

FUTURE OF TALENT SERIES:

INTERNSHIPS IN REGION 9

KATIE DULANEY

CENTRAL VIRGINIA PARTNERSHIP FOR ECONOMIC DEVELOPMENT

NEDRA FLEMING
UVA CAREER CENTER

11.14.2024



AGENDA



- **What the Research Says: Mutual Benefits of Internships**
- **Leveraging V-TOP Wage Matching Program**
- **Sourcing Interns from UVA & Community Colleges**
- **Next Steps & Further Resources**

RESEARCH

The Impact of Internships



Internship Benefits to Businesses:

- **Access to Emerging Talent:** Internships serve as a pipeline for businesses to connect with and evaluate potential future employees, allowing for the cultivation of a skilled workforce tailored to organizational needs. Hiring from a pool of interns also reduces long-term recruitment costs.
- **Enhanced Productivity:** Interns can contribute to project completion and bring fresh perspectives, thereby boosting overall team productivity and innovation. Internships can be structured around project-based, experiential learning, which not only benefits the intern but also produces tangible results for the business.

Internship Benefits to Students & Higher Education Institutions:

- **Hiring Opportunities Post-Graduation:** graduates with at least one internship experience have 48.5% lower odds of underemployment compared to those without any internship experience, even after accounting for factors such as gender, race/ethnicity, and institutional characteristics. Strada Education
- **Career Clarity and Confidence:** Approximately 74% of four-year college students reported that their internships helped clarify their career goals and increased their confidence in pursuing future careers. Strada Education
- **Skill Development:** 80% of students indicated that internships provided opportunities to enhance communication skills, with similar percentages reporting improvements in problem-solving (79%) and teamwork (71%) abilities. Strada Education

Benefits to Communities & Local Economies:

- **Economic Development:** By providing internships, businesses invest in the local talent pool, which can lead to higher employment rates and economic growth within the community.
- **Strengthened Community Ties:** Internship programs foster collaboration between educational institutions and local businesses, enhancing community engagement and support networks.
- **Talent Retention:** Internships are a critical way to retain young talent in the region. By offering students meaningful work opportunities, local businesses can build relationships with local talent and help create a resilient local economy.

V-TOP

Virginia Talent + Opportunity Partnership Grant



SCHEV: State Council of Higher Education in Virginia



- In 2018, Virginia General Assembly allocated funds to SCHEV for innovative paid internships.
- In 2019 and 2020, SCHEV collaborated with chambers of commerce and higher education institutions
- A survey of Virginia graduates revealed that fewer than half of the almost 15,350 respondents had completed one or more internships during their undergraduate experience. More than half of respondents also noted that their internship helped them to receive a job offer post-graduation.
- VTOP initiative was launched to address the internship shortage two years later.

How is V-TOP funded?

V-TOP is funded through the Commonwealth Innovative Internship Fund and Program. The purpose of the Commonwealth Innovative Internship Fund and Program is to:

- Expand paid and credit-bearing student internships and other work-based learning opportunities in collaboration with Virginia employers
- Facilitate the readiness of students, employers, and institutions of higher education to participate in internship and work-based learning

The Employer Readiness Toolkit

V-TOP's Virginia Employer Readiness Toolkit serves as a guide for employers across the Commonwealth to either improve their current work-based learning program or launch a new program. **Please [click here](#) to download the toolkit.**



-
- V-TOP is a statewide initiative designed to increase college internships and other work-based learning opportunities, thereby connecting businesses with emerging talent.
 - V-TOP's wage-matching for small businesses (fewer than 150 employees) makes creating internships more accessible and affordable.

REGIONAL RESOURCES

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.



Region 9

Albemarle County, Charlottesville, Culpeper County, Fauquier County, Fluvanna County, Greene County, Louisa County, Madison County, Nelson County, Orange County, Rappahannock County

Contact(s)

Nedra Fleming

V-TOP Project Coordinator

[EMAIL](#) 

Katie Dulaney

V-TOP Project Coordinator

[EMAIL](#) 

[VISIT WEBSITE](#) 

Eligibility: Businesses can qualify for **wage matching** (up to \$7,500) for their interns if they...

1. Have been in business for at least three years (or are part of a business accelerator, etc.)
2. Have fewer than 150 employees
3. Are registered with the State Corporation Commission (**SCC**)
4. Operate a physical location within Virginia
5. Are **not** a government agency

Businesses can ensure they qualify by filling out this [pre-screening form](#) -- on V-TOP website under "Employers"

All interns are paid by the staffing agency, iQuasar.



