



VIRGINIA
**TALENT +
OPPORTUNITY
PARTNERSHIP**

CREATING PATHWAYS TO PROFESSIONS



Agenda

- ✓ **Background**
- ✓ **Purpose**
- ✓ **Goal**
- ✓ **Resources Developed for:**
 - **Student Readiness**
 - **Employer Readiness**
 - **Institutional Readiness**
- ✓ **How to get involved**

Virginia Talent + Opportunity Partnership

- **The Virginia Talent + Opportunity Partnership (V-TOP)** is a formally-established collaboration between SCHEV and the Virginia Chamber of Commerce. V-TOP is funded through the Commonwealth Innovative Internship Fund (**\$5M** in **FY2023** and **\$12M** in **FY2024**).
- In 2020 and 2021, V-TOP convened **six workgroups (over 200 members)** to identify areas of emphasis, deliverables and a work plan to scale its efforts. Today, workgroups continue to emerge and support the initiative. These workgroups include members from public and private colleges and universities, executive agencies, non-profit organizations and the business community.
- The **Virginia Chamber Foundation** maintains externally the V-TOP website (<https://virginiatop.org>), a freestanding online resource for students, employers, and institutions of higher education.

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

V-TOP's Purpose is grounded in statute.

- **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: Connecting Students to Work-Based Learning Statewide

Goal

- One goal of the statewide V-TOP initiative is to retain students in the state after graduation to contribute to the goal that 70% of the adult population have a post-secondary credential by 2030, which will help ensure the availability of talent for companies.
- **Big goal: 100,000 new internship slots by 2033**

Virginia Talent + Opportunity Partnership



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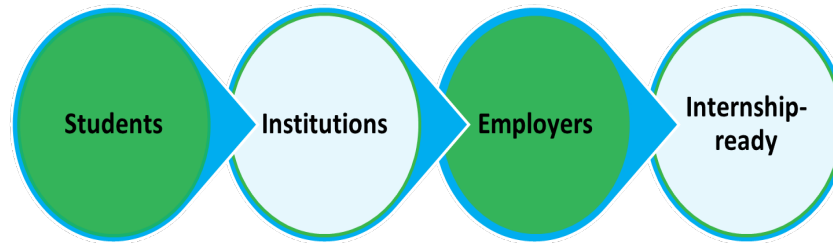
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MAKING VIRGINIA THE **TOP** STATE FOR
BUSINESS, EDUCATION AND TALENT

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



- **Goal drafted by a workgroup of the Council of Presidents:** Every student enrolled at a Virginia institution of higher education will have an opportunity to graduate with a paid, employment-based, authentic, applied learning experience.

V-TOP Regional Collaboratives

Resources at the State Level are Directed to the Regions

Region 1: Bristol, Galax, Wise

- **UVA-Wise** – Recently awarded

Region 2: Roanoke, Blacksburg, Lynchburg

- **VT** – **Quina Weber-Shirk**, Project Manager
quina@vt.edu [Regional Internship Collaborative](#)

Region 3: Mecklenburg, Halifax, Danville

- In progress

Region 4: Richmond, Chesterfield, Dinwiddie

- **Sean Walden**, V-TOP Coordinator, RVA Collab
swalden2@vcu.edu
- **Salisa Nolan**, Program Manager, RVA NOW
salisa.nolan@chamberrva.com

Region 5: Chesapeake, Norfolk, Virginia

- **ODU** – **Michelle Simmons**, Project Manager
mymimmon@odu.edu [757 Regional Internship Collaborative](#)

Region 6: Fredericksburg, Middle Peninsula, Northern Neck

- **UMW** – Recently awarded

Region 7: Alexandria, Arlington County, Fairfax

- **NOVA** – Recently awarded

Region 8: Buena Vista, Harrisonburg, Shenandoah

- **JMU** – Recently awarded

Region 9: Culpeper, Rappahannock, Charlottesville

- **UVA** - **Maeve Konouck**, V-TOP Project Coordinator
mek4ea@virginia.edu

V-TOP Regions

V-TOP Regional Collaboratives

Regional Collaborative

Concept:

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
- Support students

Required Partners

Model:

GO VA regions

- 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

V-TOP Regions

Virginia Talent + Opportunity Partnership Resources

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).

