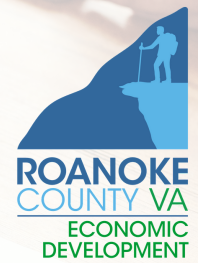


STUDENT TALENT RESOURCES FOR EMPLOYERS



Finding the right workers can be challenging. For some roles, student interns and apprentices are a great match — providing assistance now, while connecting with and recruiting potential permanent hires for the future. Several programs in Roanoke County can help businesses find and engage student workers.

Apprenticeships are longer term, paid, require mentorship, involve related instruction and are considered to be the first step in a career in that field. Recognition as a registered apprenticeship requires approval from the VA Department of Labor and Industry (DOLI).



Internships tend to be for a shorter length of time and may or may not include mentorship. Ideally, they allow the student to get academic credits and, therefore, require coordination with the student's school. Internships can be paid or unpaid.



Roanoke County Public Schools | Apprentices and Interns



Roanoke County Public School students aged 16 and up may sign up for internships and apprenticeships and apply for paid work with businesses. On-the-job mentorship provided by the company is combined with related instruction provided by the school system and/or the sponsoring business. As with the apprenticeships through VWCC, the business must register with DOLI.

Roanoke County Public Schools Contact: Jason Suhr, jsuhr@rcps.us, 540.562.3900

The Virginia Department of Labor and Industry manages certification of apprenticeships in the State.

DOLI Contact: Diana Lyons, diana.lyons@doli.virginia.gov, 540.562.3580

Visit RCPS.us for more information

STUDENT TALENT RESOURCES



Virginia Tech

Interns, Co-ops, and Project-Based Work

Virginia Tech offers several student talent options: interns, engineering co-ops and project-based work. Some come with matching funding to subsidize the cost for businesses.

Businesses in health/life sciences; food/beverage manufacturing; IT; and manufacturing may be eligible for a match-funded intern and/or faculty-led, student-delivered assistance on a specific project through VT's Developing a Destination for Talent initiative.

Contact: Catherine Amelink at camelink@vt.edu

Businesses with needs for help in engineering and materials sciences can access interns and co-ops through VT's College of Engineering and Materials Sciences.

Contact: Michelle Czamanske at mczamans@vt.edu

Visit Career.VT.edu for more information



ROANOKE - BLACKSBURG
TECHNOLOGY COUNCIL

Roanoke-Blacksburg Technology Council

Interns

RBTC's Experiential Learning in Tech Employment (ELITE) program provides funding for companies to work with professional internship organizations (PIO) such as Exeleration and Maxx Potential that employ students from the region's universities and colleges to provide the companies with the software engineering and development they need.

Businesses contract with the PIO to deliver an IT project or provide supplemental staffing for an IT project. The PIO takes on the responsibility of hiring and managing the students, using expert mentors as team leads. The grant funds provide reimbursement via RBTC for 50% of the full cost of the interns/apprentices, including oversight, up to \$5,000 per intern.

Contact: John Phillips, john.phillips@rbtc.tech, (540) 443-9232

Visit RBTC.tech for more information

VIRGINIA WESTERN

Virginia Western Community College Apprentices and Interns

VWCC offers both internship and apprenticeship programs and helps employers navigate registration, hiring, and training steps needed to ensure a good experience for both student and employer. At the start, VWCC will meet with the company to determine whether internship or apprenticeship is the best solution.

- VWCC will connect the company with DOLI to register
- VWCC will help identify curriculum needed to meet related instruction requirements
- VWCC will advertise/recruit/vet qualified student applicants for introduction to the company.

Contact: Sadie Remington-Gilbert, sremington-gilbert@virginawestern.edu, 540.857.7333

Visit VirginiaWestern.edu for more information



Virginia TOP (Talent + Opportunity Partnership)

The Virginia Talent + Opportunity Partnership (Virginia TOP) connects Virginia businesses that have work-based learning opportunities to Virginia students looking for them, with Virginia's higher ed institutions serving as the main catalyst. Virginia TOP's Employer Readiness Toolkit is a comprehensive document to aid the employer community in building and expanding internship and work-based learning opportunities. It provides information and key resources to employers considering internships.

Visit VirginiaTOP.org for more information

View the [Employer Toolkit](#)