

The Value of Internships and Work-Based Learning

**FALL 2023 ROUNDTABLE DISCUSSION SERIES
TRENDS & TAKEAWAYS**

GROWTH**4VA**
Virginia Business Higher Education Council

GROWTH4VA.COM

SUMMARY

As part of its ongoing commitment to identifying exemplary practices related to paid internships and other work based learning experiences, the Virginia Business Higher Education Council (VBHEC) in Fall 2023 convened stakeholders for a series of roundtable discussions across the Commonwealth. The purpose was to facilitate discussion regarding the value of internships and the impact of work-based learning opportunities to meet regional workforce demands and strengthen local economies. In all, seven roundtables were held from September to December 2023.

VBHEC partnered with the Virginia Talent and Opportunity Partnership (V-TOP) to host these events and to identify key regional stakeholders to take part. The panels varied in size from a dozen to twenty (20) participants and included representatives from local higher education institutions (public and private), economic development officials, business leaders, and students. Each roundtable discussion lasted one hour, and the media was invited to observe.

To prompt discussion at each roundtable, participants were asked what challenges exist for business to find qualified candidates and for students to locate job opportunities. What are the barriers for students to obtain a meaningful internship experience? What resources are available to promote internship opportunities in your region? And how should higher education play a role in developing talent pathways to benefit businesses and students moving forward?

The following report outlines key takeaways from the roundtable discussion, identifies trends and patterns from across the state, acknowledges best practices in certain sectors of the economy, and presents several recommendations that could improve internship outcomes for Virginia students and businesses.

This is not a scientific study. Rather, this is a summary of perspectives and opinions from panelists as observed by VBHEC representatives over the course of the roundtable series.

Virginia Talent and Opportunity Partnership (V-TOP)

In 2018, the Virginia General Assembly appropriated funding to the State Council of Higher Education for Virginia (SCHEV) to encourage public colleges and universities to develop partnerships to provide innovative paid internship opportunities for their students. In 2019, the effort was expanded and enacted into law as the Innovative Internship Fund and Program. In 2020, through a partnership with the Virginia Chamber Foundation, the program was rebranded as the Virginia Talent and Opportunity Partnership (V-TOP).¹

1 State Council of Higher Education for Virginia; Commonwealth Innovative Internship Fund and Program; Overview; schev.edu/institutions/grants/commonwealth-innovative-internship-fund-and-program

As described on the V-TOP website:

“The V-TOP program aims to expand high-quality, paid, and credit-bearing student internships and other work-based learning opportunities in collaboration with

Virginia employers. The program comprises institutional grants and a statewide initiative to facilitate the readiness of students, employers, and institutions of higher education to participate in internships and other work-based learning opportunities.”²



**VIRGINIA
TALENT +
OPPORTUNITY
PARTNERSHIP**

CREATING PATHWAYS TO PROFESSIONS

In 2023, the Virginia Business Higher Education Council formally joined with the State Council of Higher Education for Virginia and the Virginia Chamber Foundation to support and expand the Virginia Talent and Opportunity Partnership.

ZOOM IN

According to SCHEV, a recent survey of Virginia graduates revealed that fewer than half of 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.

The study found, “more than half of graduates of two- (53.2 percent) and four- year (57.0 percent) institutions indicated that these internships helped them obtain a job offer after graduation, which they may or may not have accepted.”³

V-TOP supports the internship readiness of students, institutions, and employers to expand paid and credit-bearing student internships and other work-based learning opportunities to benefit students and employers. V-TOP also extends resources across the Commonwealth through nine (9) regional programs that promote collaboration among local businesses, institutions of higher learning, and economic development officials to advance paid internship opportunities for each region. To learn more about V-TOP’s regional resources, visit <https://virginiatop.org/regions/>.

2 State Council of Higher Education for Virginia; Commonwealth Innovative Internship Fund and Program; Purpose; schev.edu/institutions/grants/commonwealth-innovative-internship-fund-and-program

3 State Council of Higher Education for Virginia; A Post-College Outcomes Study of Virginia Public College and University Graduates from 2007 to 2018; October 2021; VCU L. Douglas Wilder School of Public Affairs; research.schev.edu/downloads/virginia_educated_results/Virginia%20Educated%20Survey%202021%20Full%20Report%20no%20appendices.pdf

Internship Landscape

Since passage of the Innovative Internship Fund by the General Assembly in 2019, considerable state resources have been allocated to improve access to internship opportunities for students and expand the talent pipeline for Virginia businesses. SCHEV, through the V-TOP program, is responsible for applying those funds as they were intended, but how can it be improved? How can stakeholders be made aware of the internship resources available to them?

