VIRGINIA TALENT + OPPORTUNITY PARTNERSHIP

CREATING PATHWAYS TO PROFESSIONS

Agenda

- ☑ Purpose
- ☑ Benefits of Internships for Employers & Students
- ☑ History
- ☑ Resources Developed for:
  - Employer Readiness
  - Student Readiness
  - Institutional Readiness
- ☑ Action Opportunities

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

V-TOP Statutory 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

VIRGINIA
TALENT +
OPPORTUNITY
PARTNERSHIP

CREATING PATHWAYS TO PROFESSIONS

MAKING VIRGINIA THE TOP STATE FOR BUSINESS, EDUCATION AND TALENT

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 has the opportunity to graduate with a paid, employment-based, authentic, applied learning experience (goal drafted by Council of Presidents work group)

Work-Based Learning: Benefits to Employers

At both the one-year and five-year marks, hires who have interned with the employer (internal interns) are more likely to be retained than hires who interned with other organizations (external interns) and hires with no internship experience.

At one year:

- **16% more likely to be retained than external interns**
- **32% more likely to be retained than new hires who lack internship experience**

Source: NACE, Internship & Co-op Survey Report, 2021

Work-Based Learning: Benefits to Students

- **$3,096: Increase in annual wages one year after graduation for students who took a paid internship, even when accounting for differences in pay based on field of study, gender, and race/ethnicity**

  Other work-based learning experiences – unpaid internships, practicums, and cooperative learning – are not associated with an earnings benefit one year after graduation

- **Among current students, paid internships are linked with greater confidence they will be successful in the job market and confidence in the value of their education**

Work-Based Learning: Benefits to Students (cont'd)

- **Work-based learning defined more generally is tied to noneconomic post-graduation success**
  - **Bachelor's degree holders who had a work-based learning experience report greater career satisfaction and are more likely to say their education helped them to achieve their goals and was worth the cost**
- **Access to paid internships is uneven**
  - **Black and Latino students, women, low-income, and first-generation students are less likely to experience a paid internship. Even when controlling for variation across majors, these disparities remain**

Source: Strada, The Power of Work-Based Learning, March 2022

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History – Input from ~200 people

- **2018: Budget language**
- **2019: Expanded and enacted into law as the Innovative Internship Fund and Program**
  - Policy & Employer Advisory Panel: 13 members
  - Environmental scan: Included interviews with 28 people across 17 public institutions
  - Regional meetings: 70 people representing 25 public and private institutions
  - Chamber meetings: Meetings with local chambers, approx. 30 participants (employers and chamber staff)

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History (cont'd)

- **2020: Six work groups totaling 69 members**
  - 12 from community colleges
  - 8 from private four-year institutions
  - 39 from public four-year institutions
  - 10 from other entities (VCCS, VITA, Virginia Space Grant Consortium, etc.)
- **2021:** Work groups reconfigured, 49 members
- **2022:** New work group convened for FWS transformation

Thank you all for your effort on these work groups!

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Take Action

Volunteer for a work group

- ☑ New Student Modules
- ☑ Career Champions/Influencers
- ☑ Professional Development
- ☑ Scholarship Application Review Panel