SOURCING INTERNS

UVA, Piedmont Virginia Community College, Germanna Community College,
Laurel Ridge Community College



INTERNSHIP PLACEMENT PROGRAM (IPP)

• Internship Placement Program (IPP) is an academic internship program run out of the UVA Career Center, where students work in a part-time internship and enroll in a one-credit internship reflection course. Students intern for 10 hours per week during the semester and 20 hours per week during the summer. The program runs three sessions throughout the year: a Fall session, a Spring session, and a Summer 8-week session.

—

In lieu of the iQuasar Staffing Agency...

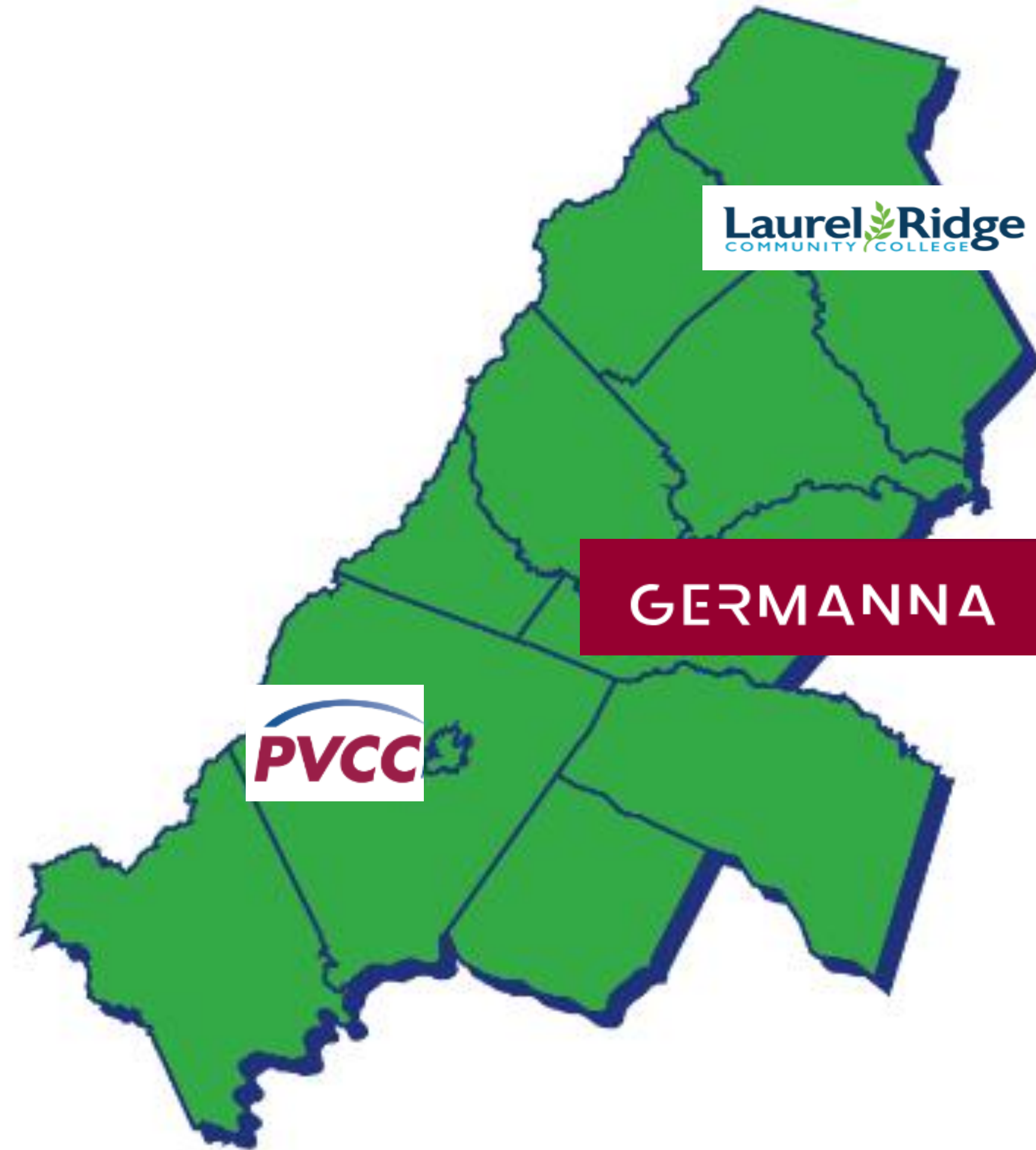
• Along with UVA, businesses can also choose to recruit students from these community colleges: PVCC, Germanna and Laurel Ridge.



