

Hello
my name is

INTERN

VBA Summer Internship Program

Mid-Summer Meet Up | July 7, 2022

VIRGINIA BANKERS ASSOCIATION

Mid-Summer Check-In

Monica McDearmon

Manager, Communications & Financial Education

Virginia Bankers Association



VBA Certificate of Completion

- ▶ Interns who complete the following will receive the VBA Certificate of Completion at the conclusion of their internship:
 - ▶ Complete an ABA online training course OR equivalent online banking industry training (must be approved by the VBA).
 - ▶ Complete a capstone project and presentation.
 - ▶ Participate in at least one of the in-person events (Intern Orientation or Mid-Summer Meet Up) and at least three of the virtual VBA events.
 - ▶ Involvement in a community support or volunteer opportunity (banks will determine specifics of this based on opportunities throughout the summer).
 - ▶ Complete the VBA Internship Program self-evaluation.



VBA EMERGING BANK LEADERS

- Created in 2009 with the purpose of ensuring a continuum of leadership for the future of Virginia banking
- 575 members and growing



How's it Going?



What is one favorite or unique experience you've had so far during your time at the bank?



What has been one thing that has surprised you during the time at your bank?



What is one thing you'd like to accomplish over the next few weeks?



Who is someone you've met who has made a positive impact on you?



VIRGINIA BANKERS ASSOCIATION

Fireside Chat on Decentralized Finance, Fintech, Cryptocurrency and Bank Culture

Bruce Whitehurst & Ciaran McMullan

The Original Blockchain

*I thought you would appreciate this video and photo I took of Powell Valley's original blockchain...
a sequence of immutable (public!) ledgers!*



VIRGINIA BANKERS ASSOCIATION

Fireside Chat on Decentralized Finance, Fintech, Cryptocurrency and Bank Culture

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Capstone Project Check-In & EBL Rotations



During the Rotations

- ▶ Be sure to introduce yourselves and share which banks you are working at this summer.
- ▶ Briefly share why you chose the topic that you are researching.
- ▶ Share your biggest findings in your research. What has surprised you about the topic?
- ▶ Ask any questions you have prepared.
- ▶ (If time allows) Share your plans for the next few weeks as you finish up your research. What do you have left to research?



Rotation Groups

Interns	Starting EBL Group
Gracie, Ethan, Kali, Lucas, Beckett & Meade	1
Carson, Neal, Alyssa, Derrell, Ben & Gage	2
Jordan, Jake, Ethan, Shaun & Jack W.	3
Alex, Brenda, Kevin, Daniel & MacKenzie	4
Otto, Jack R., Marshall, Jamie & Brianna	5



Lunch with the VBA Emerging Bank Leaders



VBA EMERGING BANK LEADERS

EBL Panel Discussion

Eric Crawford | The Bank of Southside Virginia

Molly Crawford | Blue Ridge Bank

Alex Vari | MainStreet Bank

Moderated by:

Chandler Owdom | VBA



Stretch Break



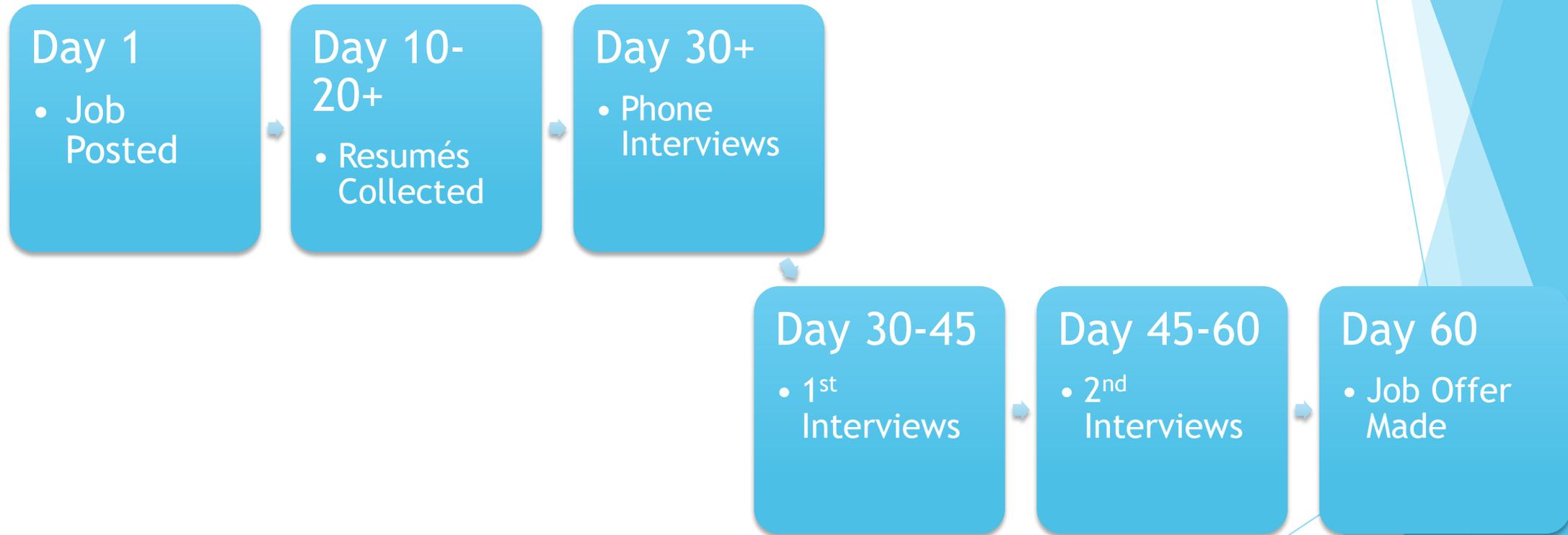
Resumé Workshop, Interview Skills and Human Resources Best Practices