Student Readiness:

- Launched student career-readiness modules (free, online resources)
- Secured proclamation by Governor Youngkin of July 28, 2022, as Virginia Intern Day

Employer Readiness

- Launched employer readiness modules (free, online resources)
- Awarded Regional Collaborative Grants to eight regions (up to \$250,000 over two years); award grants to one remaining region (in progress)
- Procured staffing agency for small businesses
- Allocate the matching funds to employers during summer internships (in progress)

Institutional Readiness

- Awarded Vision Grants to eight institutions (\$25,000 each); award additional grants (in progress)
- Developed a Federal Work-Study toolkit
- Award the first grants to institutions to transform Federal Work-Study into internships [allocated funds in the amount of \$630,000 for FY 2023 and \$930,000 for FY2024] (in progress)
- Complete the work for the Council of Presidents Workgroup on Data Governance (in progress)

Virginia Talent + Opportunity Partnership

Resources to Support Students

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).

Student Readiness:

- Launched student career-readiness modules “Developing Career Readiness Skills” (free, online resources).
- Secured proclamation by Governor Youngkin of July 28, 2022, as Virginia Intern Day.
- Complete online internship toolkit modules to assist students on how to secure an internship (resume advice, interview skills, etc.) (in progress)

Virginia Talent + Opportunity Partnership Resources to Support Students

Student Modules: Competency Development

The screenshot shows a web interface for the 'Developing Career Readiness Skills' course. On the left is a dark blue sidebar with icons for Account, Dashboard, Courses, Calendar, Inbox, Search, and Help. The main content area has a header 'Developing Career Readiness Skills' and a large green banner with the title 'DEVELOPING CAREER READINESS SKILLS'. Below the banner is a welcome message: 'Welcome to Developing Career Readiness Skills. In this course, you will identify and further 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. You will need to complete the Course Foundations module before moving on to the other modules.' A green button labeled 'Course Foundations' is positioned below the text. Under the heading 'Course Modules', there are eight teal buttons arranged in two columns: '1. Career & Self Development', '2. Communication', '3. Critical Thinking', '4. Equity & Inclusion', '5. Leadership', '6. Professionalism', '7. Teamwork', and '8. Technology'. At the bottom of the module list is a teal button labeled 'Military Internship Opportunity'.

The modules provide:

- online training on career-readiness competencies
- guided student reflection opportunities through iGROW with V-TOP
- information through the Department of Veteran Services for service members preparing to transition into opportunities within VA

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Resources to Support Employers

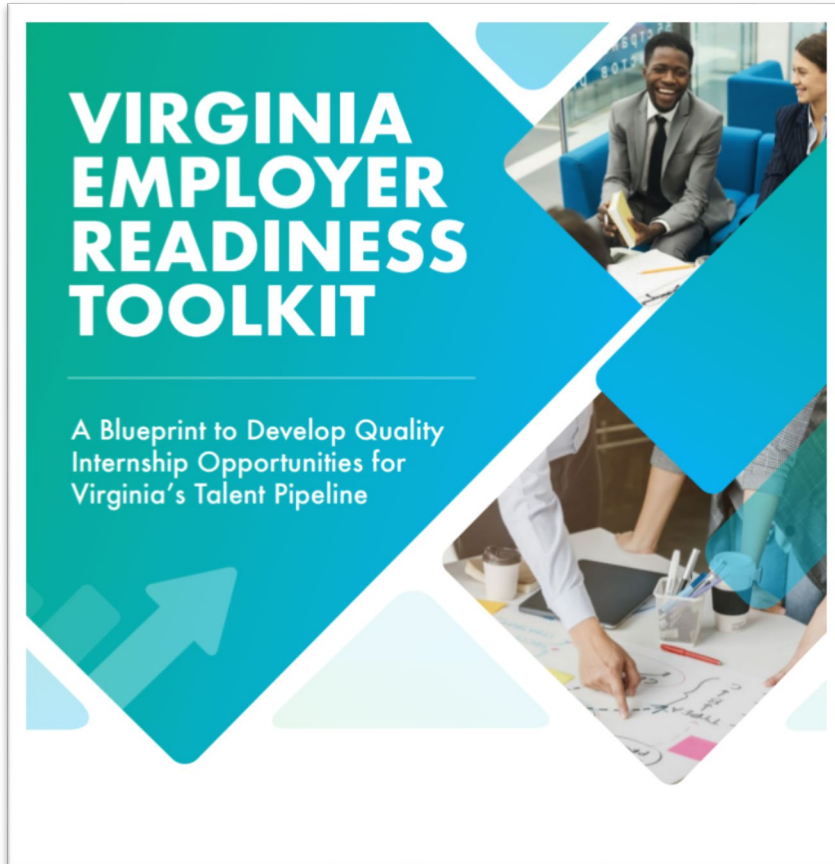
Statewide initiative to facilitate the readiness of students, employers, and institutions to participate in internship and work-based learning (Va. Code § 23.1-903.4).