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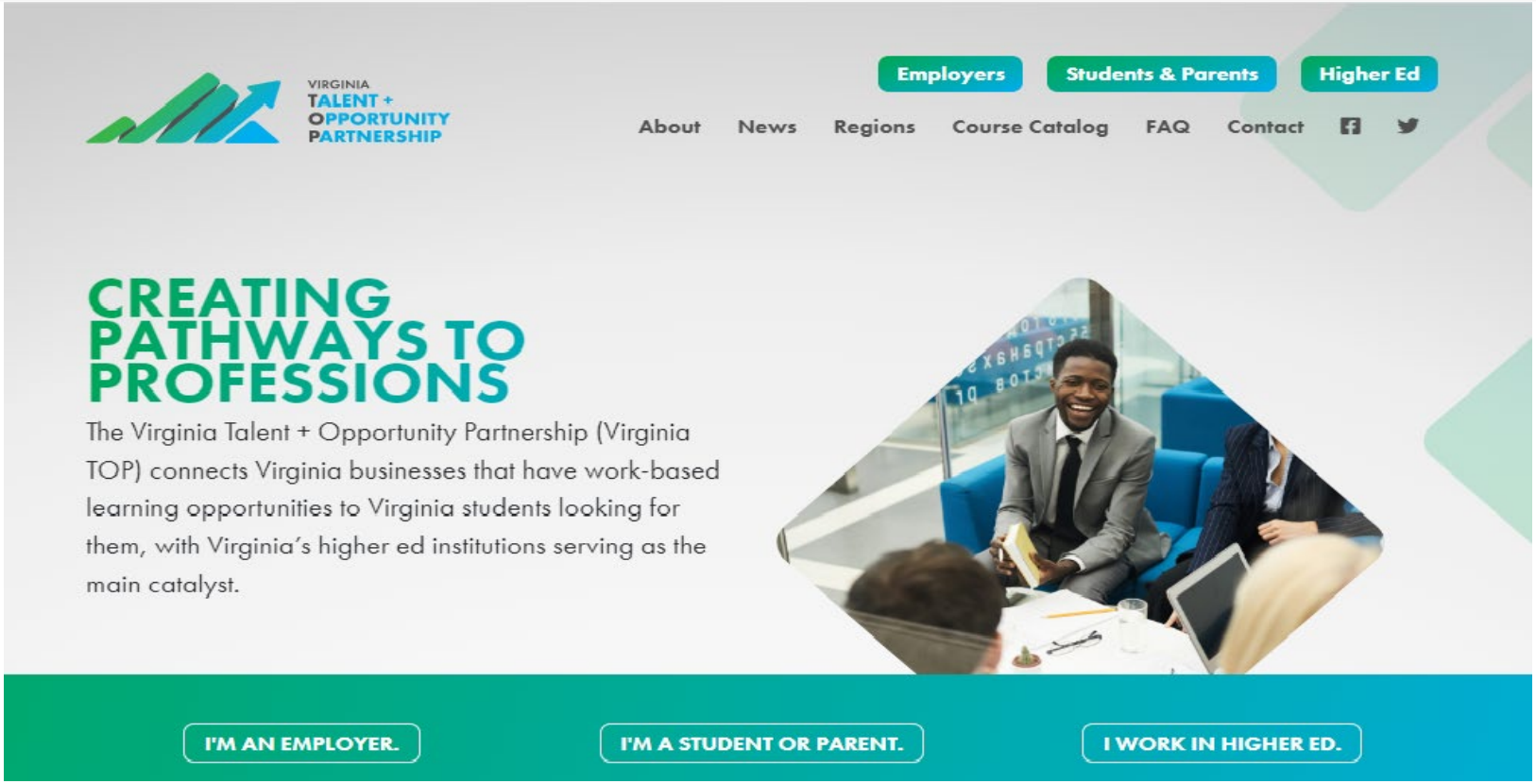
Resources Developed at the State Level

Available through Regional Grantees

Facilitate the **readiness** of employers, students and institutions of higher education to scale significantly high-quality work-based learning.

Virginia TOP Website Launched in October 2020



www.VirginiaTOP.org

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

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Resources Developed at the State Level Available through Regional Grantees

For employers:

- Employer Readiness Toolkit, created in partnership with the Chamber (www.VirginiaTOP.org)
- Online modules based on the toolkit, with step-by-step guidance for companies that want to start internship programs; includes info re: Veterans Fellowship through DVS (November 2022)

