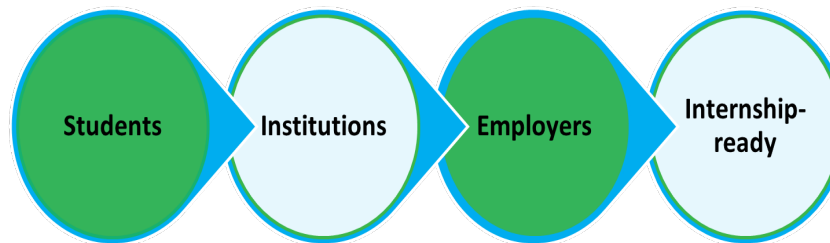
Institutional Readiness

- Awarded Vision Grants to eight institutions (\$25,000 each); award additional grants (in progress).
- Awarded professional development scholarships to faculty and staff whose career involves expanding internship and work-based learning opportunities.
- Developed a Federal Work-Study toolkit.
- Award the first grants to institutions to transform Federal Work-Study into internships [allocated funds in the amount of \$630,000 for FY 2023 and \$930,000 for FY2024] (in progress).
- Design and launch “Career Champions” modules for faculty and staff who assist students with career planning (in progress).
- Complete the work for the Council of Presidents Workgroup on Data Governance (in progress).

V-TOP Measuring Success

Student, Employer and Institutional Readiness

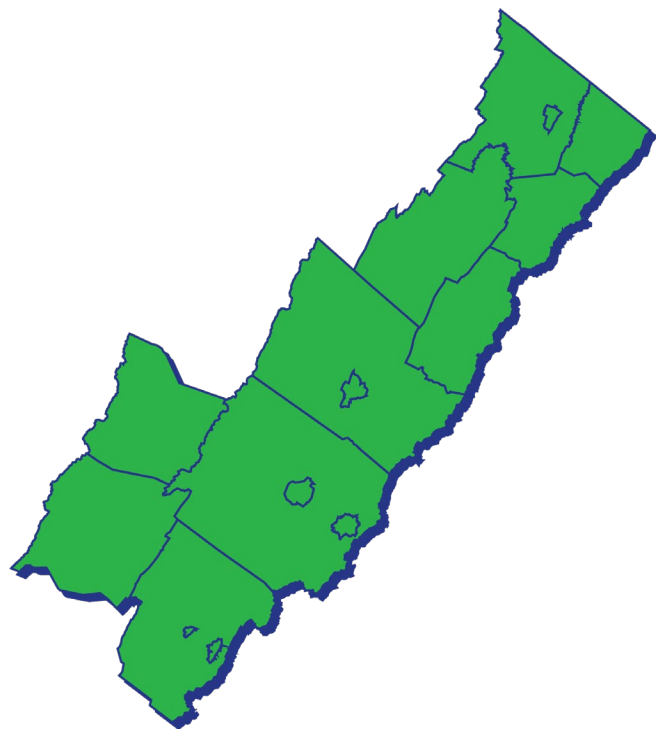
Procured external evaluators to assist with establishing baseline data, determining measures of success, setting targets, tracking progress and reporting outcomes (in progress).





V-TOP

Valley Internship Experience Workgroup (VIEW)



GO Virginia Region 8: Buena Vista, Harrisonburg, Lexington, Staunton, Waynesboro, Winchester, Augusta, Bath, Clarke, Frederick, Highland, Page, Rockbridge, Rockingham, Shenandoah, Warren

V-TOP

Valley Internship Experience Workgroup (VIEW)

GO Virginia Region 8: economic growth and diversification plan recognizes importance of strengthening talent development and retention pipeline, specifically prioritizing expansion of regional work-based learning (WBL) and internship opportunities

VIEW purpose: to collaboratively survey internship and work-based learning programs available in region and develop strategies to significantly increase number available



V-TOP

Valley Internship Experience Workgroup (VIEW)

Project Goals:

- Create inventory of existing & prospective WBL initiatives
- Develop strategies to replicate and grow WBL initiatives
- Facilitate employer and student access to support resources
- Develop region wide recruitment event(s)



V-TOP

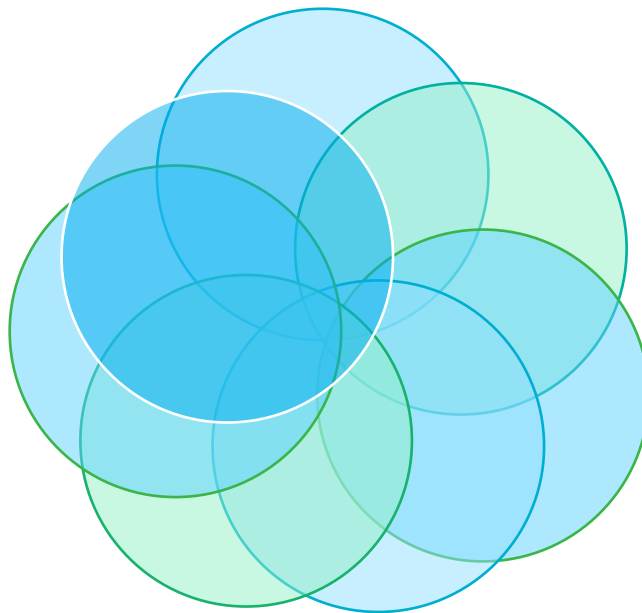
Valley Internship Experience Workgroup (VIEW)

Project Objectives:

- Convene Region 8 stakeholders and gather information
- Create committees to:
 - Inventory existing opportunities for employers to engage with students
 - Begin to identify employer needs for engagement not currently available
 - Develop implementation plan and execute milestones to advance internship and WBL opportunities

How to Get Involved + Stay Connected to V-TOP

- Celebrate the annual Virginia Intern Day on July 27, recognizing interns
- Follow V-TOP on social media at VirginiaTOPorg (FB & Twitter)
- Consider completing the employer and/or the student readiness modules
- Review the employer toolkit and ensure your internship program follows best practices
- Stay tuned for more information about support for small businesses and eligibility for matching funds for intern wages and other subsidies
- Subscribe to the V-TOP monthly newsletter (on the Home page)



V-TOP

Valley Internship Experience Workgroup (VIEW)

Questions & Feedback

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