

**Hello**  
my name is

**INTERN**

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**VBA Internship Program**  
Mentor Orientation

# VBA Summer Internship Program

- ▶ Welcome & Introductions
- ▶ 2025 Participating Banks:
  - ▶ Bank of Clarke
  - ▶ Burke & Herbert Bank
  - ▶ C&F Bank
  - ▶ Chain Bridge Bank, N.A.
  - ▶ Chesapeake Bank
  - ▶ First Bank, Virginia
  - ▶ First National Bank
  - ▶ Pendleton Community Bank
  - ▶ Southern Bank and Trust Company
  - ▶ TowneBank





# 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



# New Hiring Trends & Emerging Skill Needs Report for the ABA

- ▶ Presents the results of an American Bankers Association survey of 268 top human resource professionals at banks across the U.S.
- ▶ Research looks at the potential, pitfalls and best practices for recruiting and developing new hires from undergraduate institutions in this post-pandemic world.

## Banking Industry Hiring Trends and Emerging Skill Needs





# 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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