Through discussion prompts and questions, panelists were asked to describe the current internship landscape across their respective regions and to identify what is working and what could work better. Panelists were also prompted to explain challenges they may have experienced accessing available resources, both practical and programmatic. Panelists were also asked to bring new ideas and suggestions on how to strengthen the program and to identify areas of improvement.

So, what's working? Some college and university career centers seem well-equipped to match students with businesses for internship placement. These institutions (4-year and community college) have built relationships with local businesses across the regional economy to help their students find meaningful work-based learning experiences. On campus, those institutions also seem to do a good job promoting the value of an internship and the available resources for students to be successful, so long as the student chooses to seek them out.

When asked what is not working, panelists cited the need for standard metrics for successful placement across Virginia's higher education system to provide quantitative data and track progress and outcomes of the program. Business leaders on the panel also noted the need for greater awareness of the financial resources and incentives available to them for hiring an intern. It was acknowledged that V-TOP is working to bridge that knowledge gap and collaborate with its stakeholders to draw attention to ready resources, however the requirements for business to train and qualify for those funds is a real barrier to participation.

TOP OF MIND

The following information captures commentary from panelists as they made observations on the challenges that exist with internship access and resources as well as opportunities to strengthen programming and improve outcomes.

- ▶ Define what an "internship" means compared to other forms of work-based learning (externships, micro-internships, remote internships, apprenticeships).
- ▶ Develop "soft skills" and "business literacy" training when helping students prepare for internships.

- ▶ Consider the ability for students and employers to engage in “remote internships” or project-based micro-internships that can occur virtually and without the need for students to be geographically close to the business location for consideration and hire.
- ▶ Create internship centers on college campuses and have dedicated personnel to assist students with finding suitable internship opportunities and work with local businesses to match their needs with qualified student candidates.
- ▶ Provide financial assistance or stipend to help small businesses recruit and hire interns.
- ▶ Create an internship office on college campuses to specifically help students identify and apply for internships, and to be the point of contact for local businesses looking for interns.
- ▶ Encourage having “businesses in the classroom” as a way to integrate the concept of internships and work-based learning as a valuable tool for networking, on-the-job training, and career readiness.
- ▶ Colleges and universities should explore partnerships with businesses and collaborate with economic development organizations to incorporate internships and work-based learning opportunities into curriculum based on the local workforce needs.
- ▶ Discussion of internships and the value of work-based learning opportunities should reach into middle and high school classrooms.
- ▶ Access to housing and reliable transportation can be real challenges for students pursuing internship opportunities. We should look for ways to offset those cost categories so students have the ability to gain experience without impediment.
- ▶ Colleges and universities should develop a housing program to make campus dormitories available for “rent” to students hired for summer internships.
- ▶ There is a need for an online clearinghouse of internship opportunities for both businesses and students to access. This “portal” would allow for positions to be posted, for students to search and apply online, and for businesses to connect with applicants directly.
- ▶ There is confusion on the part of businesses about the use of third-party applications, such as Handshake[®], Symplicity[®], and Jopwell[®]. Colleges and universities maintain partnerships with these vendors to help students search and apply for jobs, but many small businesses lack awareness of these tools and often do not participate.
- ▶ The state should promote collaboration and consistency across institutions to encourage broader participation from students and businesses in a single recruitment platform. Such a consolidation could yield cost savings for the state and institutions.
- ▶ When considering recruitment tools, explore the use of artificial intelligence (AI) to assist with higher accuracy when matching applicants with relevant internship opportunities.
- ▶ Employers should be intentional when developing an internship program that creates a rounded and meaningful experience for the student.

Exemplary Programs

Through the roundtable series, these programs were identified as exemplary and worthy of replication in promoting workforce readiness and advancing work-based learning experiences for Virginia students.

▶ **WILLIAM & MARY OFFICE OF CAREER DEVELOPMENT & PROFESSIONAL ENGAGEMENT**

For the third year in a row, William & Mary has been recognized by *The Princeton Review* as the #1 public university for internships in the nation, and 13th for career placement.⁴ The Office of Career Development and Professional Engagement has dedicated significant resources to ensure student readiness through experiential learning and internship opportunities in key sectors of the economy. Learn more at wm.edu/offices/career.

