



VIRGINIA
**TALENT +
OPPORTUNITY
PARTNERSHIP**

CREATING PATHWAYS TO PROFESSIONS

Agenda

- Purpose
- History
- Partnership with the Virginia Chamber of Commerce
- Grants Update
- Regional Collaboratives

Virginia Talent + Opportunity Partnership

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

2018



**The Virginia
General Assembly
appropriated
funding to the
State Council of
Higher Education
for Virginia
(SCHEV)**



2019



**The effort was
expanded and
enacted into law
as the
Innovative
Internship Fund
and Program.**

Virginia Talent + Opportunity Partnership

2019



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2020



SCHEV & Va Chamber Foundation Partner to Support Business Readiness

The Partnership: Developing a Brand



VIRGINIA
**TALENT +
OPPORTUNITY
PARTNERSHIP**

CREATING PATHWAYS TO PROFESSIONS

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

Virginia TOP Website Launched in October 2020



www.VirginiaTOP.org

Virginia TOP Website Employer Tab



Employers

Students & Parents

Higher Ed



About

News & Events

Contact



EMPLOYERS

How can employers get involved?

The top concern of Virginia businesses surveyed is access to necessary talent. Virginia TOP seeks to solve this problem by:

- Providing access to high achieving, interested, and invested students
- Kick-starting the recruitment process for future talent needs
- Enhancing relationships with local higher ed for access to talent
- Highlighting skills in demand to a particular business or industry as part of school curriculum
- Emboldening students to live and work in Virginia after graduation

As a Virginia employer, there are a variety of things you can do to get participate in Virginia TOP, such as:

- Utilizing our Employer Toolkit to create work-based learning opportunities
- Better connecting and partnering with chambers, associations, higher ed institutions, and students across the Commonwealth

Virginia Employer Readiness Toolkit

Virginia TOP's Virginia Employer Readiness Toolkit serves



Resources



VIRGINIA EMPLOYER READINESS TOOLKIT

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



Employer Readiness Toolkit Content

3 OVERVIEW

- 4 Purpose
- 4 Virginia TOP
- 6 What Are Statewide Leaders Saying?

6 WHAT IS AN INTERNSHIP?

- 6 Definition
- 6 Quality
- 7 Experiential Learning
- 7 Types of Internship and Work-Based Learning Opportunities
- 10 Industry Collaboration
- 11 Compensation Considerations
- 12 Value-Add Features
- 13 Benefit of Collaborative Partnerships

14 PROGRAM DEVELOPMENT

- 14 Evaluate Areas of Need
- 14 Evaluate Practicality
- 15 Build a Structure

17 RECRUITMENT

- 17 Timeline
- 18 Developing a Clear and Concise Internship Posting
- 22 Interviews and Hiring

23 ONBOARDING PROCESSES

- 23 Intern Processing
- 24 Access and Equity in Opportunity
- 24 Student Rights and Protections
- 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

Grants Update

Round 1 Awarded Jan. 2019: Completed

One award to Northern Virginia Community College for a partnership with Micron and Year Up

- Year Up recruited 19 students into the first cohort of the Engineering Technology Technician program
- 13 students completed Year Up's Learning and Development curriculum and entered Micron's pre-internship program
- All 13 completed and 12 were offered roles in Micron's full-time internship program, which includes wages of \$17-\$20 per hour, benefits, 401(k) and tuition assistance

Grants Update (cont'd)

- Two more cohorts have started, with 13 & 15 students, respectively
- The partnership with Year Up increased the diversity in the degree program:
 - 78% of participants are Hispanic/Latino/Black
 - 6% are white

Grants Update (cont'd)

Round 2 Awarded Sept. 2019

- 5 grants; 4 on the development track and 1 on the internship track (tech sector)
- 3 development track grants are complete
- 1 development track and the internship track grantees requested no-cost extensions

Grants Update (cont'd)

Round 3 Awarded April and July 2020; June 2021

- Purpose: Institutional readiness
- Activity: Presidential-level task force to develop an experiential learning vision for students at their institutions, determine institutional priorities and design strategies to implement the highest priority initiatives needed to achieve the vision over time. The final deliverable is a comprehensive plan submitted to SCHEV at the end of the grant period.
- 7 grantees, all ongoing (ODU, PHCC, Radford, TCC, UVA, UVA-Wise, VCU)
- Applications being accepted on a rolling basis

Regional Collaboratives

Regional Pilot Programs

- GO VA Region 2, Roanoke/Blacksburg/Lynchburg: VT accepted the grant award on behalf of the region
- GO VA Region 4, Richmond Metro area: VCU accepted the grant award on behalf of the region

Selection of Additional Regions

- Call for Proposals issued
- Up to two regions will be selected in FY 2022
- Up to two regions will be selected in FY2023
- Up to three regions will be selected in FY2024

Regional Collaboratives *(continued)*

Required Partners

- PK-12
- Public and private colleges and universities
- Regional chambers of commerce
- Economic development partnerships
- Industry groups
- Employers
- Other relevant organizations which will vary by region

Regional Collaboratives *(continued)*

Concept

One (or two) people are responsible for thinking every day about how to:

- Identify & link existing work-based learning activities
- Present those opportunities to employers
- Support employers to take action and engage with students in new ways
- Support students to develop work-ready competencies
- Launch a regional event for employers to connect with, interview and hire interns

On the Horizon

- Transformation of federal work study (FWS) into structured internships on campus and off campus at nonprofits & local government
- Design a state-funded work-study program for internships off campus
- Incentives for employers and students to complete modules (including tax credits similar to Virginia Values Veterans)
- Implement zero credit "transcriptable" experiences at every institution
- Implement Career Champions/Influencers concept at every institution
- Work-based learning for non-traditional populations, such as adults with disabilities, career-switchers, incarcerated people transitioning to the community
- Better data collection and analysis

Contact Information

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