

INNERVIEW

VACE NEWSLETTER



2025 Conference – Registration Open!!

Registration is now open for the VACE 2025 Annual Conference, happening April 24-25, 2025, at Christopher Newport University in Newport News, VA! With an exciting theme, “Knowledge Transfer in the 21st Century: Supporting a New Generation of Professionals,” this event will feature pre-conference sessions, keynote speakers, panel discussions, and networking opportunities.

Secure your spot today!

V-TOP Professional Development Scholarships

Considering attending the VACE conference in April? Worried about funding? Check out V-TOP’s scholarships for professional development. The scholarships are available to professionals whose career involves connecting students, institutions of higher education, and employers with the goal of expanding paid and credit-bearing internship and other work-based learning opportunities (job shadowing, tours, mentorship, externships, apprenticeships, field experiences, etc.). Scholarships are open to graduate students and career practitioners.



Apply here!

LETTER FROM THE 2024-2025 VACE PRESIDENT

Hello, VACE Members!

I hope you had a wonderful Thanksgiving holiday and are looking forward to a joyous December holiday season!

This newsletter will be the last for the year 2024, so I want to also wish you a very Happy New Year 2025! In this new year, I have one goal that I hope we see achieved for VACE and that is more Employer Members! This is an endeavor that we can all get behind and I AM COUNTING ON YOU!

The Great Employer Member Challenge!

If every member of VACE brought in a new Employer Member, what an amazing feat that would be! It should be a simple task, as we all know colleagues from organizations outside of our own that should be a part of this great organization!

Chelsey Fix, our Membership Director, and Madeleine Martin, our Marketing and Technology Director, have developed a beautiful handout for you to share with prospective members. [Download](#) it, print it off, and make it a habit to take with you to networking events, career fairs, V-TOP meetings, and one-on-one employer engagements.

Let's make it a goal to invite an employer in January. That way they will have plenty of time to arrange to join us for our January Drive-In and our Conference in April!

Thank you for your dedication to VACE, and here's to a great new year full of new members and new opportunities!



Sherry Talbott
President



Sherry Talbott
President
VACE 2024-2025

Bridgewater College

Interested in recruiting from Bridgewater College? Consider registering for their Spring Career & Internship Fair, held on Wednesday, March 12, 2025 from 10 a.m. to 1 p.m. More information for employers can be found [here](#). Contact Madeleine Martin, mmartin@bridgewater.edu, with any questions.

Eastern Shore Community College

Eastern Shore Community College will be hosting their Spring Career Fair on April 24, 2025. They are currently taking reservations from employers for spaces. It is free to register, but registration is required by February 28, 2025 to participate. Email Hayleigh Bradbury, hbradbury@es.vccs.edu, for more information.

James Madison University

JMU is recruiting employers for their upcoming University Career Fair on Tuesday, February 18 and Wednesday, February 19. Find more information [here](#).

Radford University

Radford University has two Career Expos and one Education Fair planned. The two expos are open to all majors and all students, and the education fair is for students seeking teacher positions. Employers may register on Handshake to attend. Employers have until 1 week before each event to register.

- [Internships, Part-Time Jobs & Summer Jobs Spring Career Expo 2025](#) on February 4
- [Full-Time Jobs & Graduate School Spring Career Expo 2025](#) on February 5
- [Spring 2025 Education Career Fair](#) on February 21

Email Paula McGraw, pmcgraw@radford.edu, for more information.

Virginia Commonwealth University

VCU invites employers to connect with and recruit Rams for their employment opportunities at the following Spring 2025 career fairs:

- [Seasonal & Part-Time Job Fair](#) on January 22
- [Nonprofit, Public & Human Services Fair](#) on February 5
- [Engineering Internship & Career Fair](#) on February 12
- Business Internship & Career Fair [Day 1](#) and [Day 2](#) on February 18 and 19
- [Biotech Virtual Career Fair](#) on March 4
- [Spring Career Fair](#) on April 9 (registration coming)

VCU College of Engineering is hosting a Virtual Biotech Career Fair on March 4 from 1-4pm and are inviting other colleges to participate. The fair is open to your students who are interested in connecting with organizations in biotech. By hosting this career fair, their goal is to open more opportunities for students interested in roles in the biotech, medical devices, or pharmaceutical industries. If you are interested in allowing VCU to open the fair to your students, please reach out to Rebecca Kurihine, rskurihine@vcu.edu, for more information.