▶ **BLUE RIDGE PARTNERSHIP FOR HEALTH SCIENCE CAREERS**

The Blue Ridge Partnership is a collaboration of educators, employers, and economic development professionals in the Roanoke and New River Valleys, the Alleghany Highlands, and the greater Lynchburg region to address the urgent shortage of healthcare practitioners and researchers. Through strategic partnerships and investment by GO Virginia Region 2 and the Claude Moore Charitable Foundation, the Blue Ridge Partnership successfully leverages education and economic development resources to promote careers in health sciences and develop well-defined talent pathways from middle and high school through post-secondary education and on to employment. Learn more at virginiahealthcareers.org.

▶ **UNIVERSITY OF MARY WASHINGTON**

The University of Mary Washington demonstrates its commitment to internships through its graduation requirement that obligates students to complete a credit-bearing work-based learning experience. More recently, as part of the SACSCOC accreditation process, UMW has also committed to a focus on Life After Mary Washington, the named initiative of the most recent Quality Enhancement Plan. The four-year curriculum that prepares students for their lives after graduation includes internships, research, study abroad experiences and more. This initiative leverages the work of the National Association of Colleges and Employers to develop career readiness in students by exposing them to ten core competencies through their academic and co-curricular pursuits and helping them connect their experiences to the world of work.

4 Top 20 Best Schools for Internships (Public Schools); The Princeton Review; princetonreview.com/college-rankings?rankings=top-20-best-schools-for-internships-public-schools

UMW supports students in career readiness not only by preparing young people for internship opportunities, but also by supporting small and medium sized employers through the Rappahannock Work and Learn Collaborative funded by V-TOP. UMW is first in the state in the number of employers trained. The Center for Career and Professional Development provides internship grants sourced through philanthropic contributions and encourages students to explore careers of interest by participating in Career Fairs, Career Treks, and informational interviews with alumni and employers. Learn more at umw.edu/careercenter.

► **MARYMOUNT UNIVERSITY**

A private institution of higher education located in Virginia near Washington, D.C., Marymount University requires all undergraduate students to complete an internship or a comparable experiential learning experience as part of their degree program. Leveraging its proximity to the nation's capital, Marymount offers students unparalleled work-based learning opportunities in government, business, arts, and health sectors. Requiring students gain real-world experience, test career interests, and build their professional network, this hands-on approach is integral to Marymount's educational philosophy of blending theoretical knowledge with practical application. Learn more at marymount.edu/academics/services-resources/center-for-career-development/students/internships/.

This program offers an innovative approach to promoting internships and apprenticeship opportunities among students and businesses, aligning curriculum toward high-demand careers, and bringing experiential learning into the classroom.

► **RICHARD BLAND COLLEGE FAME PROGRAM**

The Central Virginia Federation for Advanced Manufacturing Education (FAME) Advanced Manufacturing Technician (AMT) apprenticeship program at Richard Bland College combines college coursework with paid, on-the-job training and experience, as well as personal behaviors and core manufacturing skills desired by manufacturers. The only FAME program offered in Virginia, this 5-semester multidisciplinary, multi-skilled educational program leads to an Associate of Science degree and AMT Certification upon completion. Learn more at rbc.edu/rbc-fame/.

KEY TAKEAWAYS & RECOMMENDATIONS

The following is a snapshot of the practical and programmatic challenges stakeholders face when attempting to access internship resources and find opportunities, along with corresponding solutions brought forward by panelists:

▶ **Transportation and housing are often practical impediments for students to access a worthwhile and meaningful internship opportunity.**

SOLUTION: Provide transportation stipend (parking validation, mass transit vouchers, gas reimbursement).

SOLUTION: Housing vouchers or assistance with rent; campus housing offered to students participating in summer internships.

▶ **Businesses are looking for qualified internship candidates. Students may not think they are qualified for certain internship opportunities and as a result do not pursue those opportunities.**

SOLUTION: Define what a “qualified” intern candidate and experience looks like. Campus career centers should use qualitative research and resources to successfully pair students with businesses.

SOLUTION: Provide new funding for a coordinated marketing effort to attract and retain talent and promote internships, apprenticeships, and other work-based learning opportunities.

▶ **Students need help finding internship opportunities and guidance on which internships might provide the best experiential learning toward their chosen career.**

SOLUTION: Establish internship offices on college campuses, in addition to career services.