Lili Mori, Emily Muoio and Maria Sullivan
C&F Bank

Overview

- ▶ Lili
 - ▶ Timeline of Hiring Process
 - ▶ Interview Preparation
 - ▶ Interview Trends
 - ▶ In-Person & Phone Interview Suggestions
 - ▶ Questions
- ▶ Emily
 - ▶ Behavioral Attributes
 - ▶ Resume & Application Concerns
 - ▶ Resume Feedback
 - ▶ Post Job Offer
 - ▶ Onboarding
 - ▶ Questions
- ▶ Workshop
 - ▶ Review resumes from previous interns

A Timeline of the Hiring Process





Interview Preparation

- ▶ Research the position and the company.
- ▶ Plan your professional dress.
- ▶ Practice with mock interview questions.
- ▶ Have a well-prepared and updated resume
- ▶ Tailor responses to a particular job.
- ▶ Have answers prepared for:
 - ▶ What are your long-term goals
 - ▶ Prepare questions (culture; why they enjoy their position; advancement opportunities)



Interviews

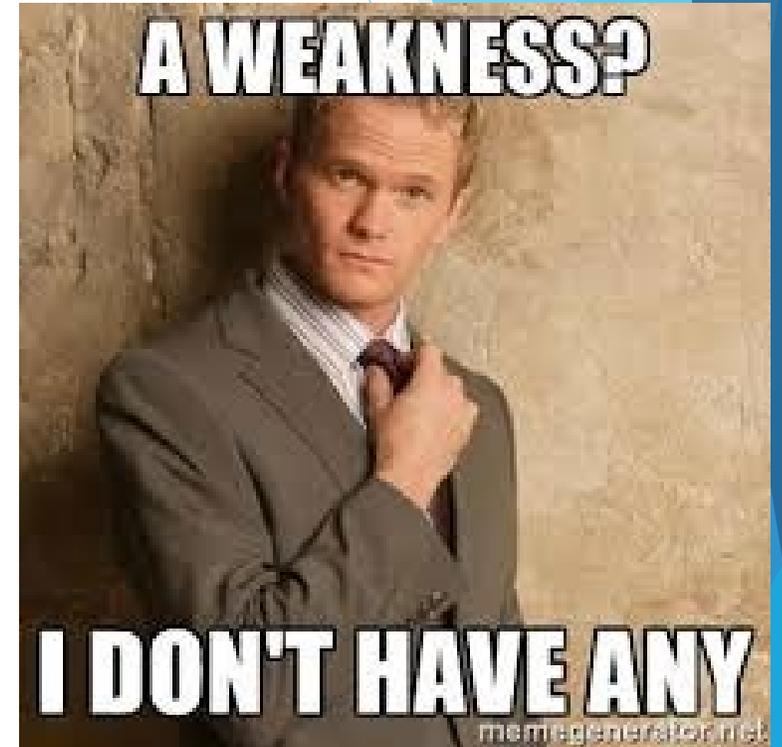


Trends in Interviewing

- ▶ Hiring for the cultural fit more than the technical skill set and measurables
- ▶ Hiring committee does the hiring (HR & HM)
- ▶ Conducting non-traditional interviews outside of the office

HR Committee Feedback

- ▶ *When conducting the interview, what is the deciding factor for you that will automatically eliminate the candidate from consideration?*
- ▶ In person interview:
 - ▶ Contradictions
 - ▶ Not answering the questions that were asked
 - ▶ Poor body language
 - ▶ Late arrival
 - ▶ Unprofessional appearance
- ▶ Phone/Virtual interview:
 - ▶ Not speaking clearly or providing clear, concise answers
 - ▶ Poor connection
 - ▶ Not showing enthusiasm for the opportunity



Remember...

- ▶ *You are interviewing them as much as they are interviewing you!*





Questions?

