

INNERVIEW

VACE NEWSLETTER

**Register today for
the 2025 VACE
conference!**

[CLICK HERE TO REGISTER](#)

Conference Keynote Announced

Reneldo Randall will kick off the VACE 2025 conference with insights on "Adapting to a Changing Landscape."

As a distinguished leader in higher education, organizational development, and workforce strategy, with nearly two decades of experience driving student success and institutional transformation he brings insight, humor, and practical strategies to enhance leadership, advising and workforce development practices.

Pre-Conference Keynote Sponsored by V-TOP, presented by Cainan Townsend

Our V-TOP partners are proud to sponsor **Cainan Townsend**, Executive Director of the Robert Russa Moton Museum, as the pre-conference keynote presenter for VACE 2025. Join us on Thursday, April 24th, at 4 PM as he presents *The Future is Now. Embracing A.I. to Empower Millennial & Gen Z Career Success.*



LETTER FROM THE 2024-2025 VACE PRESIDENT

Hello VACE Members!

I hope that you are getting excited about the 2025 VACE Conference at beautiful Christopher Newport University on Thursday April 24th and Friday April 25th. While we have a shortened conference, it is jam-packed with great speakers, presentations, and networking opportunities. Thank you to Alice Jones, our College Conference Chair and Ally Clement Goode, our Employer Conference Chair, and their committee for creating a wonderful event for you.

If you have not yet registered, DO IT NOW! This is the most affordable conference yet! It's easy to register on the VACE website at www.vace.org. Bring a door prize or two from your organization or from local merchants you would like to celebrate. We also have sponsorships available that recognize for your contribution to the success of the conference.

We hope you can join us on Thursday for the pre-conference sessions and a great speaker Cainan Townsend – courtesy of VTOP – who will present “The Future is Now: Embracing A.I. to Empower Millennial and Gen Z Career Success.” Afterward, group up to enjoy dinner and happy hour!

On Friday we start the day with Breakfast and Business followed by our outstanding Keynote Speaker, Reneldo Randall who will share his expertise about “Adapting to a Changing Landscape,” a topic that strikes a chord with us all as we navigate these challenging times. Friday also features wonderful breakout sessions, the Awards Luncheon, and opportunities for networking with each other through Round Tables and Conversation Stations.

We have declared this conference a Show Your Spirit event, so feel free to wear your jeans and your college or school logo attire!
I look forward to seeing you at the VACE Conference!



Sherry
VACE President



Sherry Talbott
President
VACE 2024-2025

CONFERENCE SCHEDULE NOW AVAILABLE

Thursday, April 24th

1:00 PM	VACE Board Meeting
2:00 PM – 4:00 PM	Registration & Check-In
3:00 PM – 4:00 PM	Pre-Conference Sessions (3 options) Leaning into LinkedIn – as a career exploration tool Unlocking Student Success: 7 Key Indicators That Drive Undergraduate Outcomes AI-Powered Networking: Use Pre-Conference Research to Accelerate Connections and Increase Hiring Potential
4:00 PM – 5:00 PM	V-TOP Event (Open to VACE members) Cainan Townsend: The Future is Now: Embracing A.I. to Empower Millennial & Gen Z Career Success
6:00 PM – 9:00 PM	Dinner & Happy Hour @ Tech Center/Newcomers encouraged to participate

Friday, April 25th

7:30 AM – 9:00 AM	Registration & Check-In
8:00 AM	Breakfast
8:30 AM – 9:15 AM	Welcome, Business Meeting
9:30 AM – 10:15 AM	Opening and Keynote Address – Reneldo Randall: Adapting to a Changing Landscape
10:15 AM	Sponsor Pitch
10:30 AM – 11:30 AM	Breakout Session 1 (3 options) Reneldo Randall: Approaching the Conference with an Agile Mindset AI Powered Networking: Use Pre-Conference Research to Accelerate Connections and Increase Hiring Potential Strategies for Effective Mentoring of Students
11:40 AM – 12:40 PM	Breakout Session 2 (3 options) Supporting the Working Learner: Equipping Students for Career Readiness The SUMMIT Effect: Empowering Future Leaders Through Mentorship and Career Readiness
11:40 AM – 12:40 PM	Newcomers Sessions
12:45 PM – 1:40 PM	Awards Luncheon
1:45 PM – 2:45 PM	Breakout Session 3 (3 options) How can V-TOP work for you? Enhancing Student Preparation and Employer Engagement Before Career Fairs Employer Partnerships for a Career Ready Grad
3:00 PM – 4:00 PM	Roundtable Discussions
4:15 PM – 5:00 PM	Closing Remarks, Door Prizes & Reflections
5:15 – 6:30 PM	VACE After 5 (optional)