SOLUTION: Establish internship and career services offices at community colleges. Today most, if not all, community colleges do not have dedicated staff to assist students with career planning and counseling.

SOLUTION: Expand eligibility for businesses to qualify for state funds to offset internship costs, including allowing non-profit organizations to participate.

- ▶ **There is no central place online to find intern candidates and job opportunities in Virginia. We need a central repository for internship opportunities.**

SOLUTION: Develop a customized online portal for businesses to post job opportunities and for students to apply.

SOLUTION: Develop a statewide online internship portal that is integrated into the existing Department of Workforce Development and Advancement portal.

- ▶ **Small businesses may find the training requirement to access V-TOP funds to be cumbersome and time-prohibitive, and therefore choose not to participate.**

SOLUTION: Reduce training hours required to qualify for access to V-TOP grant resources.

SOLUTION: Provide incremental access to V-TOP funds on a tiered basis, allowing businesses to choose their own level of engagement and corresponding resource allocation.

- ▶ **Businesses have mixed opinions on the cost of utilizing the V-TOP staffing agency as a way to place interns and recruit career talent.**

SOLUTION: Amend the V-TOP contract with a clause allowing businesses to waive use of the staffing agency.

SOLUTION: Provide flexibility so that small businesses do not have to utilize the staffing agency in order to qualify for state funding.

- ▶ **There is confusion on the part of businesses and students about the ability of interns to earn class credit during a paid (versus an unpaid) internship.**

SOLUTION: Clarify rules related to students receiving credit for paid internships and educate appropriate stakeholders.

- ▶ **There is confusion over terminology and the need to standardize how to describe work-based learning opportunities: internships, externships, micro-internships, apprenticeships, etc.**

SOLUTION: Create and adopt a standardized “work-based learning vocabulary” for universal use within V-TOP and across Virginia’s higher education system.

CONCLUSION

Virginia is on the right track to providing a meaningful paid internship for every student before they graduate. In fact, we are ahead of every other state. We have the right partners at the table, the support from the policymakers, and are having the right conversations.

However, that does not mean our work is done. Far from it. More needs to be done to build on our great work and begin to scale up our efforts to reach our goal.

These roundtables helped to identify barriers to participation and solutions for success. The level of participation and quality of discussions in these roundtables shows that the will is there to improve programs and outcomes. With the appropriate resources, we have a real opportunity to connect Virginia businesses with qualified students seeking a meaningful work-based learning experience. The time to act is now.

About the Virginia Business Higher Education Council

The Virginia Business Higher Education Council (VBHEC) was founded in 1994 by Virginia business leaders on the principle that the prosperity of Virginia and the well-being of its citizens is fundamentally tied to access to a strong system of public colleges and universities.

A nonprofit, nonpartisan partnership between Virginia's business community and higher ed leadership, VBHEC's mission is to enhance the performance of Virginia's public colleges, universities, and community colleges and their funding by state government so they can produce the greatest possible positive impact on Virginia's economy.

VBHEC is committed to educating the public about higher education's crucial role in Virginia's economy, and it strives to secure the support needed for the Commonwealth's colleges, universities, and community colleges to rank among the nation's best.

ADDITIONAL RESOURCES

In 2023, VBHEC commissioned a bipartisan poll to gauge public sentiment of higher education in Virginia and strategic investments in paid internships and work-based learning initiatives. View the full survey at growth4va.com/2023poll. Several key findings of that survey are as follows:

Figure 3.3A Virginia should increase the paid internship opportunities available to students because it will help students pay for college as well as prepare them for their career.

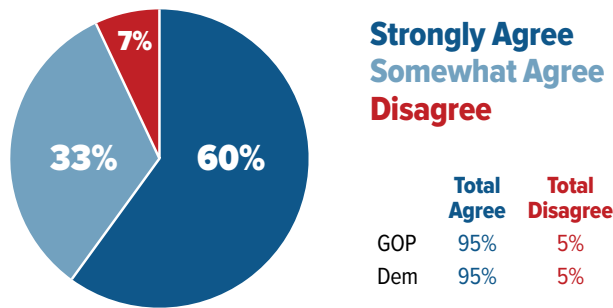


Figure 3.3B It is important the state of Virginia invests in the Innovative Internship Program which increases the number of paid internships, co-op programs, and other work-based learning opportunities available to students attending Virginia's colleges and universities.

