

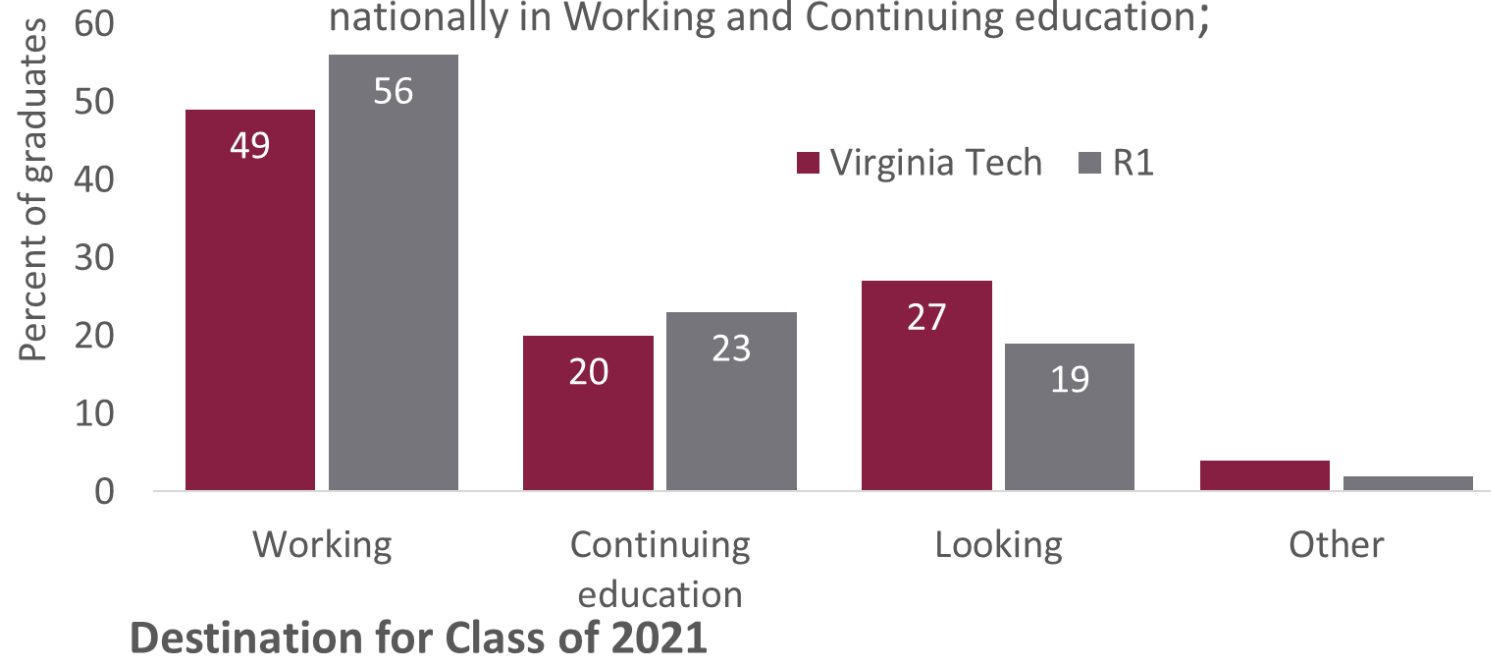
# Developing an Undergraduate Student Internship, Job Shadowing Culture in the Virginia Tech Geosciences Department by Further Leveraging Alumni Relationships

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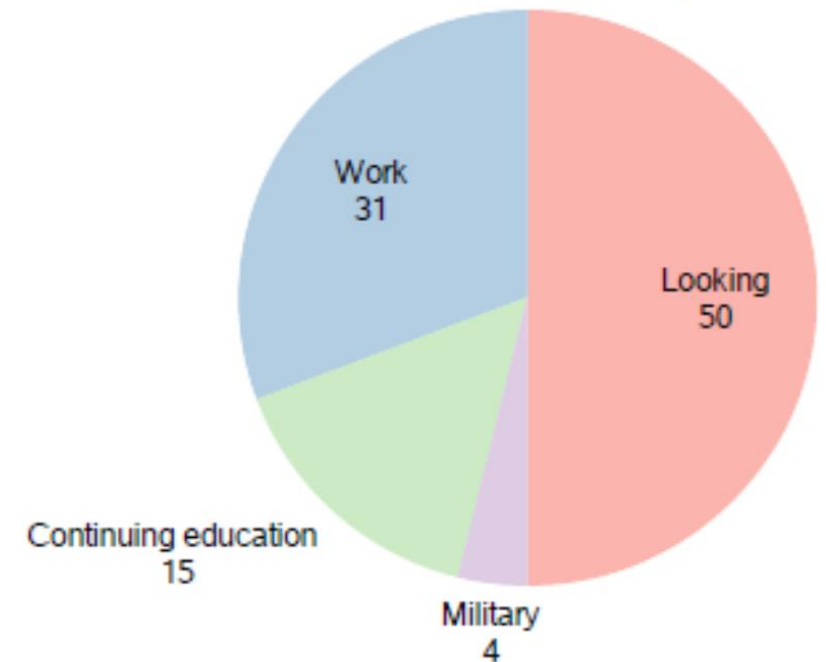


