



VIRGINIA  
**TALENT +  
OPPORTUNITY  
PARTNERSHIP**

CREATING PATHWAYS TO PROFESSIONS



# Agenda

- ☑ Background
- ☑ Purpose
- ☑ Goal
- ☑ Resources Developed for:
  - Student Readiness
  - Employer Readiness
  - Institutional Readiness
- ☑ Regional Approach
- ☑ V-TOP's 2023 Highlights
- ☑ Next Steps in 2024

# Virginia Talent + Opportunity Partnership (V-TOP)

## Background

The Virginia Talent + Opportunity Partnership (V-TOP) is a formally established collaboration between the State Council of Higher Education for Virginia (SCHEV), the Virginia Chamber Foundation, and the Virginia Business Higher Education Council. V-TOP is funded through the Commonwealth Innovative Internship Fund.

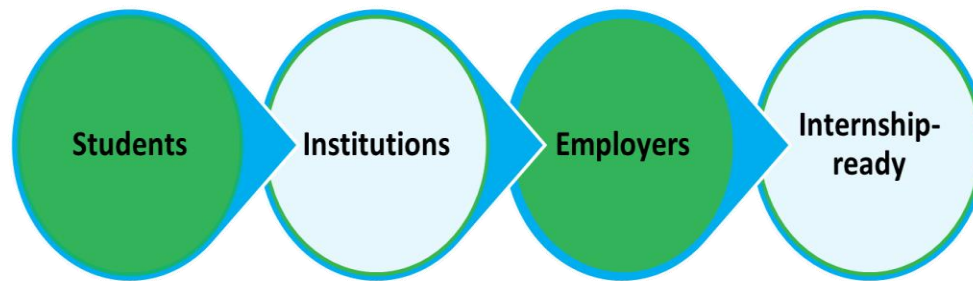
## Purpose

V-TOP is **grounded in statute**: 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).

- **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 Goal

- Have the most internship-ready students, employers and institutions of higher education.



- Every graduate of a Virginia two-year and four-year institution has participated in at least one paid or credit-bearing student internship or work-based learning (WBL) opportunity.

# Student Readiness

- Launched student career-readiness and internship toolkit online modules
  - First-year and second-year experience (iGrow with V-TOP)
- Secured proclamation by Governor Youngkin for July 28, 2022, and July 27, 2023, to be known as Virginia Intern Day
- Provided professional development scholarships for graduate students exploring a career in career services or PK-12 Career and Technical Education (CTE)
- Piloted the Commonwealth of Virginia (COVA) summer program in partnership with the Virginia Department of Human Resources to enhance state agency internships and offer professional development to student interns.



# Employer Readiness

- Launched employer readiness “Developing an Internship Program” on-demand, online modules.
- Procured a statewide staffing agency for VA-based small businesses (250 or fewer employees) – **30+** employers are participating in the program
- Allocated matching funds to VA-based small businesses (150 or fewer employees)
- Acquired **108** mentorship training slots through Mentor VA for employers, supervisors, and students
- Recognized **100** top employers on Virginia Intern Day on July 27, 2023



# Institutional Readiness

- **Grants**

- Awarded Vision Grants to **nine** institutions (eight public, one private)
- Transforming Federal Work-Study grants awarded to **eight** public institutions in 2023.
- **New Grants:** Institutional Readiness Student Support (received **12** responses from public institutions), and Institutional Data Collection grants (received **12** responses from public institutions)

- **Professional Development & Training**

- Professional development scholarships (**up to \$2500**) to career practitioners or internship coordinators at institutions
- Engaged **three** community colleges in the Works work-ethic certification training.

- **Internship and Work-Based Learning Practices**

- Completed the work for the Council of Presidents Workgroup on Data Governance



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# V-TOP Regional Collaboratives