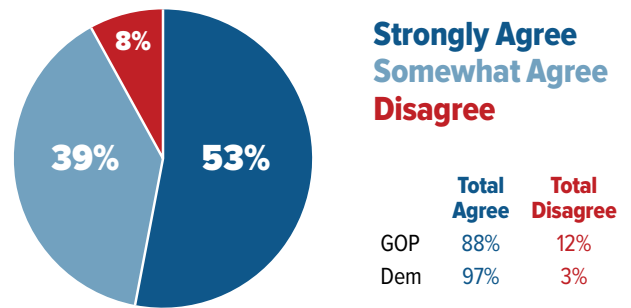
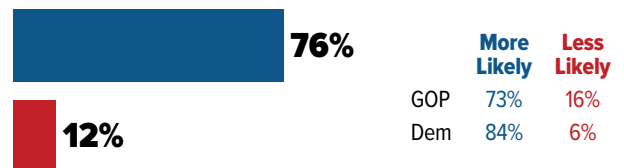
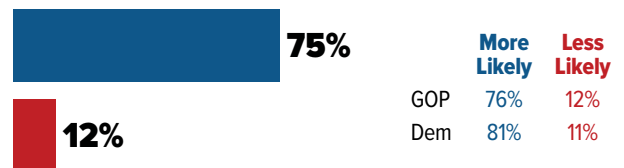


Figure 3.4

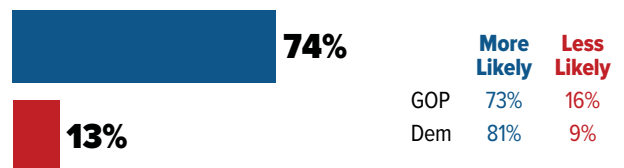
A - CAMPUS INTERNSHIP CENTERS. Would you be more or less likely to vote for a candidate who says that colleges in Virginia need to work directly with businesses to help place students in paid internships with those businesses, so the state should invest in campus internship centers that focus on matching students with businesses for specific internship opportunities?



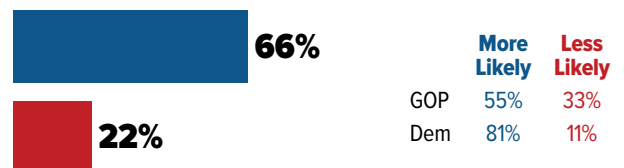
B - INTERNSHIP LISTINGS ON ONLINE PORTAL. Would you be more or less likely to vote for a candidate who says that because many businesses want to hire student interns but do not know how to go about it, the state should create a user-friendly online portal with internship information and market it to employers and students throughout the state?



C - SMALL BUSINESS MATCHING GRANTS. Would you be more or less likely to vote for a candidate who says that because most jobs in our economy are created by small businesses and internship experiences with small businesses are especially valuable to students, the state should provide matching grants to small businesses in Virginia so more small businesses can afford to hire interns?



D - FINANCIAL AID TO HELP WITH EXPENSES. Would you be more or less likely to vote for a candidate who says that because many students cannot afford off-campus internships because they have additional expenses for things like transportation and housing, the state should provide financial aid to help cover those expenses so internships are accessible to all students regardless of their family's income?



In 2023, VBHEC also commissioned the Weldon Cooper Center at the University of Virginia to conduct an economic impact study of Virginia’s public colleges and universities. View the full study at growth4va.com/2023study. Several key findings of that study are as follows:

The ROI of Virginia Public Higher Education

RESULTS OF 2023 ECONOMIC IMPACT STUDY



A comprehensive study completed by the Weldon Cooper Center for Public Service in 2023, the fourth of its kind since 2009, documented the dramatic economic impact of Virginia’s higher education system:



Figures for FY21 and expressed in terms of 2021 dollars.

APPENDIX I

Discussion Questions

ALL:

- ▶ What work-based learning opportunities are available in the region?
- ▶ Regarding internships, what is working well? (Institution? Business? Student?)
- ▶ What can be improved? (Institution? Business? Student?)
- ▶ What are the greatest challenges to connecting students and employers to find internship opportunities?

V-TOP REPRESENTATIVE:

- ▶ Can you briefly describe the resources available through V-TOP and the work you're doing to promote the program and identify partners in your region?
- ▶ What resources are available locally to promote internship opportunities - for students and for businesses?