# The Challenge, Increasing VT Geosciences undergraduate student's post-graduation opportunities

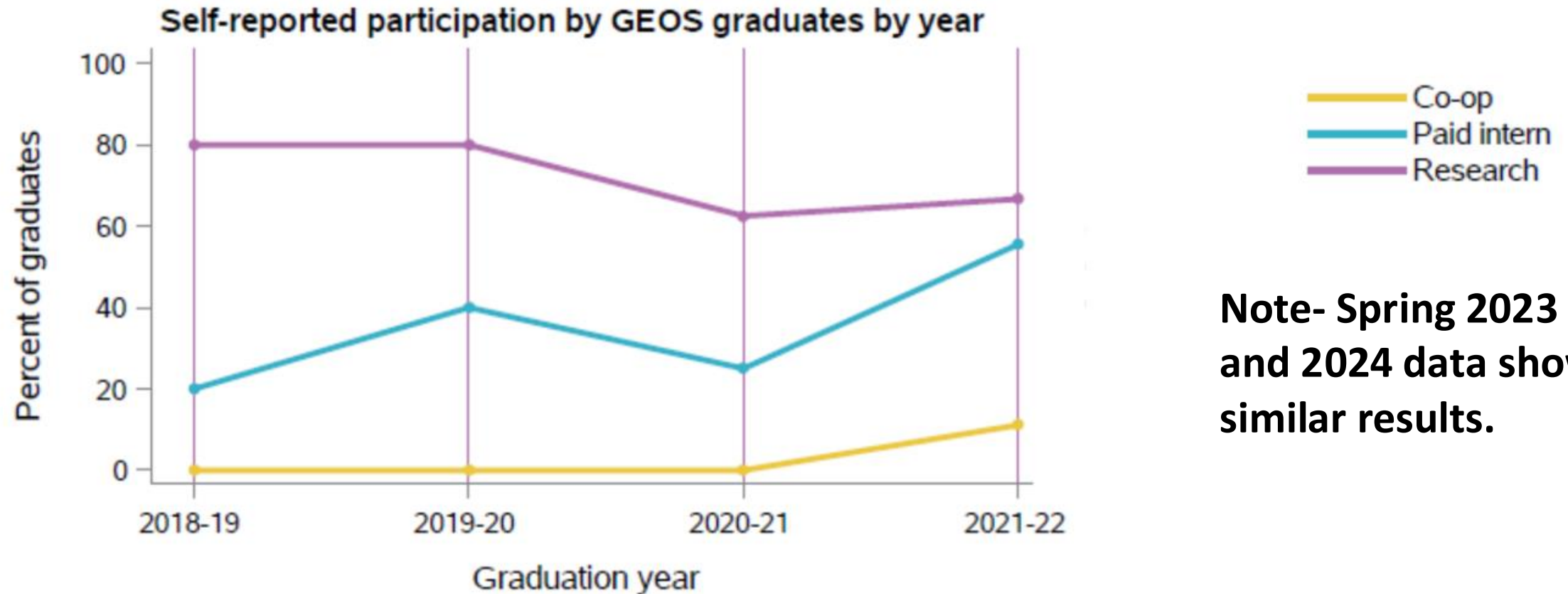
VT undergraduate students are below average for R1 institutions nationally in Working and Continuing education;



VT Geosciences Undergraduate Students Spring 2019-2022. Of the 50% looking, 40% were looking for work and 10% were looking for educational opportunities. Note- SP 2023 and 2024 show similar results.



# The Challenge, Experiences to Jobs, first destination success



**Note- Spring 2023 and 2024 data show similar results.**

Figure 8: Experiences reported by Geosciences graduates on the post-graduation survey. Error bars represent a 95% margin of error.

