

Hello
my name is

INTERN

VBA Virtual Internship Program

Mentor Orientation | April 21, 2021

VBA Summer Internship Program

▶ Welcome & Introductions

▶ 2021 Participating Banks:

▶ American National
Bank & Trust Co.

▶ Atlantic Union Bank

▶ Benchmark
Community Bank

▶ C&F Bank*

▶ Chain Bridge Bank*

▶ Chesapeake Bank*

▶ Skyline National
Bank*

▶ Southern Bank and
Trust Company

▶ The Bank of
Southside Virginia*

▶ United Bank*

**Past Participant*





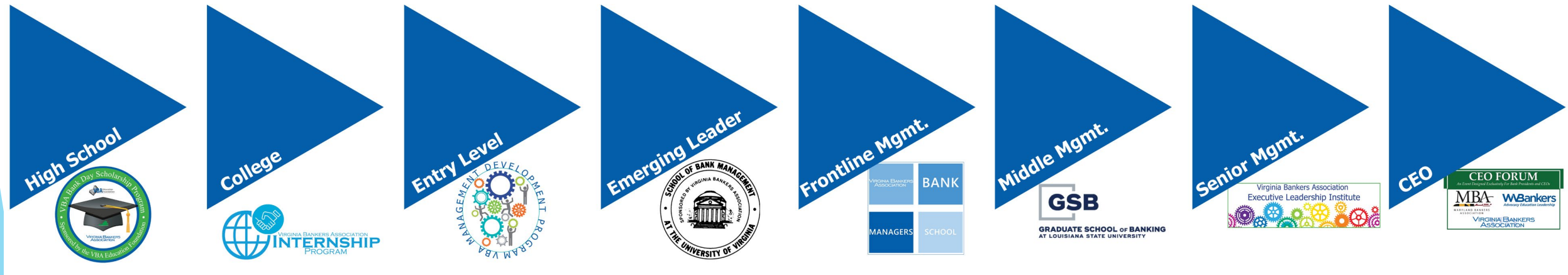
Overall Program Goals

- ✓ Develop a streamlined, enriching, and engaging internship program that appeals both to banks that currently host interns and those just beginning their programs
- ✓ Provide interns exposure to the banking industry while creating a pipeline of talent
- ✓ Establish a “learning agenda” and “learning objectives” for the interns to work towards



VBA Education & Training Continuum

Virginia Bankers Association | Education & Training *Leadership Training Continuum*





VBA's Role

- ▶ Provide program timeline, structure, training, and project suggestions to banks and interns
- ▶ Develop and provide turnkey templates and resources for banks to use with summer interns
- ▶ Coordinate virtual orientations and weekly Zoom meetings
- ▶ Provide online training options and opportunities
- ▶ Act as sounding board and resource for banks and interns during internship period

Bank's Role

- ▶ Recruit, interview and hire interns
- ▶ Customize the proposed program to fit the needs of your bank
- ▶ Mentorship of interns and structuring of interns' day-to-day duties at the bank
- ▶ Communicate with intern and college about specific college requirements for internship (if applicable)
- ▶ Provide feedback to VBA during internship program planning and execution



Presentation from ChamberRVA

Internship Experience: Accepted Full-time Offer

Top 10 Factors: Impact on Conversion

- * 1. My manager valued my being there
- * 2. I had access to management
- * 3. I was challenged by my assignment
- 4. I worked with people I liked and respected
- 5. I was treated with dignity and respect
- 6. I enjoyed the workplace environment
- 7. Their culture appealed to me
- 8. They encourage/value employees' contributions
- * 9. My mentor was a valuable resource
- * 10. I was treated like a full-time employee



VBA Internship Program Components



Past Participant Panel



VBA Summer Contact

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