BUSINESS LEADER:

- ▶ What does your company do to recruit interns?
- ▶ Do you feel like you know who to reach out to at the local institutions?

HIGHER ED REPRESENTATIVE:

- ▶ What resources are available on your campus for students to find internship opportunities?
- ▶ How do you promote these resources?
- ▶ Can you describe how your institution is developing talent pathways to meet local workforce needs and support student success in those fields?

STUDENT/INTERN:

- ▶ Tell us how you found the internship opportunity you had. How were you supported (or not)?
- ▶ What one thing would you like your institution to know about your experience? Your employer?

ALL:

- ▶ What next steps should be taken to improve access to opportunities and resources?
- ▶ What additional resources may be needed, financial or otherwise?

APPENDIX II

Roundtable Locations & Participants



Harrisonburg



Abingdon



Norfolk



Danville



Roanoke



Charlottesville



Hampton

Harrisonburg

Date: Tuesday, September 19, 2023

Time: 10:00 - 11:00am

Location: James Madison University
Festival Center, Allegheny Room
1301 Carrier Drive
Harrisonburg, VA 22807

Format: Roundtable Discussion

Topic: The value of internships and the impact of work-based learning opportunities to meet regional workforce demands and strengthen local economies. What resources are available? What challenges exist? And, how does higher education play a role in developing talent pathways to benefit businesses and students?

Facilitator: Kirk Cox, President, VA Business Higher Education Council

Panelists: Dr. John Downey, President, Blue Ridge Community College
Dr. Jay Langston, Executive Director, Shenandoah Valley Partnership
Chris Quinn, President & CEO, Harrisonburg-Rockingham Chamber of Commerce
Emma Gibbons, Asst. Director for Internships, James Madison University
Mary Sullivan, Valley Internship Experience Workgroup (VIEW) Project Coordinator
John Marr, Human Resources Manager, Training & Retention, Massanutten Resort
Catherine Mosley, Director, Market Development, Lumos Fiber
Laura Boaggio, Individual Placement Coordinator, Appalachian Conservation Corps
Kristin Jackson, AVP Training and Development Coordinator, F&M Bank
Laura Powell, Director of Volunteer Services, Bridgewater Retirement Community
Luke Morgan, Grants and Programs Analyst, City of Harrisonburg
Isidor Lacy, Intern, Shenandoah Valley Small Business Development Center
Arianna Barrett, Intern, Big Brothers Big Sisters of Harrisonburg-Rockingham

Abingdon

Date: Friday, October 13, 2023

Time: 10:00 - 11:00am

Location: Southwest Virginia Higher Education Center
1 Partnership Circle
Abingdon, VA 24210

Format: Roundtable Discussion

Topic: The value of internships and the impact of work-based learning opportunities to meet regional workforce demands and strengthen local economies. What resources are available? What challenges exist? And, how does higher education play a role in developing talent pathways to benefit businesses and students?

Facilitator: Kirk Cox, President, VA Business Higher Education Council

Panelists: Nathan Brooks, Operations Manager, Ronald Blue Trust
Phil Di Pietro, Director of Application Development, Food City
Michael Fields, Technical Lead, Peregrine Computer Consultants Corporation
Donna Price Henry, Chancellor, University of Virginia's College at Wise
Jane Jones, Faculty, Business & Information Technology, Mountain Empire CC
Traci Mitchell, Recruitment and Career Services, Virginia Highlands CC
Tonya Nations, Director of Career Discovery, UVA-Wise (V-TOP Region 1 Coordinator)
Rachel Patton, Director of Business Services, SWVA Workforce Development Board
Will Payne, Managing Partner, Coalfield Strategies LLC
Amanda Pollard, Sr. Assoc. Director of Experiential Learning, Emory & Henry College
Beth Rhinehart, President & CEO, Bristol Chamber of Commerce
Bethany Rose, Co-owner, Buchanan Pump

Roanoke

Date: Tuesday, October 17, 2023

Time: 1:00 - 2:00pm

Location: Fralin Biomedical Research Institute
4th Floor Education Conference Room
1 Riverside Circle
Roanoke, VA 24016

Format: Roundtable Discussion

Topic: The value of internships and the impact of work-based learning opportunities to meet regional workforce demands and strengthen local economies. What resources are available? What challenges exist? And, how does higher education play a role in developing talent pathways to benefit businesses and students?