Employer Readiness

- Launched an employer readiness toolkit
- Launched employer readiness modules: “Developing an Internship Program” (free, online resources)
- Awarded Regional Collaborative Grants to eight regions (up to \$250,000 over two years)
- Procured staffing agency for small businesses
- Developed criteria and allocate the matching funds to employers (in progress)
- Facilitate and celebrate the second Virginia Intern Day – July 27, 2023

Virginia Talent + Opportunity Partnership Resources to Support Employers

Employer Readiness Toolkit: Blueprint to Develop Quality Internship Opportunities



The toolkit is designed to:

- build and expand internship and work-based learning opportunities;
- provide information and resources to employers as they consider implementing internships; and
- helps with the readiness of employers to host quality work experience for students

[Access the Employer toolkit](#)

Virginia Talent + Opportunity Partnership Resources to Support Employers

Employer Modules: Developing an Internship

The screenshot shows the course page for 'Developing an Internship Program'. The page features a dark blue sidebar with navigation icons for Account, Dashboard, Courses, Calendar, Inbox, Search, and Help. The main content area has a header with the course title and a large banner image. Below the banner, there is a welcome message and two prominent buttons: 'Start Here' and 'Canvas Orientation'. At the bottom, there is a 'Course Modules' section with a grid of eight module buttons.

Developing an Internship Program

DEVELOPING AN INTERNSHIP PROGRAM

STATE COUNCIL OF HIGHER EDUCATION FOR VIRGINIA
VIRGINIA TALENT + OPPORTUNITY PARTNERSHIP
CREATING PATHWAYS TO PROFESSIONS

Welcome to Developing an Internship Program. In this course, you will learn how to host a successful internship program at your organization. Content ranges from developing listings to helping interns develop their skills during their time with your organization. Before starting any of the modules, please click on the Start Here button to begin the course walkthrough. This will take about 5 minutes.

[Start Here](#)

If you are new to Canvas, we suggest going through the Canvas Orientation next. This will take about 5 minutes.

[Canvas Orientation](#)

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

The modules are designed for:

- small businesses;
- businesses just starting an internship program;
- businesses with limited or no dedicated HR; and
- businesses providing internships and work-based learning experiences for transitioning service members

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Resources to Support Institutions

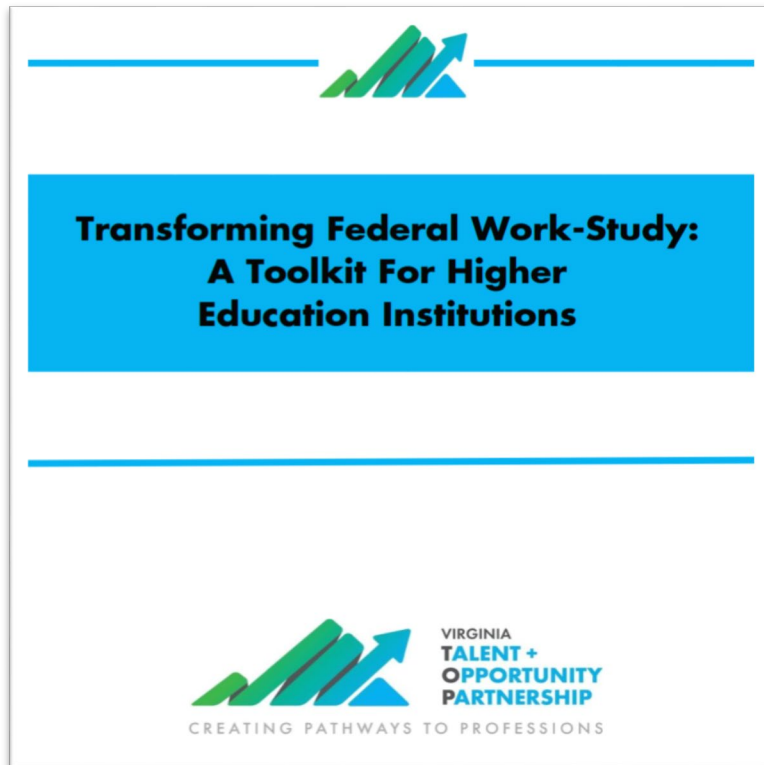
Statewide initiative to facilitate the readiness of students, employers, and institutions to participate in internship and work-based learning (Va. Code § 23.1-903.4).