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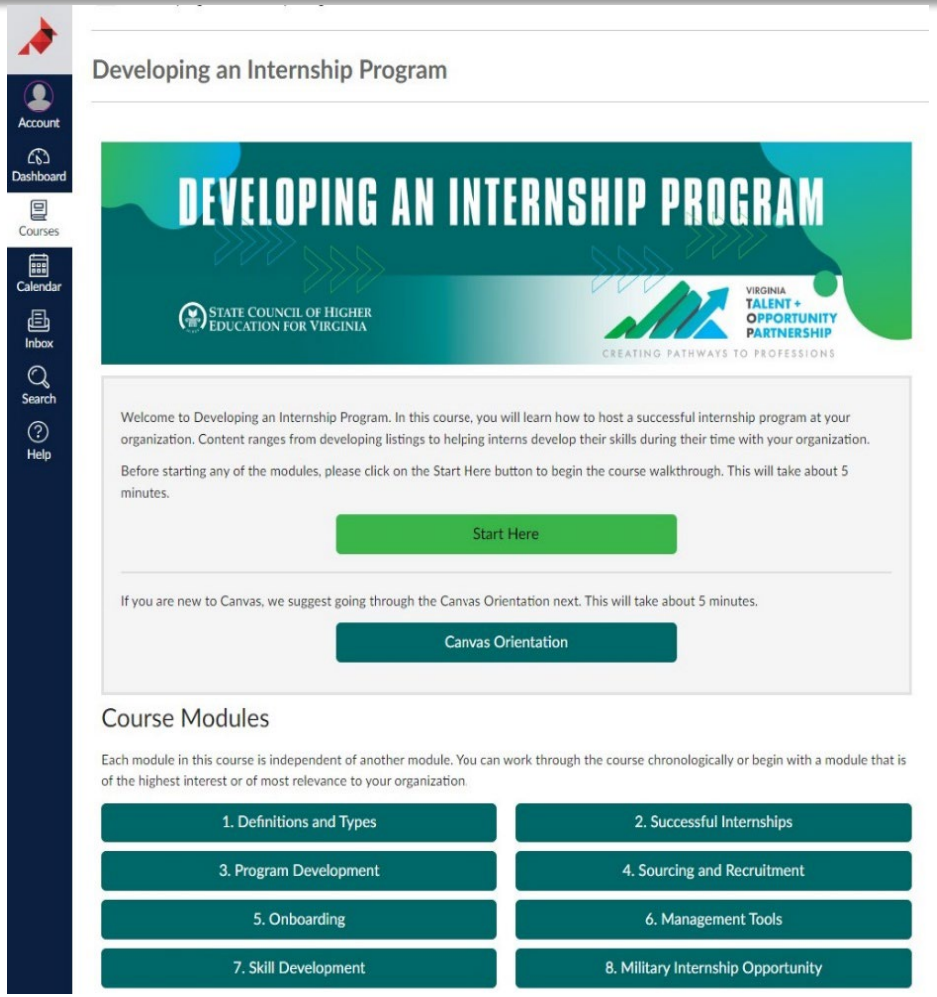

Employer Modules

Designed for:

- Small businesses
- Just starting an internship program
- Limited or no dedicated HR

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Course Modules

Each module in this course is independent of another module. You can work through the course chronologically or begin with a module that is of the highest interest or of most relevance to your organization.

- 1. Definitions and Types
- 2. Successful Internships
- 3. Program Development
- 4. Sourcing and Recruitment
- 5. Onboarding
- 6. Management Tools
- 7. Skill Development
- 8. Military Internship Opportunity

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YOU'VE REACHED THE END OF MODULE 6: WORK AND PERFORMANCE MANAGEMENT TOOLS

Lesson 6.1

Meaningful Work

- Identify three examples of **meaningful work activities**
- Identify strategies for effectively **delegating** tasks in your workplace

Lesson 6.2

Performance Evaluations

- Identify three kinds of measurable **learning goals**
- Identify two guidelines that can be used for **continuous performance improvement**
- Discuss the **appropriate cadence** for providing feedback