BECOME A CONFERENCE SPONSOR

Every April, the VACE annual conference serves as a professional development resource and a networking forum for our members. The success of this conference has largely been due to the contributions of our sponsors who have graciously provided financial support for the event. In return, sponsors receive a significant amount of exposure in recognition of their contributions.

If you or your organization are interested in becoming a conference sponsor, get in touch with our Director of Finance, Julia Ward, or, click the button below.

[BECOME A SPONSOR](#)

CALLING ALL CONFERENCE NEWCOMERS!

If 2025 will be your first year attending the VACE conference, we invite you to a special pre-conference Zoom session on **Wednesday, April 16 from 12:00 - 12:45 p.m.** This session is designed to get you connected with other newcomers and members of the newcomers committee. It's always nice to see familiar faces when you arrive at the conference! You'll also get insider tips on navigating the 2025 VACE Conference. Contact Shelley Olds Burns for link to register at sburns@richmond.edu.

UPCOMING CAREER FAIRS

James Madison University

JMU is recruiting employers for their Fall Career Fairs:

- College of Integrated Science & Engineering (CISE) Career and Internship Fair: Tues, Sept 9, 2025
- University Career Fair (for all majors): Tues, Sept 16 & Wed, Sept 17, 2025
- Hospitality & Sport and Recreation Management Career and Internship Fair: Wed, Nov 5, 2025.

More information can be found [here](#).

Eastern Shore Community College

Eastern Shore Community College will be hosting their Spring Career Fair on April 24, 2025.

Email Hayleigh Bradbury, hbradbury@es.vccs.edu, for more information.

Virginia Commonwealth University

- [Spring Career Fair](#) on April 9

ACROSS THE COMMONWEALTH

VACE members sharing their success

VACE employer member recognized as a 'Best Place to Work in Virginia'

Congratulations to **Cobb Technologies**, who has been recognized by *Virginia Business and Best Companies Group* as one of 2025's Best Places to Work in Virginia!



Career Services Director Featured in *James River Neighbors*

Jill Kocheiser, Director of Career Services for the Richmond Campus of **Bryant & Stratton College**, was recently featured as a contributing writer in the *James River Neighbors* Magazine. Read her piece here: Career Readiness: A College's Vital Role as a Champion of Students.

Hunt Institute invites VACE member to be fellow of inaugural Commonwealth education policy program

Denise Cave, of **Southern New Hampshire University**, has been invited to contribute as a member of the Virginia Hunt State Policy Fellowship program. This cohort includes 20-25 fellows who will connect with officials to address key challenges in Virginia's education system.



VACE member invited as special guest panelist at VTOP event

The Director of Career and Professional Development at **Shenandoah University**, **Heather Bambara**, served as a featured panelist at the V-TOP Northern Valley Regional Internship event held in November, 2024.

ODU Center for Career and Leadership Development to host annual Career Summit

On May 14 **Old Dominion University** will host its third annual Career Summit. This conference allows recruiters and ODU faculty and staff to engage on issues of college recruiting and career development. Registration is open until April 30.



V-TOP recognizes Virginia Employers for Interns

The Virginia Talent + Opportunity Partnership (V-TOP) recognized **215 recipients** of the 2025 Top Virginia Employers for Interns Awards. The annual award celebrates Virginia employers who provide high-quality internships to college students.