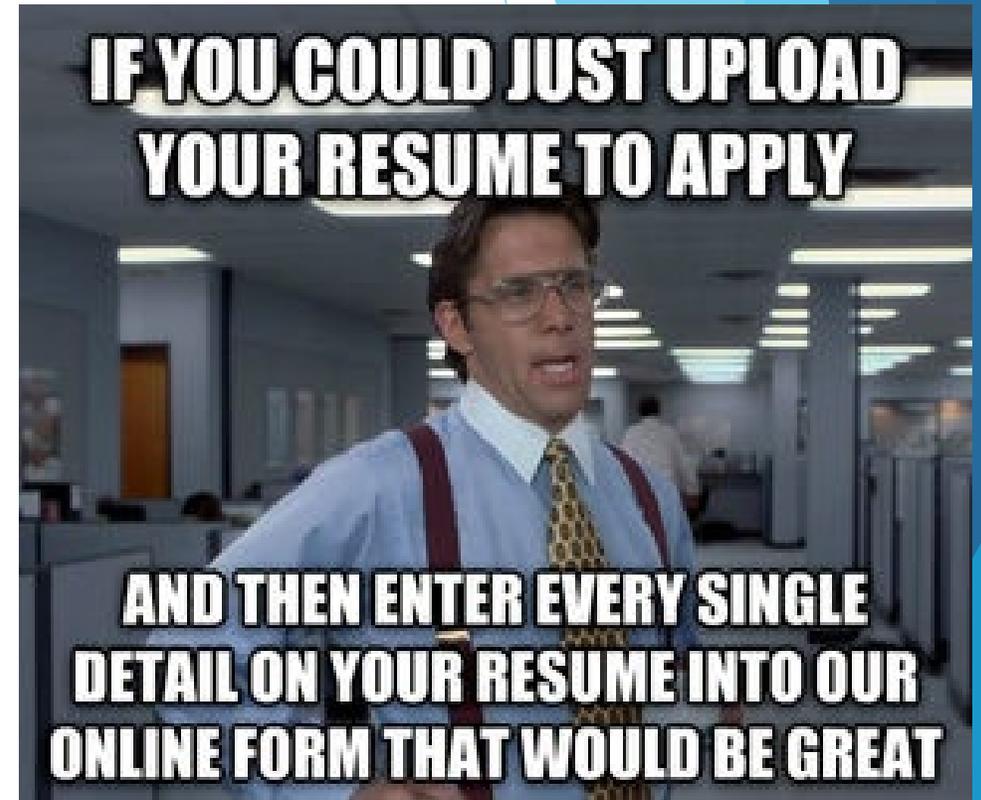


HR Committee Feedback

- ▶ *What is the one behavior that the candidate must have to be successful in your bank's culture?*
 - ▶ Effective communication skills
 - ▶ Honesty and integrity in their actions
 - ▶ Authenticity
 - ▶ Team player
 - ▶ Initiative

HR Committee Feedback

- ▶ *What will make you concerned about a resume and application?*
 - ▶ Typos and poor grammar
 - ▶ Evidence of job-hopping
 - ▶ No skills or experience that qualifies for the opening - mismatch for the job description
 - ▶ Incomplete or contradictory information



Resumé & Application Dos and Don'ts

- ▶ Do:
 - ▶ Be accurate
 - ▶ Match the job description to your skill set
 - ▶ Be confident
- ▶ Don't:
 - ▶ Oversell yourself

We'd love to hire you, but your spelling mistakes and poor grammar show you're not as "detail-oriented" as you claim.

Sorry.

someecards
user card





2022 Resumé Feedback

- ▶ A well-organized, easy-to-read resumé will help you move to the front line.
- ▶ References do not need to be listed on the resumé (your application will provide a section to list references).
- ▶ Unless it is your highest level of education, remove high school information.
- ▶ GPA should be listed only if it is 3.5 or higher (recent graduate)
- ▶ Hobbies/Clubs
- ▶ Past/Present Tense (Check Grammar)
- ▶ Add leadership and volunteer experiences
- ▶ Home Address (optional)
- ▶ Your experiences should be listed (most recent first)
- ▶ Expand on all technical skills and certifications
- ▶ Abbreviations should be spelled out
- ▶ Double-check the format of your resume
- ▶ Provide personal email address

Remember...

- ▶ *The interviews don't stop with the job offer.*

**WHEN YOUR COWORKER LEAVES
EARLY ON HER FIRST DAY OF WORK**



Adding this Summer Experience to Your Resumé

- ▶ Skills that you've gained:
 - ▶ Customer service skills
 - ▶ Communication skills
 - ▶ Time management/multitasking skills





Onboarding



Questions?



Resume Workshop

Lili Mori, Emily Muoio and Maria Sullivan
C&F Bank



VBA Summer Contact

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www.vabankers.org/internal-links/2022-intern-resources



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