

Hello
my name is

INTERN

VBA Internship Program

Mentor Orientation



VBA Summer Internship Program

▶ Welcome & Introductions

▶ 2026 Participating Banks:

- ▶ Bank of Clarke
- ▶ Blue Ridge Bank
- ▶ Burke & Herbert Bank
- ▶ C&F Bank
- ▶ Chain Bridge Bank, N.A.
- ▶ Chesapeake Bank
- ▶ First Bank, Virginia
- ▶ First National Bank
- ▶ Pendleton Community Bank
- ▶ ServisFirst Bank
- ▶ Southern Bank and Trust Company
- ▶ TowneBank
- ▶ Virginia Bankers Association





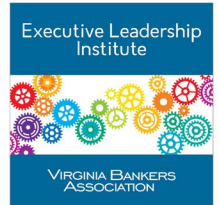
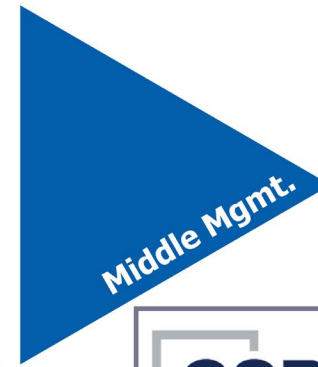
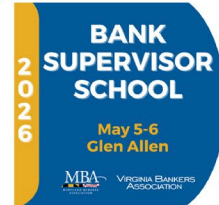
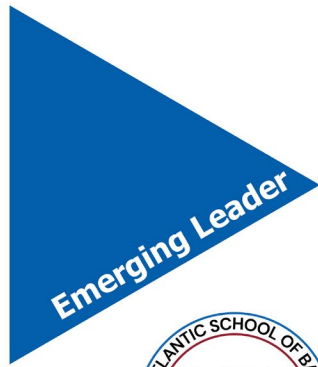
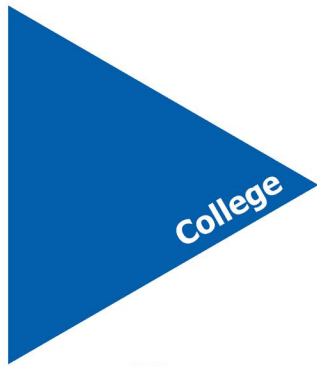
Overall Program Goals

- ✓ 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

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

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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