

Virginia Talent + Opportunity Partnership

V-TOP Fiscal Year 2024 Outcomes Report

PURPOSE: The purpose of Virginia Talent + Opportunity Partnership (V-TOP) program is to expand paid and credit-bearing student internships and other work-based learning opportunities in collaboration with Virginia employers and to facilitate the readiness of students, employers, and institutions of higher education to participate in internship and work-based learning.

V-TOP'S GOAL: 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.

ADDITIONAL READINESS RESOURCES: V-TOP offers work-based learning support services for employers, students and institutions of higher education in Virginia. Connect|Focus|Grow is a collaboration between V-TOP and Mentor Virginia to bridge the gap between internships and career readiness by providing mentorship training.

Student Readiness:

- ❖ Increased the number of students using career-readiness modules by 61%.
- ❖ Launched student "Internship Toolkit" online modules with over 300 users to date.
- ❖ Placed 83 students in a paid internship through the statewide staffing agency and matching grants program.

Institutional Readiness:

- ❖ Awarded 12 Institutional Student Internship Support grants (\$100,000 each) to remove barriers to student participation in internship opportunities.
- ❖ Awarded 12 Institutional Internship Data Collection grants (up to \$100,00 each) to expand Virginia's public institution's data collection efforts on internship and work-based learning experiences.
- ❖ Awarded two Vision Grants (\$25,000 each) to establish an internship and work-based learning vision on campus.
- ❖ Developed a Federal Work-Study toolkit.
- ❖ Awarded eight grants to transform Federal Work-Study into Internship positions (\$630,000 FY2023/\$930,000 FY2024).
- ❖ Awarded 13 Practitioner Professional development scholarships.
- ❖ Engaged three community colleges in the Mike Rowe Works work-ethic curriculum training.

Employer Readiness:

- ❖ Engaged employers in employer-readiness modules, “Developing an Internship Program.”
- ❖ Awarded Regional Collaborative Grants to all nine V-TOP regions (\$250,000 over two years, \$125,000 each additional year).
- ❖ Recognized 136 Top Employers for Interns Award recipients.
- ❖ Engaged 149 employers in the staffing agency services.
- ❖ Allocated over \$50,000 in matching funds to VA-based businesses.
- ❖ Hosted 32 mentorship training sessions through Mentor VA partnership.

V-TOP BY THE NUMBERS

In FY2024, V-TOP:

- ❖ Expanded an innovative program to help small businesses start student internship programs in the Commonwealth. The program offers qualifying businesses free recruitment and hiring assistance and will pay up to 50% of student intern salaries and subsidies.
- ❖ Awarded a total of \$3,468,800 in grants to 13 institutions of higher education in Virginia:
- ❖ \$1,200,000 in Student Support Grants to remove barriers and enhance internship opportunities for students.
- ❖ \$1,155,000 in Data Collection Grants to assist institutions in collecting, compiling, and reporting internships and work-based learning outcomes.
- ❖ \$738,800 in Regional Collaborative Grants to engage with stakeholders across the Commonwealth and connect employers with students.
- ❖ \$325,000 in Grants to fund innovative changes to Federal Work Study Programs.
- ❖ \$50,000 in Vision Grants to fund institutions to plan an executive level blueprint to rethink innovative internships across their campuses.

Virginia Credit Bearing Internships:

- ❖ AY 19-20 22,946
- ❖ AY 20-21 19,455
- ❖ AY 21-22 21,228
- ❖ AY 22-23 23,103

SCHEV/V-TOP conducted a credit-bearing internship outcomes report from 2020-2023. These findings offer one aspect of work-based, experiential learning in Virginia.

Most credit-bearing internships take place during the spring semester:

- ❖ Intersession: 1%
- ❖ Summer: 26%

- ❖ Fall: 34%
- ❖ Spring: 39%

- Description of Credit-Bearing internships at Public and Private Institutions of Higher Education in Virginia for Academic Years 2020-2023 per SCHEV.
- The TOP concern of VA businesses surveyed is access to necessary talent. Source: Blueprint Virginia 2025, Virginia Chamber of Commerce.
- 71% of 237 regional business leaders reported that filling job openings has been more difficult than in the previous year. Source: 2022 Northern Virginia Workforce Index.
- 49% of respondents reported employing at least one intern over the past 12 months and 15% recruit through apprenticeships. Source: 2022 Northern Virginia Workforce Index

For more information about V-TOP:

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