INTERNSHIP PLACEMENT PROGRAM (IPP)

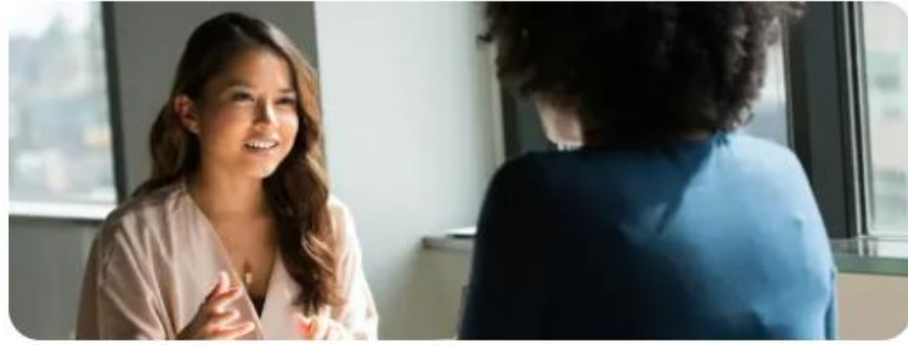
- The IPP Program is an academic internship program run out of the UVA career center, where students work in a part-time internship and enroll in a one-credit internship reflection course.
- Students intern for 10 hours per week during the semester and 20 hours per week during the summer. The program runs three sessions throughout the year: a fall session, a spring session, and a summer 8-week session.
- Along with UVA, businesses can also choose to recruit students from these community colleges: PVCC, Germanna and Laurel Ridge.

Region 9 Community Colleges



NEXT STEPS & FURTHER RESOURCES





Becoming a Career Champion

Faculty, staff, and educators will develop skills and practices to become a champion for students' career success through effective mentoring, guidance, and fostering a culture of career readiness within post-secondary education institutions.

Created by the [Virginia Talent + Opportunity Partnership](#), a program jointly administered by the [State Council of Higher Education for Virginia](#), [Virginia Chamber Foundation](#) and [Virginia Business Higher Education Council](#).

Free Self-Paced Open Enrollment

[View Course →](#)



★ Developing an Internship Program

Familiarize yourself with best practices for developing an internship program for your small to mid-sized business. Each of the nine modules offers fundamentals for getting started, time-saving resources, and strategies for successfully developing and implementing an internship as an employer.

Created by the [Virginia Talent + Opportunity Partnership](#), a program jointly administered by the [State Council of Higher Education for Virginia](#) and the [Virginia Chamber Foundation](#).

Free Self-Paced Open Enrollment

[View Course →](#)



Developing Career Readiness Skills

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.

Created by the [Virginia Talent + Opportunity Partnership](#), a program jointly administered by the [State Council of Higher Education for Virginia](#) and the [Virginia Chamber Foundation](#).

Free Self-Paced Open Enrollment

[View Course →](#)

Developing an Internship Program

Familiarize yourself with best practices for developing an internship program for your small to mid-sized business. Each of the nine modules offers fundamentals for getting started, time-saving resources, and strategies for successfully developing and implementing an internship as an employer.

Created by the [Virginia Talent + Opportunity Partnership](#), a program jointly administered by the [State Council of Higher Education for Virginia](#) and the [Virginia Chamber Foundation](#).



FREE Enrollment

Email *

School or Organization email is preferred.

Enroll Now

Course Type: Self-Paced

Course Dates: Open Enrollment

Duration: Ongoing

Commitment: 8 hours

Requirements: None

Learning Objectives

Target Audience: Small to mid-sized organizations seeking to develop an internship program

- ✓ Identify definitions, principles, types, and benefits of internships and work-based learning opportunities
- ✓ Identify successful internship characteristics, roles, and best practices
- ✓ Identify the key areas for planning and developing an internship program
- ✓ Identify sourcing and recruitment fundamentals for internships
- ✓ Identify and outline company preparation needed for onboarding an intern
- ✓ Identify effective performance and management tools
- ✓ Identify core competencies for career development
- ✓ Learn about Hire Vets Now SkillBridge Program, its benefits for employers, and how to apply

<https://virginiacoursecatalog.atomiclms.com/#/courses/5>

<https://tinyurl.com/2dz4ba4w>


Developing an Internship Program

▸ Module 1: Definitions and Types of Internships and Work-Based Learning Opportunities