SCHEV AWARDS \$3.9 MILLION TO INCREASE INTERNSHIP OPPORTUNITIES



The State Council of Higher Education for Virginia (SCHEV), in collaboration with the Virginia Talent + Opportunity Partnership (V-TOP), will allocate over \$3.9 million in grants to 20 institutions including the Virginia Community College System. These funds will support the expansion of paid internships and work-based learning opportunities for students, enhancing their career readiness and academic growth.

The Impact Grants are designed to strengthen collaborations between higher education institutions and Virginia employers, encouraging innovative approaches to workforce development. These grants, made possible through the Commonwealth Innovative Internship Fund, are offered in three categories: Vision, Capacity-Building and Scaling.

[READ MORE](#)

NEW SPONSORSHIP OPPORTUNITY

We are excited to introduce a new year-long sponsorship opportunity- VACE Partners! This is an exciting opportunity for organizations looking to make a real impact in the world of career development. By becoming a VACE Partner, you'll not only gain visibility across our statewide network, but also directly support initiatives that bridge Virginia's colleges, students, and employers. This partnership is designed to help you connect, engage, and contribute in ways that reflect your commitment to the professional growth of tomorrow's workforce. Join us in this new endeavor and become a valued partner in shaping the future!

VACE PARTNER BENEFITS (\$3,500)

- Brand awareness at 25+ college career services offices
- 4 Complimentary Memberships to VACE
- Recognition on the VACE Facebook and LinkedIn social media pages
- Organization name and logo listed on the VACE website front page with hyperlinks
- Logo on professional development opportunities hosted by the organization
- Logo on all communications sent out by board to VACE membership (newsletters, social media, emails, etc.)
- 4 Complimentary Conference Registrations
- Recognition at annual conference
- Logo featured during keynote
- Host 1 Webinar on topic of choice for membership

[MORE INFO HERE!](#)

NACE ABSTRACT

NEARLY TWO-THIRDS OF EMPLOYERS USE SKILLS- BASED HIRING PRACTICES FOR NEW ENTRY-LEVEL HIRES

NACE's 2025 Job Outlook survey is a forecast of hiring intentions of employers as they relate to new college graduates. This year's edition indicated that after years of using GPA as a screening tool, employers are turning to other means for identifying strong candidates. In 2019, about 75% of employers reported using GPA to filter job candidates, but by 2023, the figure dropped significantly to 37%. Factors replacing the GPA include academic major and competency proficiencies. NACE found that currently 65% of employers use skills-based hiring for entry-level positions.

Skills-based hiring focuses on specific skills for a specific job. When it comes to assessing skill proficiency as part of the hiring process, employers implement various methods. Competency-based job descriptions, skills-based interview rubrics, and assessment tools developed mostly internally (75%) round out most frequently used resources. Interestingly, digital badging, micro-credentials and game-based assessments are infrequently part of the strategy. Beyond hiring, employers also employ these practices in the placement and promotion processes.

Roadblocks to incorporation of skills-based methodologies including lack of time and resources with half of employers citing lack of hiring manager buy-in and established corporate culture.

So what does this mean for college students entering the workforce? Students must prepare to articulate and demonstrate their skills across their job-seeking artifacts, interviews, and online profiles. Integration of career-readiness strategies in curricular and co-curricular experiences may include:

- Institution-wide competency adoption and integration;
- Targeted engagement with employers;
- Competency alignment/assessment in activities in and out of the classroom; and
- Opportunities for experiential and work-based learning.

Providing students with opportunities to develop and express their skills and competencies during their college years will help prepare them to succeed in a hiring environment that is increasingly using skill-based hiring practices.

Full article can be [viewed here.](#)

FOLLOW US ON SOCIAL MEDIA

Please note that some VACE members have been following the LinkedIn company page and some have been following the LinkedIn group page. The group page has been deactivated. Check out the link below for the most up-to-date LinkedIn page for VACE.



[@VACEOUTREACH](#)



LINKEDIN.COM/COMPANY/VACEOUTREACH



[@VACEOUTREACH](#)

SUBMIT NEWS FOR THE NEXT NEWSLETTER!

We're always looking for more content for our newsletters! Let us know if you have:

- **Stories and testimonials from the conference**
- **Professional achievements** – conference presentations, publishing, professional development opportunities
- **Department news** – tell us about your recent successes, recognitions
- **Recruiting news** – promote upcoming job fairs, hiring events, opportunities
- **Anything else that might be relevant to our community!**

Email news items to Madeleine Martin at mmartin@bridgewater.edu!