



VIRGINIA  
**TALENT +  
OPPORTUNITY  
PARTNERSHIP**

CREATING PATHWAYS TO PROFESSIONS



# Agenda

- Purpose
- Benefits of Internships for Employers & Students
- Resources Developed for:
  - Employer Readiness
  - Student Readiness
  - Institutional Readiness
- How You Can Get Involved

# Virginia Talent + Opportunity Partnership

## V-TOP Statutory 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.

# Virginia Talent + Opportunity Partnership



VIRGINIA  
**TALENT +  
OPPORTUNITY  
PARTNERSHIP**

CREATING PATHWAYS TO PROFESSIONS

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

# Virginia Talent + Opportunity Partnership

## TOP State for Talent

- ✓ Distinguish the Commonwealth of Virginia as the leading state for higher education and talent pathways
- ✓ Most internship-ready students, employers and institutions of higher education
- ✓ 100,000 new internship slots by 2033
- ✓ Every student enrolled at a Virginia institution of higher education has the opportunity to graduate with a paid, employment-based, authentic, applied learning experience

# Work-Based Learning: Benefits to Employers

At both the **one-year** and **five-year marks**, hires who have interned with the employer (**internal interns**) are **more likely to be retained** than hires who interned with other organizations (external interns) and hires with no internship experience.

**At one year:**

- **16% more likely to be retained than external interns**
- **32% more likely to be retained than new hires who lack internship experience**

Source: NACE, Internship & Co-op Survey Report, 2021

# Work-Based Learning: Benefits to Students

- **\$3,096:** Increase in annual wages one year after graduation for students who took a **paid internship**, even when accounting for differences in pay based on field of study, gender, and race/ethnicity

Other work-based learning experiences – unpaid internships, practicums, and cooperative learning – are not associated with an earnings benefit one year after graduation

- Among current students, **paid internships** are linked with **greater confidence they will be successful** in the job market and confidence in the value of their education

# Work-Based Learning: Benefits to Students (cont'd)

- Work-based learning defined more generally is tied to **noneconomic post-graduation success**

Bachelor's degree holders who had a work-based learning experience report greater career satisfaction and are more likely to say their education helped them to achieve their goals and was worth the cost

- **Access to paid internships is uneven**

Black and Latino students, women, low-income, and first-generation students are less likely to experience a paid internship. Even when controlling for variation across majors, these disparities remain

Source: Strada, The Power of Work-Based Learning, March 2022



# V-TOP Supports Work-Based Learning

## Resources Developed at the State Level Available through Regional Grantees

Facilitate the **readiness** of employers, students and institutions of higher education to scale significantly high-quality work-based learning.

SCHEV is partnering with the Virginia Chamber Foundation to develop the employer readiness resources.

# V-TOP Supports Work-Based Learning

## Resources Developed at the State Level Available through Regional Grantees

For employers:

- Employer Readiness Toolkit, created in partnership with the Chamber ([www.VirginiaTOP.org](http://www.VirginiaTOP.org))
- Online modules based on the toolkit, with step-by-step guidance for companies that want to start internship programs; includes info re: Veterans Fellowship through DVS (fall 2022)

# Virginia TOP Website Launched in October 2020



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

# VIRGINIA EMPLOYER READINESS TOOLKIT

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A Blueprint to Develop Quality  
Internship Opportunities for  
Virginia's Talent Pipeline



# Employer Readiness Toolkit Content

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- 25 Legal Considerations
- 26 Intellectual Property (IP) Ownership
- 26 Non-Disclosure Agreements (NDAs)
- 26 Furloughs and Layoffs
- 26 Evaluation and Assessment
- 27 Continuing Engagement Post-Internship

# V-TOP Supports Work-Based Learning

## Resources Developed at the State Level Available through Regional Grantees

For employers:

- One-on-one and small group coaching and mentoring for employers as they develop internship programs (rolling out in regions now through spring 2024)
- New work experience designed for **1st and 2<sup>nd</sup> year students** will support employers to engage with students earlier and offer flexibility in the type of tasks interns can perform (coming spring 2023)

# V-TOP Supports Work-Based Learning

## Resources Developed at the State Level Available through Regional Grantees

For employers (cont'd):

- Organized menu of options for employer engagement with students by region (rolling out by region now)
- Regional event focused on connecting employers to students for work-based learning (rolling out by region)
- VA Voyager, developed by VDOE, is a new technology platform to reach high school and community college students (rolling out over 2022 & 2023)