Facilitator: Kirk Cox, President, VA Business Higher Education Council

Panelists: Jacquelyne (Assi) Abe, Hollins University (student intern)
Kimberly Blair, Vice President for Resource Development, Roanoke College
Julia Boas, Director of Talent Initiatives, Roanoke Regional Partnership
Erin Burcham, Executive Director, Verge
Shonny Cooke, Career Services Manager, Virginia Western Community College
Matthew Cowley, Executive Director, Career & Professional Development, VA Tech
Janice Crawford, Director, Safety, Security & Loss Prevention, Framatome
Alex Hyler, Founder, CytoRecovery
Hal Irvin, Ph.D., Assoc. VP for Health Sciences & Technology Outreach, FBRI @ VTC
Cynthia Lawrence, Director of Workforce Development, Carilion
Samantha Livesay, Sr. Director of Business Engagement, Onward NRV
Mark Pace, President, E.C. Pace Company, Inc.
Nicholas Pace, Project Engineer, E.C. Pace Company, Inc. (former intern)
Chinmay Todankar, Software Engineer, Torc Robotics (former intern)
Angela Vernon, Director of Human Resources, City of Roanoke
Quina Weber-Shirk, Program Manager, V-TOP Region 2 Internship Collab, VA Tech

Norfolk

Date: Tuesday, October 24, 2023

Time: 10:00 - 11:00am

Location: Norfolk State University
Student Center, Room 149 – Dorothy Brothers Auditorium
700 Park Avenue
Norfolk, VA 23504

Format: Roundtable Discussion

Topic: The value of internships and the impact of work-based learning opportunities to meet regional workforce demands and strengthen local economies. What resources are available? What challenges exist? And, how does higher education play a role in developing talent pathways to benefit businesses and students?

Facilitator: Kirk Cox, President, VA Business Higher Education Council

Panelists: Lori Chesson, Talent Acquisition, Damuth Trane
Jaylin Drewry, Graduate Student, Old Dominion University
Jaedda Hall, Director of Emerging Workforce, Hampton Roads Workforce Council
Julie Heller, Executive Director, US Navy Region Mid-Atlantic
Bill Hitchcock, SVP Business Development, Atlantic Bay Mortgage Company
Tre'sor Foster, Human Resources Specialist, Dominion Energy
Nancy Grden, President & CEO, Hampton Roads Executive Roundtable
Alice Jones, Career Services, Virginia Wesleyan University
Donovan Jones, Regional Operations Manager, Virginia Natural Gas
Sarah Jane Kirkland, Associate VP Corporate Partnerships, Old Dominion University
Dr. Corey McCray, President, Paul D. Camp Community College
Paul Nolde, Manager Director, 757 Collab
Michelle Simmons, Project Manager, 757 Regional Internships Collaborative
Erika Snow, Vice President of Human Resources, Port of Virginia
Bryan Stephens, President & CEO, Hampton Roads Chamber of Commerce
Benjamin White, Independent Living Coordinator, Endependence Center, Inc.
Saranette Williams, Director of Career Services, Norfolk State University
Ryan Withers, Partner, KPMG
Jake Young, Marketing Business Partner, Busch, LLC

Danville

Date: Friday, November 17, 2023

Time: 1:00 - 2:00pm

Location: Regional Center for Advanced Technology & Training
121 Slayton Avenue
Danville, VA 24540

Format: Roundtable Discussion

Topic: The value of internships and the impact of work-based learning opportunities to meet regional workforce demands and strengthen local economies. What resources are available? What challenges exist? And, how does higher education play a role in developing talent pathways to benefit businesses and students?

Facilitator: Kirk Cox, President, VA Business Higher Education Council

Panelists: Jamie Lynn Anderson Lindley, Outreach & Recruiting Mgr., Comfort Systems USA
Krista Boerrigter, Office Manager, Axxor North America
Brian Bradner, Vice President, Dewberry
Julie Brown, Director of Advanced Learning, Inst. for Advanced Learning & Research
Ashley Crute, SCHEV
Ben Davenport, Chairman, First Piedmont/Davenport Energy
Frank Della Pia, Exec Director, Global Center for Automotive Performance Simulation
Tiffany Franks, President, Averett University
Linda Green, Executive Director, Southern Virginia Regional Alliance
Jeff Haley, Chairman, American National Bank
Cornelius Johnson, Vice President for Academic Affairs, Danville Community College
Charley Majors, Chairman (Retired), American National Bank
Anne Moore-Sparks, President & CEO, Danville-Pittsylvania Chamber of Commerce
Jennifer Penland, Director of Career Development & Exploration, Averett University
Cassidy Pruitt, Research & Communications Analyst, IALR (former intern)
Telly Tucker, President, Institute for Advanced Learning & Research
Jessie Vernon, Adv. Learning Program Mgr., Inst. for Advanced Learning & Research