Lesson 6.3

Offboarding Processes

- Identify the purpose of **offboarding** and exit surveys and interviews
- Discuss methods to **provide closure** at the end of an internship
- Identify two ways employers can **provide feedback about interns**
- Identify two ways interns can **provide feedback about their experience**

STATE COUNCIL OF HIGHER EDUCATION FOR VIRGINIA

VIRGINIA TALENT + OPPORTUNITY PARTNERSHIP
CREATING PATHWAYS TO PROFESSIONS

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Resources Developed at the State Level Available through Regional Grantees

For employers (cont'd):

- One-on-one and small group coaching and mentoring for employers as they progress through the modules and develop internship programs (rolling out in regions now through spring 2024)
- New work experience designed for **1st and 2nd year students** will support employers to engage with students earlier and offer flexibility in the type of tasks interns can perform (coming spring 2023; iGROW with V-TOP)

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Resources Developed at the State Level Available through Regional Grantees

For employers (cont'd):

- Organized menu of options for employer engagement with students by region (rolling out by region now)
- Regional event focused on connecting employers to students for work-based learning (rolling out by region)
- VA Voyager, developed by VDOE, is a new technology platform to reach high school and community college students (rolling out over 2022 & 2023)

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Resources Developed at the State Level Available through Regional Grantees

For employers (cont'd):

- Support for small employers to develop intern job descriptions, post them to Virginia institutions (and high schools), collect and screen applications, schedule interviews, hire & manage payroll (procurement in process now)
- Matching funds for some small employers, eligibility criteria to be determined

Regional Collaboratives

Regional Programs

- GO VA Region 2, Roanoke/Blacksburg/Lynchburg
- GO VA Region 4, Richmond Metro area
- GO VA Region 5, Hampton Roads
- GO VA Region 6, Fredericksburg, Middle Peninsula, Northern Neck
- GO VA Region 9, C'ville Metro area

Selection of Additional Regions

- All regions funded by August 2023

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

The grant funds one or two people who are responsible for thinking every day about how to:

- Identify & link existing work-based learning activities
- Present those opportunities to employers
- Support employers
- Support students

Regional Collaboratives *(continued)*

****Take Action****

If your region has a collaborative, reach out to the contact and engage!

If your region doesn't have a collaborative, reach out to potential partners and join the application process!

Contact Information by Region

Region 2: Counties of Alleghany, Amherst, Appomattox, Bedford, Botetourt, Campbell, Craig, Floyd, Franklin, Giles, Montgomery, Pulaski, and Roanoke, and the cities of Covington, Lynchburg, Radford, Roanoke and Salem

Quina Weber-Shirk

Project Coordinator, Regional Internship Collaborative

quina@vt.edu

Region 4: Counties of Charles City, Chesterfield, Dinwiddie, Goochland, Greensville, Hanover, Henrico, New Kent, Powhatan, Prince George, Surry, and Sussex, and the cities of Colonial Heights, Emporia, Hopewell, Petersburg and Richmond

Sean Walden

V-TOP Coordinator, RVA Collab

swalden2@vcu.edu

Salisa Nolan

Program Manager, RVA NOW

salisa.nolan@chamberrva.com

Contact Information by Region

Region 5: Counties of Accomack, Isle of Wright, James City, Northampton, Southampton, and York, and the cities of Chesapeake, Franklin, Hampton, Newport News, Norfolk, Poquoson, Portsmouth, Suffolk, Virginia Beach and Williamsburg

Michelle Simmons

Project Manager, 757 Regional Internship Collaborative

mysimmon@odu.edu

Region 9: Counties of Albemarle, Culpeper, Fauquier, Fluvanna, Greene, Louisa, Madison, Nelson, Orange, and Rappahannock, and the city of Charlottesville

Maeve Konouck

V-TOP Project Coordinator

mek4ea@virginia.edu

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Resources Developed at the State Level Available through Regional Grantees

For students:

