

INTERN

VBA Internship Program

Mentor Orientation | April 12, 2022



VBA Summer Internship Program

- Welcome & Introductions
- ▶ 2022 Participating Banks:
 - American National Bank& Trust Co.*
 - Benchmark Community Bank*
 - ► Blue Ridge Bank
 - ► Chain Bridge Bank*
 - ► Chesapeake Bank*
 - ► F&M Bank*
 - ► First Bank & Trust Co.*

- ► First National Bank
- Oak View National Bank*
- Southern Bank and Trust Company
- The Bank of Southside Virginia*
- The Farmers Bank of Appomattox*
- TowneBank

*Past Participant





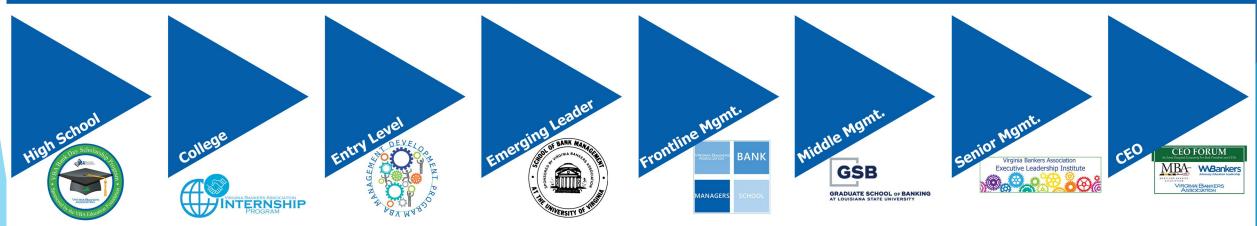
Overall Program Goals

- 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





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





Virginia Talent + Opportunity Partnership Presentation Lynn Seuffert

Senior Associate for Strategic Planning and Policy Studies State Council of Higher Education for Virginia



VBA Internship Program Components



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 in-person and virtual 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



VBA Summer Contact

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