# Primary Stakeholders

**1) VT Geoscience Undergraduate students**; 6 options most are in the 1) Geology, 2) Engineering and Environmental or the 3) GeoBiology and PaleoBiology option

*Providing career related “touch points” to all students to develop additional post-graduation opportunities, not just for the top 15% of the graduating class*

**2) VT Geosciences Alumni** including Alumni Advisory Board

**3) VT Geosciences Faculty and Administration**

# **Solution(s) - Creating and further developing an Internship, Job Shadowing culture in VT Geosciences by providing additional career-**

## **Implemented - related experiences for students**

- Geosciences participation in the University Bridge to Career Experience Program, competitive funding available, i.e., internships
- Study Abroad student cohort (Fall 2024) with additional post-graduation opportunities discussion, resume improvement, showcase and reflections
- Faculty Advisors of the different options having additional career related discussions, events

## **In Process -**

- Geosciences Virtual Career Fair, Alumni Leading, Spring 2025, 2026
- Developing Undergraduate Student Internship, Job Shadowing “centers” lead by Alumni coordinated by VT Faculty and Administration

# **Roadmap and Milestones**

**Spring 2025 – Virtual Career Fair I, Further discussions with Alumni**

**Summer 2025 – Alumni regional centers discussions, “creation”**

**Fall 2025 - Alumni regional center discussions, “creation” continued**

**Spring 2026 – Virtual Career Fair II, Alumni Regional Center implementation  
in the Blacksburg “region”, additional development in  
3 other regions**

**Summer 2026 – Alumni Center(s) Student Opportunities, 4 regions  
Internships, Job Shadowing**

# Environmental Analysis

- Status quo
- Additional touch points are needed
- Not one “magic” bullet but....

Employers indicate they would be much more likely to hire a college graduate with the following experiences (AAC&U, 2021):

~50% Internship

~45% Global experience

~40% Research project with faculty

## The College-to-Jobs Matrix

Intervention Category	Research Prevalence	Research Strength	Implementation Prevalence	Implementation Feasibility
Industry-recognized credentials				
Last-mile bootcamps				
Internships				
Job shadowing				
Co-ops				
Apprenticeships				
Subsidized youth employment programs				

 HARVARD Kennedy School  
MALCOLM WIENER CENTER  
for Social Policy

Intervention Category	Research Prevalence	Research Strength	Implementation Prevalence	Implementation Feasibility
Career coaching				
Cohort programming				
Career pathways initiatives				
Career mentorship Programs				
Career readiness curriculum				
Experiential learning coursework				



# Resources/Funding Plans

## VT Geosciences Departmental Resources

## University Resources

## Alumni Resources

## Time Money

## Other;

Companies, Government organizations (i.e., United States Geologic Survey, Department of Energy) Initial discussions on logistics have started, generally very supportive



The poster is for the Ut Prosim Internship Support Fund. It features the Virginia Tech logo at the top left, with the text 'CAREER AND PROFESSIONAL DEVELOPMENT VIRGINIA TECH' below it. The main title 'Ut Prosim Internship Support Fund' is in a large, white, serif font. Below the title, it says 'Financial support for unpaid and underpaid internships in the Commonwealth of Virginia'. There is a map of Virginia with the word 'Virginia' written in a script font. A list of eligibility criteria is provided, followed by a note about preference for rural southwest Virginia. A QR code is located at the bottom left, with the text 'FOR MORE INFORMATION' and 'SCAN / APPLY HERE!' next to it. The application deadline is January 31, 2025, and the website for online applications is career.vt.edu/utprosimfund.

**Ut Prosim Internship Support Fund**

*Financial support for unpaid and underpaid internships in the Commonwealth of Virginia*

**Who is eligible to apply?**

- Undergraduate students from any academic major at Virginia Tech
- Work with a company or organization located in the Commonwealth of Virginia (Washington, D.C. not included).
- Position contributes to the public good, regardless of industry.

*\*Preference will be given to students working in companies / organizations located in rural southwest Virginia.*

Students may receive financial assistance for up to \$5000. Support can include money to cover tuition, unpaid wages, transportation costs, housing/moving expenses, required equipment/uniforms, etc.

Application deadline: January 31, 2025

»» **APPLY ONLINE** ««

[career.vt.edu/utprosimfund](http://career.vt.edu/utprosimfund)

FOR MORE INFORMATION

SCAN / APPLY HERE!

**VT VIRGINIA TECH**