

GO Virginia / SCHEV

**V-TOP Innovative Internship Proposal
January 31st, 2022**

REGION 9

**University of Virginia | VCW – Piedmont | Central Virginia SBDC |
Central Virginia Partnership for Economic Development**

THE EXPERIENTIAL LEARNING OPPORTUNITY

There is ample evidence to show that internships help students prepare for and secure employment post-graduation. For example, internships reduce the gap between the skills students bring to the workplace after higher education, and the skills employers expect of them (Gallup, 2019; Nunamaker, Cawthon, and James, 2020).

SCHEV - CALL FOR PROPOSALS

- **HISTORY:** IN 2020, THROUGH A PARTNERSHIP WITH THE VIRGINIA CHAMBER FOUNDATION, THE SCHEV INNOVATIVE INTERNSHIP PROGRAM WAS REBRANDED AS THE VIRGINIA TALENT + OPPORTUNITY PARTNERSHIP (V-TOP). THE PURPOSE OF THE PROGRAM IS TO:
 - EXPAND PAID AND CREDIT-BEARING STUDENT INTERNSHIPS AND OTHER WORK-BASED LEARNING OPPORTUNITIES IN COLLABORATION WITH VIRGINIA EMPLOYERS. THE PROGRAM COMPRISES INSTITUTIONAL GRANTS
- **ROUND 4 CALL FOR PROPOSALS: GOAL IS TO SUPPORT REGIONAL COLLABORATIVE EFFORTS TO CONNECT EMPLOYERS TO STUDENTS AND ASSURE THE READINESS OF EMPLOYERS, STUDENTS AND INSTITUTIONS TO INCREASE THE NUMBER OF HIGH-QUALITY PAID INTERNSHIPS AND OTHER WORK-BASED LEARNING OPPORTUNITIES.**
- FOR THE ROUND 4 COMPETITION, EACH OF THE NINE GO VIRGINIA REGIONS ARE INVITED TO APPLY FOR A TWO-YEAR GRANT WITH THE OPTION FOR ANNUAL RENEWALS.
 - YEAR 1 WILL CONSIST OF PLANNING AND PARTIAL IMPLEMENTATION TO COMPLETE THE TASKS LISTED BELOW.
 - YEAR 2 AND ANY SUBSEQUENT YEARS WILL CONSIST OF ITERATIVE IMPROVEMENTS AND SCALING OF THE INITIATIVE.

ROUND 4: CALL FOR PROPOSALS

Regional Pilot Programs

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

Selection of Additional Regions

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

Required Proposal Partners

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

GO VIRGINIA REGION 9 INTERNSHIP COLLABORATIVE

Committed Partners

University of Virginia (Lead Institution)

Virginia Career Works - Piedmont Region

Central Virginia Partnership for Economic Development

Central Virginia Small Business Development Center

Albemarle County Public Schools

University of Virginia Equity Center

Germanna Community College

Piedmont Virginia Community College



VIRGINIA INITIATIVE FOR
**GROWTH &
OPPORTUNITY**
IN EACH REGION
REGIONAL COUNCIL 9



Additional Proposed Partners Listed in Proposal Submitted to SCHEV

KEY COMPONENTS OF THE REGION 9 PROPOSAL

- **Proposal included a \$250,000 budget request (\$125K / per year)**
- Staffing: Two-person team (one through VCW-Piedmont / one through UVA): responsible for thinking every day about how to:
 - Coordinate internship activities and outreach across Region 9
 - Establish a Region 9 Internship taskforce
 - Identify and link existing work-based learning activities
 - Develop an integrated communications plan and present internship opportunities to employers
 - Create innovative ways to engage employers with students
 - Provide concierge services to small-businesses to increase internship placements
 - Support students to develop work-ready competencies (aligned with Region 9 industry clusters)
 - Launch a regional event for employers to connect with, interview and hire interns
 - Implement a technology solution that provides Region 9 seamless access to interns

REQUIRED DELIVERABLES

- Inventory existing opportunities for employers to engage with students across public and private PK-12, colleges and universities, higher education centers, and other community organizations
- Bring employers to the table, listen to their current and future needs
- Orient employers to all the services that will be available (including V-TOP Toolkit)
- Support companies that want to start hosting interns; assist progression through modules
- Support students to develop work-ready competencies
- Support employers and students to participate in a new work-based experience designed for freshmen and sophomore
- Host a region-wide internship recruiting event based on HireVA hosted in Hampton Roads







PROPOSED TIMELINE - KEY MILESTONES

Milestones – Year 1	May	June	July	Aug	Sept	Oct
Hire VTOP Project Coordinators	◆					
Convene Kick-off meeting with committed partners	◆					
Setup meetings with K-12 CTE leaders and regional community colleges to discuss candidate tracking process		▨	■			
Establish a referral and Mar/Comm process with the CVSBDC		▨	■			
Document a concierge process to support CVSBDC referrals		▨	■			
Create a database and inventory of experiential learning programs		▨	■			
Participate in monthly CTE Directors meeting and coordinate ongoing cadence for engagement			▨	▨	▨	▨
Map the experiential learning challenges and opportunities across targeted industry sectors			▨	■		
Perform a gap assessment on experiential learning opportunities by targeted industry			▨	■		

PROPOSED TIMELINE - KEY MILESTONES

Milestones – Year 1	May	June	July	Aug	Sept	Oct
Technology requirements for a Region 9 focused platform selection						
Technology platform implemented						
Integrate SCHEV and other VTOP training resources into a comprehensive communication plan						
Minority business Communications plan and website content developed						
Employer Outreach List						
Milestones – Year 1 (Cont'd)	Sept	Oct	Nov	Dec	Jan	Feb
Implement a process for tracking student engagement						
Establish goals, KPI's, and metrics						
Employer Outreach List						
Finalize workshop and orientation training materials						
Milestones – Year 1 (Cont'd)	Dec	Jan	Feb	Mar	Apr	May
Host orientation with employers Region 9 targeted industry						
Employer Outreach List						
Identify and document key KPI's and metrics for Year 2 of the initiative						
Develop implementation plan for Year 2 and HireVA Recruiting event						
Budget/analysis for program continuity beyond year 2						

PROPOSED TIMELINE - KEY MILESTONES

Milestones – Year 2	M a y	J u n e	J u l y	A u g	S e p t	O c t	N o v	D e c	J a n	F e b	M a r	A p r
Host internship-focused employer orientations virtually and/or in-person												
Host regular networking and hiring events designed to attract employers and students with aligned interests												
Develop a Region 9 Outcomes report by sector, employer, and schools												
Develop a final report with program feedback and recommendations to improve and scale the initiative												

REGIONAL PRIORITY INDUSTRY CLUSTERS

Light Manufacturing
Biotechnology and Biomedicine
Food and Beverage Manufacturing
IT and Communications
Financial and Business Services

CONTACT INFORMATION

David Lapinski

Director of Employer Relations and Experiential Learning , University of Virginia Career Center

Dal8d@virginia.edu

Sara Morton

Regional Workforce Director, Virginia Career Works – Piedmont Region

smorton@vcwpiedmont.com

Dave Kilgore

Operations Manager, Virginia Career Works - Piedmont Region

dkilgore@vcwpiedmont.com