- Online modules based on career-ready competencies developed by the National Association of Colleges and Employers (Launched November 2022)
- Online modules to assist students to secure an internship (resume advice, interview skills, etc.)
- iGROW with V-TOP
- Regional event to connect with employers for work-based learning

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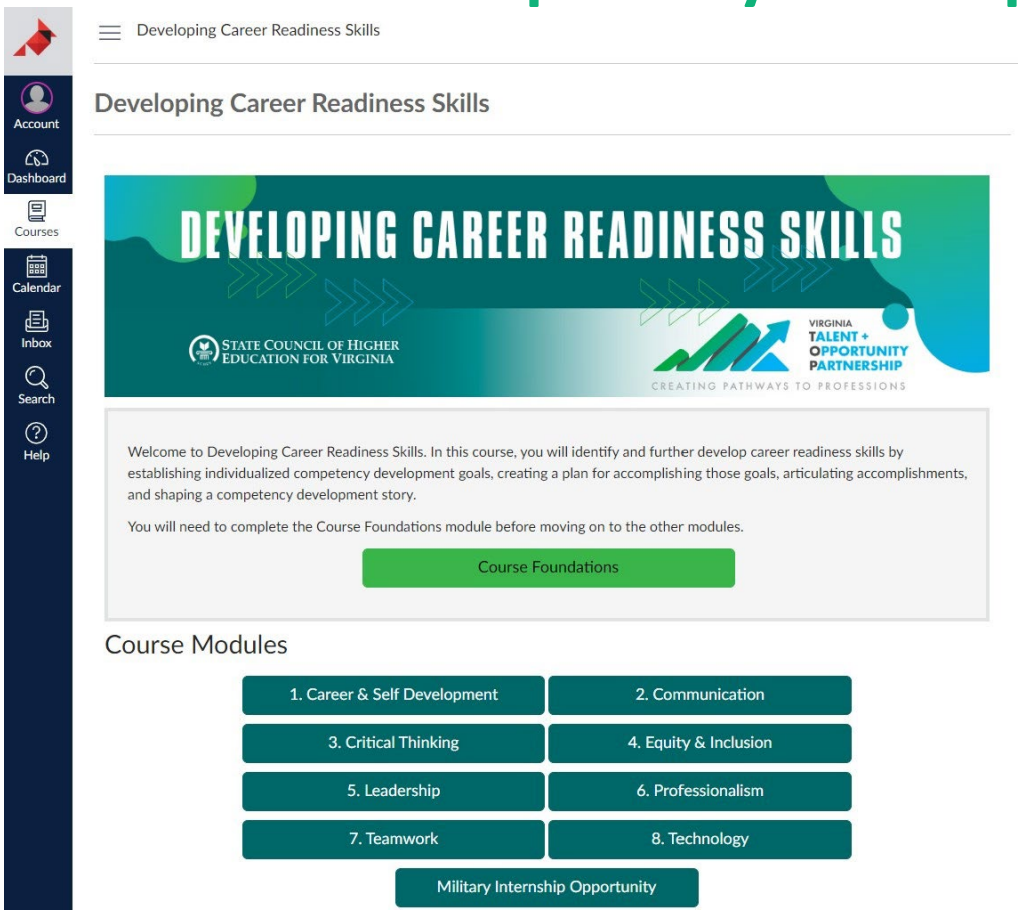
Student Modules: Competency Development



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Student Modules: Competency Development

Course Modules

- 1. Career & Self Development
- 2. Communication
- 3. Critical Thinking
- 4. Equity & Inclusion
- 5. Leadership
- 6. Professionalism
- 7. Teamwork
- 8. Technology
- Military Internship Opportunity