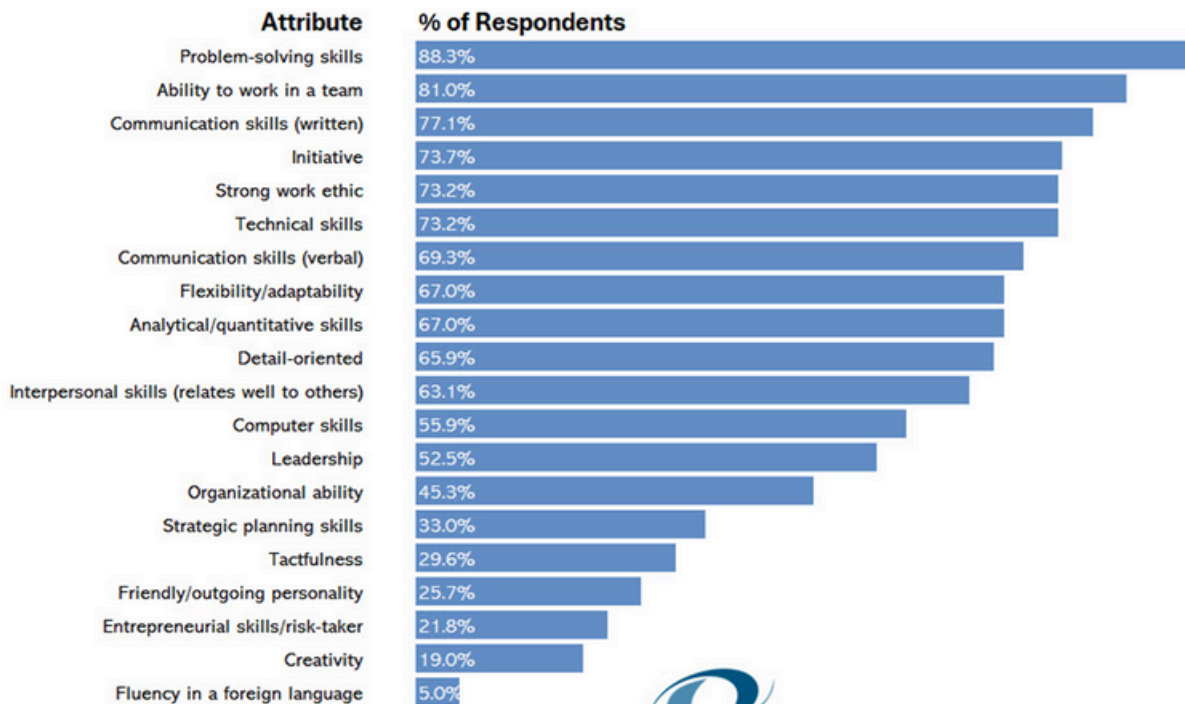
NACE COMPETENCIES STILL AT THE TOP OF THE LIST IN RESUME REVIEWS

In a December 2024 article, “What Are Employers Looking for When Reviewing College Students’ Resumes?” Kevin Gray, Associate Editor for NACE, explored what employers look for most when reviewing college student resumes. According to Gray, either coming in with the skill or having the potential for further development, the Class of 2025 should emphasize attributes and skills developed through classwork and experiential learning opportunities.

When employers were asked which attributes and skills are most important, specifically identified on resumes, nearly 90% of employers indicated evidenced problem solving and 80% indicated strong teamwork skills. (Employers were respondents to NACE’s [Job Outlook 2025](#) survey). 70% of employers reported that written communication skills, initiative, strong work ethic, and technical skills are still important. 67% see verbal communication skills, flexibility/adaptability and analytical/quantitative skills as valuable.

NACE stresses the importance and relevance of both colleges and employers in helping students identify these skills in every aspect of their collegiate lives but focusing on translating these skills from academic and experiential activities, such as classroom presentations, in-campus programming, and internships and practicums. Helping students articulate their proficiency during an interview is a challenge that VACE’s employer and college memberships strive toward to close the gap in perceptions of new graduates’ competency proficiency between students and employers.

Attributes Employers Seek on a Candidate's Resume





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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 Adam Kelly at kellyaj@vmi.edu!