

Hello

my name is

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*

High School

A circular logo for the VBA Bank Day Scholarship Program. It features a graduation cap in the center, surrounded by the text "VBA Bank Day Scholarship Program" and "Sponsored by the VBA Education Foundation".

College

The logo for the Virginia Bankers Association Internship Program, identical to the one in the top left corner.

Entry Level

A circular logo for the VBA Management Development Program. It features several interlocking gears in various colors (red, green, blue, yellow) around a central point, with the text "MANAGEMENT DEVELOPMENT PROGRAM" and "VBA" around the perimeter.

Emerging Leader

A circular logo for the School of Bank Management at the University of Virginia. It features a central image of a classical building facade, surrounded by the text "SCHOOL OF BANK MANAGEMENT" and "AT THE UNIVERSITY OF VIRGINIA".

Frontline Mgmt.

A logo for the Bank Managers School. It consists of a blue square divided into four quadrants by a white cross. The words "BANK", "MANAGERS", and "SCHOOL" are placed in the top-right, bottom-left, and bottom-right quadrants respectively.

Middle Mgmt.

The logo for the Graduate School of Banking at Louisiana State University. It features the letters "GSB" in a bold, sans-serif font, with "GRADUATE SCHOOL OF BANKING" and "AT LOUISIANA STATE UNIVERSITY" in smaller text below it.

Senior Mgmt.

A logo for the Virginia Bankers Association Executive Leadership Institute. It features a row of colorful gears in various colors (purple, blue, green, yellow, red) at the bottom, with the text "Virginia Bankers Association Executive Leadership Institute" above it.

CEO

A logo for the CEO Forum. It features the text "CEO FORUM" in a bold, sans-serif font, with "An Event Designed Exclusively For Bank Presidents and CEOs" in smaller text below it. To the left of the text are logos for "MBA" and "WBANKERS".

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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