



VIRGINIA
**TALENT +
OPPORTUNITY
PARTNERSHIP**

CREATING PATHWAYS TO PROFESSIONS



Goal of this Presentation

Facilitate Council's discussion of V-TOP by reviewing:

- **The issue (talent migration)**
- **Virginia's response (V-TOP)**
- **Purposes of V-TOP**
- **V-TOP's Timeline and Milestones**
 - **History**
 - **Present**
 - **Future**

Issue: Talent Migration

College graduates are leaving Virginia at a faster rate than the Commonwealth attracts new residents.



Source: National Bureau of Economic Research

Response to Talent Migration

2018

The General Assembly appropriated funding to SCHEV to **encourage public institutions to develop partnerships that will produce innovative, paid internship opportunities for students**

2020

In collaboration, SCHEV and the Virginia Chamber of Commerce rebranded the program as the **Virginia Talent + Opportunity Partnership (V-TOP)**

2019

The General Assembly expanded and enacted the effort into statute as **the Innovative Internship Fund and Program**

Virginia Talent + Opportunity Partnership: Connecting Students to Work-Based Learning Statewide

V-TOP Purpose (grounded in statute)

- **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.

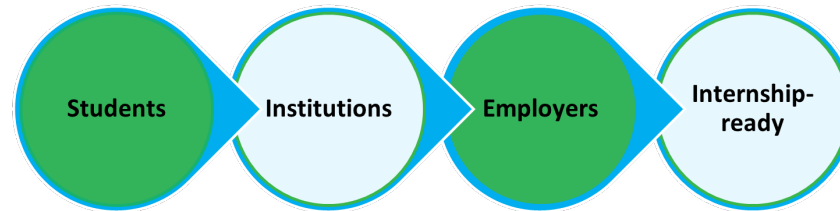
Virginia Talent + Opportunity Partnership

- **The Virginia Talent + Opportunity Partnership (V-TOP)** is a formally-established collaboration between SCHEV and the Virginia Chamber of Commerce. V-TOP is funded through the Commonwealth Innovative Internship Fund (**\$5M** in **FY2023** and **\$12M** in **FY2024**).
- In 2020 and 2021, V-TOP convened **six workgroups (over 200 members)** to identify areas of emphasis, deliverables and a work plan to scale its efforts. Today, workgroups continue to emerge and support the initiative. These workgroups include members from public and private colleges and universities, executive agencies, non-profit organizations and the business community.
- The **Virginia Chamber Foundation** maintains externally the V-TOP website (<https://virginiatop.org>), a freestanding online resource for students, employers and institutions of higher education.

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 will have an opportunity to graduate with a paid, employment-based, authentic, applied learning experience (goal drafted by a workgroup of the Council of Presidents)

Timeline and Milestones

Through 2022

- **Awarded Regional Collaborative Grants** to six regions (up to \$250,000 over two years)
- Awarded **Vision Grants** to eight institutions [seven public and one private](\$25,000 each)
- Secured **proclamation by Governor Youngkin** of July 28, 2022, as **Virginia Intern Day (first such proclamation in Virginia)**
- Hired two new staff dedicated to V-TOP
- Launched **employer readiness modules**: “Developing an Internship Program” (free online modules on the V-TOP website)
- Launched **student career-readiness modules**: “Developing Career Readiness Skills” (free online modules on the V-TOP website)

Timeline and Milestones

Through 2022 (con't)

- Procured a **staffing agency** to assist small employers
- Procured an external evaluator
- Developed a toolkit to assist with **transforming Federal Work-Study (FWS)** jobs into internships
- Coordinated with the Council of Presidents (COP) on a **data governance workgroup**
- Discussion about the Governor's new workforce model

Timeline and Milestones

Timeline for 2023

- Award vision grants to ten additional institutions (\$250,000 allocated)
- Award grants to additional regional collaboratives (6 of 9 regions are currently funded at up to \$125,000 per year)
- Award the **first grants** to institutions **to transform Federal Work-Study into internships** (\$630,000 in FY2023 and an estimated \$930,000 in FY2024)
- **Develop criteria and allocate matching funds to employers (Year One – pilot ~500 interns]**
- Use staffing agency services for small businesses

Timeline and Milestones

Timeline for 2023 (con't)

- Facilitate and **celebrate the second Virginia Intern Day**
- Complete a statewide outreach and awareness plan
- In consultation with the external evaluator, implement the **evaluation plan**, including establishing baseline data, and setting target outcomes

Timeline and Milestones

Future plans (2024 and beyond)

By June 2024

- Complete Career Champions, and additional employer modules
- Design and launch module for non-traditional population

By June 2026

- Create **21,500** new internship slots to include 5,000 FWS jobs transformed into internships

By June 2033

- Create and sustain **100,000** new internship slots to include 18,000 transformed FWS jobs

Summary

Statewide initiative to facilitate the readiness of students, employers, and institutions to participate in internship and work-based learning (Va. Code § 23.1-903.4).

Student Readiness:

- Launched student career-readiness modules (free, online resources)
- Secured proclamation by Governor Youngkin of July 28, 2022, as Virginia Intern Day

Employer Readiness

- Launched employer readiness modules (free, online resources)
- Awarded Regional Collaborative Grants to six regions (up to \$250,000 over two years); award grants to three remaining regions **(in progress)**
- Procured staffing agency for small businesses
- Allocate the matching funds to employers during summer internships [Year One – pilot ~500 interns] **(in progress)**

Institutional Readiness

- Awarded Vision Grants to eight institutions (\$25,000 each); award additional grants **(in progress)**
- 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)**
- Complete the work for the Council of Presidents Workgroup on Data Governance **(in progress)**
- Developed a Federal Work-Study toolkit

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