Charlottesville

Date: Thursday, December 7, 2023

Time: 3:00 - 4:15pm

Location: University of Virginia
Bryant Hall
1815 Stadium Road
Charlottesville, VA 22903

Format: Roundtable Discussion

Topic: The value of internships and the impact of work-based learning opportunities to meet regional workforce demands and strengthen local economies. What resources are available? What challenges exist? And, how does higher education play a role in developing talent pathways to benefit businesses and students?

Facilitator: Kirk Cox, President, VA Business Higher Education Council

Panelists: Ariel Bredder, Central Virginia Small Business Development Center
Stephen Davis, Community Investment Collaborative
Katie Dulaney, Ph.D., Central Virginia Partnership for Economic Development
Amrie Grammer, Ampel BioSolutions
Nicole Hall, University of Virginia Career Center
Brianna Hogan, Booz Allen Hamilton
Callie Knight, UVA Student and Intern
David Lapinski, University of Virginia Career Center (V-TOP)
Natalie Masri, Charlottesville Regional Chamber of Commerce
Kellie McDonnell, National Guard Intelligence Center
Becky Morris, Germanna Community College
Sarah Morton, Virginia Career Works
Thy Nguyen, Mary Baldwin University
David Touve, 434 Accelerator

Hampton

Date: Tuesday, December 12, 2023

Time: 1:00 - 2:15pm

Location: Virginia Peninsula Community College
600 Butler Farm Road
Hampton, VA 23666

Format: Roundtable Discussion

Topic: The value of internships and the impact of work-based learning opportunities to meet regional workforce demands and strengthen local economies. What resources are available? What challenges exist? And, how does higher education play a role in developing talent pathways to benefit businesses and students?

Facilitator: Kirk Cox, President, VA Business Higher Education Council

Panelists: Barbara Blake, Old Dominion University
Dr. Porter Brannon, President, Virginia Peninsula Community College
Kathy Byron, VA Department of Workforce Development
Sydney Galoozis, W.M. Jordan Construction
Phil Heavilin, William & Mary
Sarah Hobgood, Christopher Newport University
Kayla James, Christopher Newport University (Student Intern)
Sarah Jane Kirkland, Old Dominion University
Renaë Myles, Huntington Ingalls Industries
Kathleen Powell, William & Mary
Tiye' Smith, Virginia Peninsula Community College (Student Intern)
Lisa Surlés-Law, Jefferson Labs
Bridget Weikel, Old Dominion University
Bessie Willis, Hampton University

APPENDIX III

Media Coverage



Former Speaker Cox pushes internships as key to building bigger talent pipeline

cardinalnews.org/2023/10/25/former-speaker-cox-pushes-internships-as-key-to-building-bigger-talent-pipeline/

By Dwayne Yancy

October 24, 2023

The Virginian-Pilot

Opinion: Now's the time to invest in internships and talent pathways

pilotonline.com/2023/10/21/opinion-nows-the-time-to-invest-in-internships-and-talent-pathways/

By Kirk Cox

October 21, 2023



Council hosts internship, work-based learning event Oct. 13

heraldcourier.com/news/local/business/employment/council-hosts-internship-work-based-learning-event-oct-13/article_d881b690-6847-11ee-a65a-5f9099c79d69.html

By Bristol Herald Courier Staff

October 11, 2023

Richmond Times-Dispatch

Commentary: To bridge the workforce gap, Virginia must invest in higher ed

richmond.com/opinion/column/commentary-to-bridge-the-workforce-gap-virginia-must-invest-in-higher-ed/article_3f0455ce-57f6-11ee-a75a-4fd70b840026.html

By Dennis Treacy & Taylor Reveley

September 22, 2023

Daily News-Record

Virginia Business Higher Education Council Discusses Internships At JMU Roundtable

dnronline.com/news/education/virginia-business-higher-education-council-discusses-internships-at-jmu-roundtable/article_ce9d7847-9529-5790-9e8d-41deccf6a588.html

By Ashlyn Campbell

September 19, 2023