Institutional Readiness

- Awarded Vision Grants to eight institutions (\$25,000 each); award additional grants **(in progress)**.
- Developed a Federal Work-Study toolkit.
- Awarded professional development scholarships to faculty and staff whose career involves expanding internship and work-based learning opportunities.
- Award the first grants to institutions to transform Federal Work-Study into internships [allocated funds in the amount of \$630,000 for FY 2023 and \$930,000 for FY2024] **(in progress)**.
- Design and launch “Career Champions” modules for faculty and staff who assist students with career planning **(in progress)**.
- Complete the work for the Council of Presidents Workgroup on Data Governance **(in progress)**.

Virginia Talent + Opportunity Partnership Resources to Support Institutions

Institutional Readiness Toolkit: Transforming Federal Work-Study



The toolkit is designed to:

- provide information and resources to institutions as they consider transforming FWS jobs to be more like internships;
- provide a framework to transform first and second-year experiences where learning outcomes are connected to career competencies vs. a degree program; and
- help institutions modify current FWS programs to off-campus opportunities at nonprofits, state, and local government agencies

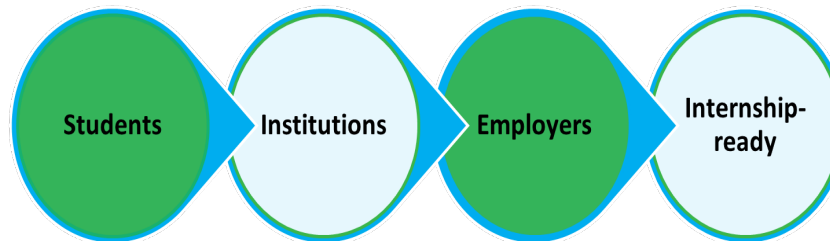
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Measuring Success

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).

Student, Employer and Institutional Readiness

- Procured external evaluators to assist with establishing baseline data, determining measures of success, setting targets, tracking progress and reporting outcomes (in progress).

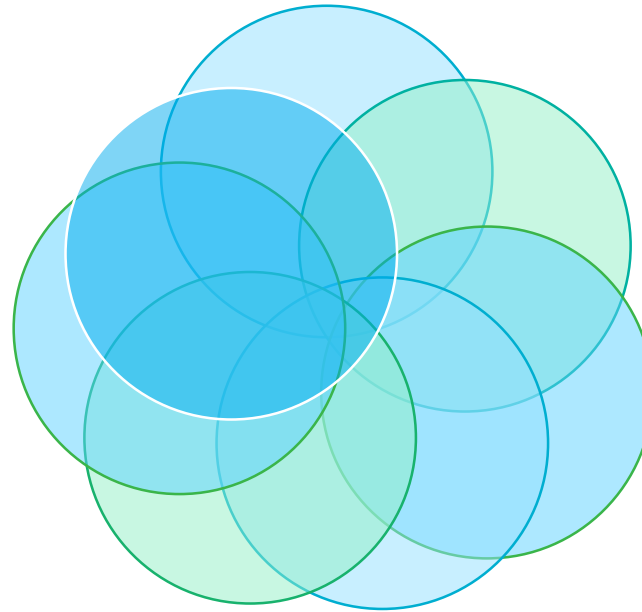


How to Get Involved + Stay Connected to V-TOP

- Celebrate the annual Virginia Intern Day on July 27, recognizing interns
(Stay tuned for more information)

- Follow V-TOP on social media at VirginiaTOPorg
(FB & Twitter)

- Consider completing the employer and/or the student readiness modules



- Review the employer toolkit and ensure your internship program follows best practices

- Stay tuned for more information about support for small businesses and eligibility for matching funds for intern wages and other subsidies

- Subscribe to the V-TOP monthly newsletter
(on the Home page)

Contact Information

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