# V-TOP Supports Work-Based Learning

## Resources Developed at the State Level Available through Regional Grantees

For employers (cont'd):

- Support for small employers to develop intern job descriptions, post them to Virginia institutions (and high schools), collect and screen applications, schedule interviews, hire & manage payroll (with pending budget increase)
- Matching funds for some small employers, eligibility criteria to be determined (with pending budget increase)



# V-TOP Supports Work-Based Learning

## Resources Developed at the State Level Available through Regional Grantees

For students:

- Online modules based on career-ready competencies developed by the National Association of Colleges and Employers (coming fall 2022)
- Online modules to assist students to secure an internship (resume advice, interview skills, etc.)
- 1<sup>st</sup> and 2<sup>nd</sup> year experience
- Regional event to connect with employers for work-based learning

# V-TOP Supports Work-Based Learning

## Resources Developed at the State Level

For institutions of higher education:

- Grants
- Professional development scholarships

# V-TOP Supports Work-Based Learning

## Vision Grants (Round 3)

- Presidential-level task force to articulate a vision for experiential learning for students
- Comprehensive plan to achieve vision
- Open to public and private institutions
- 8 grants awarded to: Marymount, ODU, P&HCC, Radford, TCC, UVA, UVA-Wise, VCU
- Leads to consensus for a statewide vision
- **Up to \$25,000**

# V-TOP Supports Work-Based Learning

## Regional Collaborative Grants (Round 4)

- One application may be submitted from each GO Virginia region to support regional collaborative efforts to connect employers to students and assure the readiness of employers, students and institutions to increase significantly the number of high-quality paid internships and other work-based learning opportunities
- 4 grants awarded to Regions 2, 4, 5 and 9
- **Up to \$250,000 over two years, optional annual renewals after two years**

# V-TOP Supports Work-Based Learning

## Professional Development Scholarships

- **Graduate students** in education, human services/social work, counseling/school psychology and human resource programs whose career interests include: working in the career services office at a college or university; career and technical education at a high school; human resources at a company when the role includes recruiting student interns; and research with a focus on college to career transitions, etc.
- **Practitioners:** Professionals at institutions of higher education whose career involves connecting students, institutions of higher education and the employer community with the goal of expanding paid and credit-bearing internship and other work-based learning opportunities (job shadowing, tours, mentorship, externships, apprenticeships, field experiences, etc.).
- **Up to \$2,500**

# How Can You Get More Involved?

- Celebrate the first Virginia Intern Day on Thursday, July 28 by recognizing interns & asking interns to post about their experience
- Apply for a Vision grant
- Participate in a regional collaborative grant
- Review the toolkit and promote it to employers
- Subscribe to the V-TOP monthly newsletter (on the Home page)
- Follow V-TOP on social media

# Contact Information by Region

Region 2: Counties of Alleghany, Amherst, Appomattox, Bedford, Botetourt, Campbell, Craig, Floyd, Franklin, Giles, Montgomery, Pulaski, and Roanoke, and the cities of Covington, Lynchburg, Radford, Roanoke and Salem

VT, Quina Weber-Shirk, Regional Internship Project Coordinator

[quina@vt.edu](mailto:quina@vt.edu)

Region 4: Counties of Charles City, Chesterfield, Dinwiddie, Goochland, Greensville, Hanover, Henrico, New Kent, Powhatan, Prince George, Surry, and Sussex, and the cities of Colonial Heights, Emporia, Hopewell, Petersburg and Richmond

VCU, Sean Walden, V-TOP Coordinator, [swalden2@vcu.edu](mailto:swalden2@vcu.edu)

Chamber RVA, Andrew Knight, Program Coordinator, RVA NOW

[Andrew.knight@chamberrva.com](mailto:Andrew.knight@chamberrva.com)

# Contact Information by Region

Region 5: Counties of Accomack, Isle of Wright, James City, Northampton, Southampton, and York, and the cities of Chesapeake, Franklin, Hampton, Newport News, Norfolk, Poquoson, Portsmouth, Suffolk, Virginia Beach and Williamsburg ODU, Brian K. Payne, Vice Provost of Academic Affairs

[bpayne@odu.edu](mailto:bpayne@odu.edu)

Region 9: Counties of Albemarle, Culpeper, Fauquier, Fluvanna, Greene, Louisa, Madison, Nelson, Orange, and Rappahannock, and the city of Charlottesville

UVA, David Lapinski, Director of Employer Relations and Experiential Learning

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# Contact Information

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