Led by VA Public Institutions or Higher Education Centers

R1: UVA-Wise University

R2: Virginia Tech University

R3: Institute of Advanced Learning and Research

R4: Virginia Commonwealth University

R5: Old Dominion University

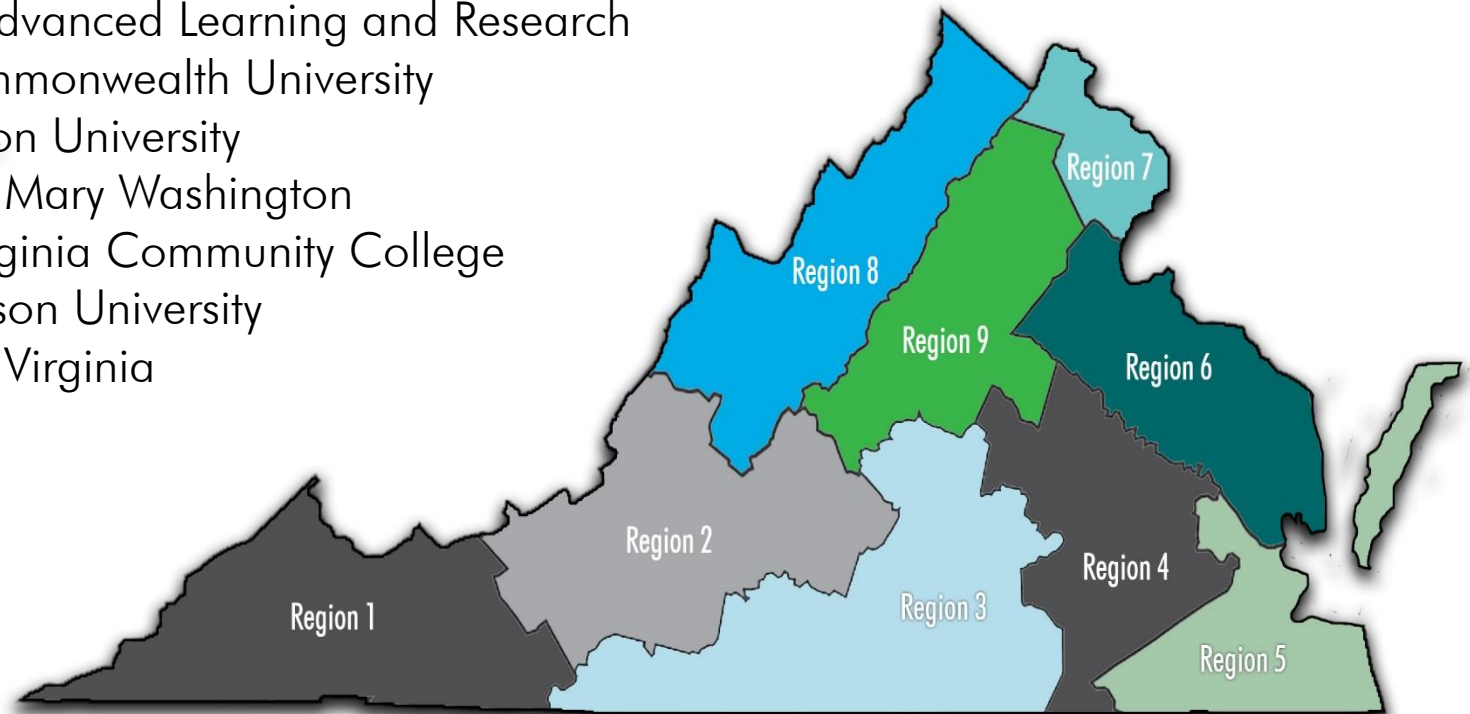
R6: University of Mary Washington

R7: Northern Virginia Community College

R8: James Madison University

R9: University of Virginia

V-TOP Regions





# V-TOP Regional Collaborative

## Goal

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, students, and institutions of higher education

# Regional Collaborative Partnerships

## Required Partners

- PK-12
- Public and private colleges and universities
- Regional chambers of commerce
- Economic development partnerships
- Industry groups
- Employers
- Other relevant organizations in the region



# V-TOP's Top 2023 Highlights

## State-level

- **Established baseline data outcomes:** SCHEV/V-TOP conducted a [credit-bearing internship outcomes report](#) from 2020-2022.
  - AY19-20 (22,946), AY20-21 (19,455), and AY 21-22 (21,228)
- **Collaboration:** Piloted the Commonwealth of Virginia (COVA) summer program in partnership with the Virginia Department of Human Resources
- **Expansion:** Hired new staff, Fiscal Services Specialist and Work-Based Learning Analyst
- **Increased state and national awareness:** Presented at the VA Chamber/VBHEC annual Education & Workforce Conference, Southern Association of Colleges and Employers (SoACE), VCCS Hire Education Conference, Virginia Association of Colleges and Employers and participated in a podcast with the Metropolitan Educational Research Consortium (MERC)

# V-TOP's Top 2023 Highlights

## Student + Employer + Institutional Readiness

- Combined student and employer readiness modules of over 1,000 users since November 2022.
- Summer 2023 – All **9** regions are funded and operational
- Recognized **100** top employers on Virginia Intern Day on July 27, 2023 (69% increase from 2022)
- Combined **30+** employers using iQuasar, the statewide staffing agency, and matching funds services in 2023.
- Awarded over a **million dollars** in grants to institutions in 2023.
  - Regional Collaborative, Vision Grants, Transformation of Federal Work-Study, Professional Development Scholarships, and Mike Rowe Works Curriculum

# 2024 Next Steps for V-TOP

## Expand internal capacity

- Hire additional V-TOP Staff – Associate for Work-Based Learning Initiative
- Expand the **Commonwealth of Virginia (COVA) Connection Internship program** – involve state agencies and student interns.

## Address data collection needs and legislative outcomes

- Compile and complete the **credit-bearing internship report** for AY 2022-2023
- Complete the **Annual Progress Report** in collaboration with the Virginia Department of Workforce Development and Advancement § [23.1-903.4](#)
- Explore **student survey options**: National Survey of College Internships (NSCI), National Survey of Student Engagement (NSSE), and the National Association of Colleges and Employers (NACE).
- Monitor the outcomes and recommendations of the **SB 1280 Workgroup**.

# 2024 Next Steps for V-TOP

## Expand resources and outreach efforts

Continue to scale activities referenced under statewide resources and readiness outcomes.

- **Student Readiness:**
  - Increase the number of student interns (100) recruited through the staffing agency services.
- **Employer Readiness:**
  - Increase the number of employers participating in the staffing agency and matching funds services.
  - Increase the number of employers participating in Virginia Intern Day by 80% in 2024
  - Communicate the importance of providing paid internship opportunities broadly with the business community.
  - Advocate for mentorship activities within a student's internship experience.
- **Institutional Readiness:**
  - Award over three million in grants - Institutional Readiness Student Support, Data Collection, and Implementation Grants

## Utilize Metropolitan Educational Research Consortium (MERC) resources and recommendations

- Continue using a statewide system change approach to support agreed-upon talent pathways and definitions for internships and work-based learning experiences.

# Follow Us



# Contact Information

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