▸ Module 5: Intern Onboarding and Training

 ▸ Module 2: Successful Internship Characteristics

 ▸ Module 6: Work Performance Management Tools

 ▸ Module 3: Program Development

 ▸ Module 7: Competency and Skill Development

▸ Module 4: Sourcing and Recruitment

▸ Module 8: Military Internship Opportunity

<https://virginiacoursecatalog.atomiclms.com/#/courses/5>








<https://tinyurl.com/2dz4ba4w>

Developing an Internship Program



Mark as done

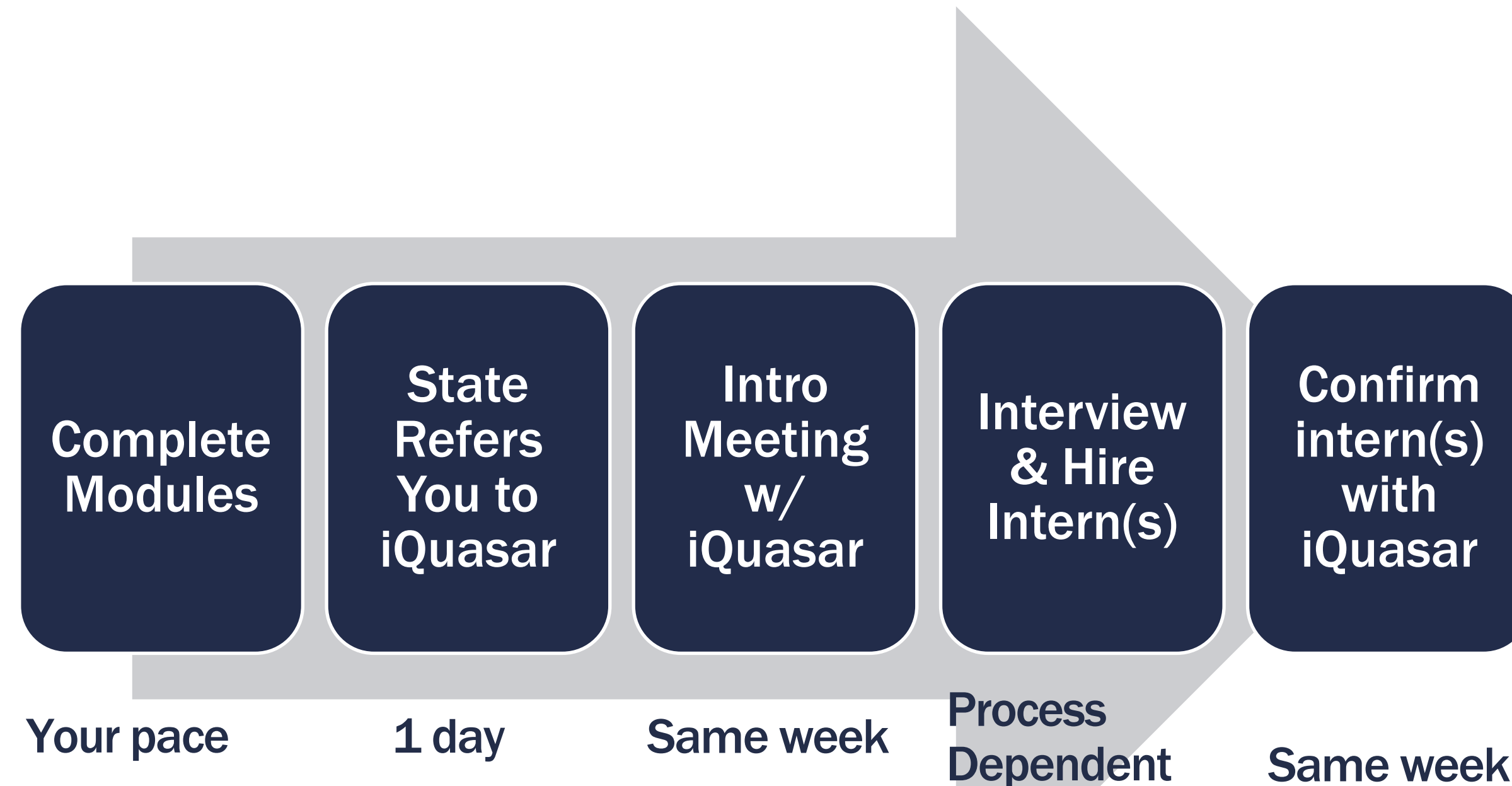
Next ▶

▼ Module 2: Successful Internship Characteristics		Complete All Items ✓
 Module 2 at a Glance	Marked done	✓
 Module 2 Introduction	Marked done	✓
 2.1 Metrics for Success	Marked done	✓
 2.2 Key Roles and Players	Marked done	✓
 2.3 Best Practices for Internship Programs	Marked done	✓
 Module 2 Wrap-Up	Marked done	✓
 End of Module 2	Viewed	✓

<https://virginiacoursecatalog.atomiclms.com/#/courses/5>

<https://tinyurl.com/2dz4ba4w>

Developing an Internship Program



Nedra & Katie are available throughout this process and monitor your progress to support.

<https://virginiacoursecatalog.atomiclms.com/#/courses/5>

<https://tinyurl.com/2dz4ba4w>

Mentor VA

Free in-person or virtual training sessions for mentors & mentees through December 2024



THANK YOU!



Nedra Fleming, MAT
Experiential Learning Coordinator
University of Virginia Career Center
ncj5v@virginia.edu



Katie Dulaney, PhD
Talent Director
Central Virginia Partnership for
Economic Development
kdulaney@centralvirginia.org