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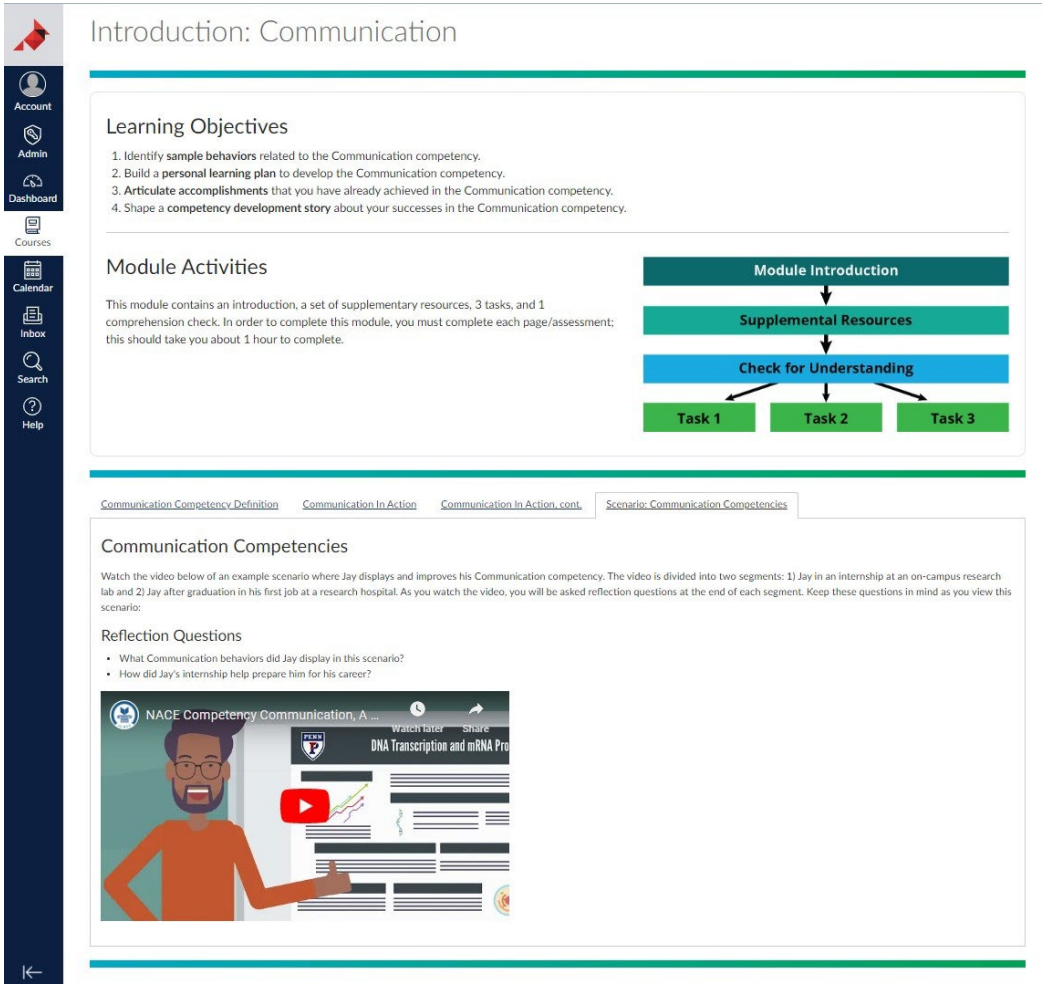
Student Modules: Competency Development



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Student Modules: Competency Development

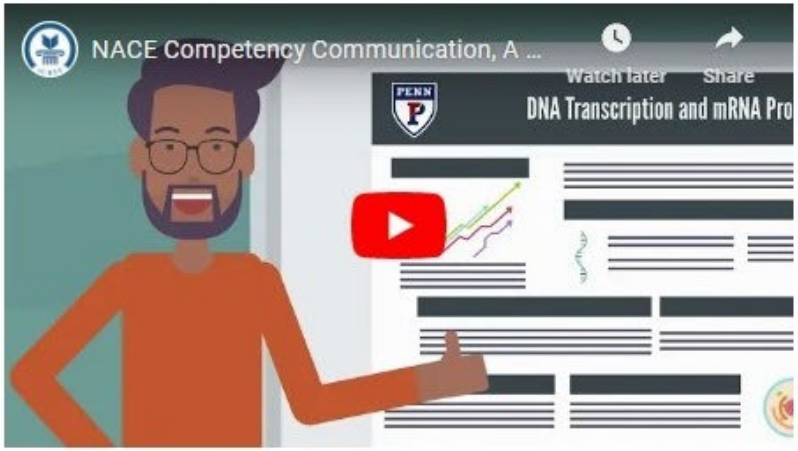
Communication Competency Definition | Communication In Action | Communication In Action, cont. | Scenario: Communication Competencies

Communication Competencies

Watch the video below of an example scenario where Jay displays and improves his Communication competency. The video is divided into two segments: 1) Jay in an internship at an on-campus research lab and 2) Jay after graduation in his first job at a research hospital. As you watch the video, you will be asked reflection questions at the end of each segment. Keep these questions in mind as you view this scenario:

Reflection Questions

- What Communication behaviors did Jay display in this scenario?
- How did Jay's internship help prepare him for his career?



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****Take Action****

- ☑ Enroll in the student readiness and/or employer readiness courses and check them out!
- ☑ Recommend them to your students and employer partners!
- ☑ Consider ways you can support students' progression through the modules and help them reflect on the content

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Readiness Resources for Institutions of Higher Ed

- Career Champions/Influencers (online modules to support an all-of-campus dynamic through which every person on campus will have the skills to support students as they develop career readiness skills)
- Professional development
- Transformation of Federal Work-Study into structured internships
- Vision grants (Presidential-level task force to articulate a vision for experiential learning for students)

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Scholarships for Professional Development

- Scholarships for membership fees, conference registration fees and travel costs.
- Open to faculty and staff at both public and private institutions of higher ed whose career involves connecting students, institutions of higher education and the employer community with the goal of expanding paid and credit-bearing internship and other work-based learning opportunities.

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Scholarships for Professional Development (cont'd)

- Open to graduate students in selected degree programs whose career goals include working in the career services office at a college or university; career and technical education at a high school; human resources at a company when the role includes recruiting student interns; and research with a focus on college to career transitions
- Applications due Jan. 1. This is the last deadline before the VACE conference in April at Wintergreen.
- Apply through the V-TOP website, institution tab.

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Transformation of Federal Work-Study

- A new toolkit was developed by a work group in 2022.
- Transforming Federal Work-Study: A Toolkit for Higher Education Institutions
- Available on the V-TOP website, institution tab
- Grants will be awarded for planning, piloting and scaling
- Instructions to be released soon on the SCHEV website, institution tab, Commonwealth Innovative Internship Fund and Program

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Vision Grants (Round 3)

- Presidential-level task force to articulate a vision for experiential learning for students
- Create a comprehensive plan to achieve vision
- Open to public and private institutions
- 8 grants awarded to: Marymount, ODU, P&HCC, Radford, TCC, UVA, UVA-Wise, VCU
- Leads to consensus for a statewide vision
- **Up to $25,000**
- Apply through the SCHEV website

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****Take Action****

- ☑ Volunteer for the Career Champions work group
- ☑ Apply for a conference attendance scholarship
- ☑ Tell a grad student about the conference scholarships
- ☑ Use the Transforming FWS Toolkit
- ☑ Apply for a grant to transform FWS on your campus
- ☑ Apply for a vision grant

Contact Information

Alisha Bazemore

Assistant Director for Innovative Work-Based Learning Initiatives

AlishaBazemore@schev.edu

Lynn Seuffert

Senior Associate for Strategic Planning and Policy Studies

State Council of Higher Education for Virginia

lynnseuffert@schev.edu

Ashley Crute

Associate for Innovative Work-Based Learning Initiatives

AshleyCrute@schev.edu