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# EMPLOYER INSIGHTS:

Before and After the Start of  
Virtual Summer Internships  
During COVID-19

MODERATOR: Dannita Trice

PANELISTS: Virginia Employers

MONDAY, JUNE 29, 2020

**PANELISTS & MODERATOR**



**Cate Bechtold**  
Wolf Trap Foundation  
for the Performing Arts  
Director, Internships  
and Community  
Programs

*Panelist*



**Dr. Johnny J. Garcia**  
SimIS  
Chief Executive  
Officer and President

*Panelist*



**Hillary  
Throckmorton Hall**  
Dominion Energy  
Staffing Specialist,  
Talent Acquisition

*Panelist*



**Dannita Trice**  
VACE  
Former Director  
of Professional  
Development

*Moderator*

# AGENDA

EMPLOYER INSIGHTS: BEFORE AND AFTER THE START OF VIRTUAL SUMMER INTERNSHIPS DURING COVID-19



About  
Us



Learning  
Objectives



Before  
Summer 2020  
Internships



Current Insights:  
Employer Panel



Q&A

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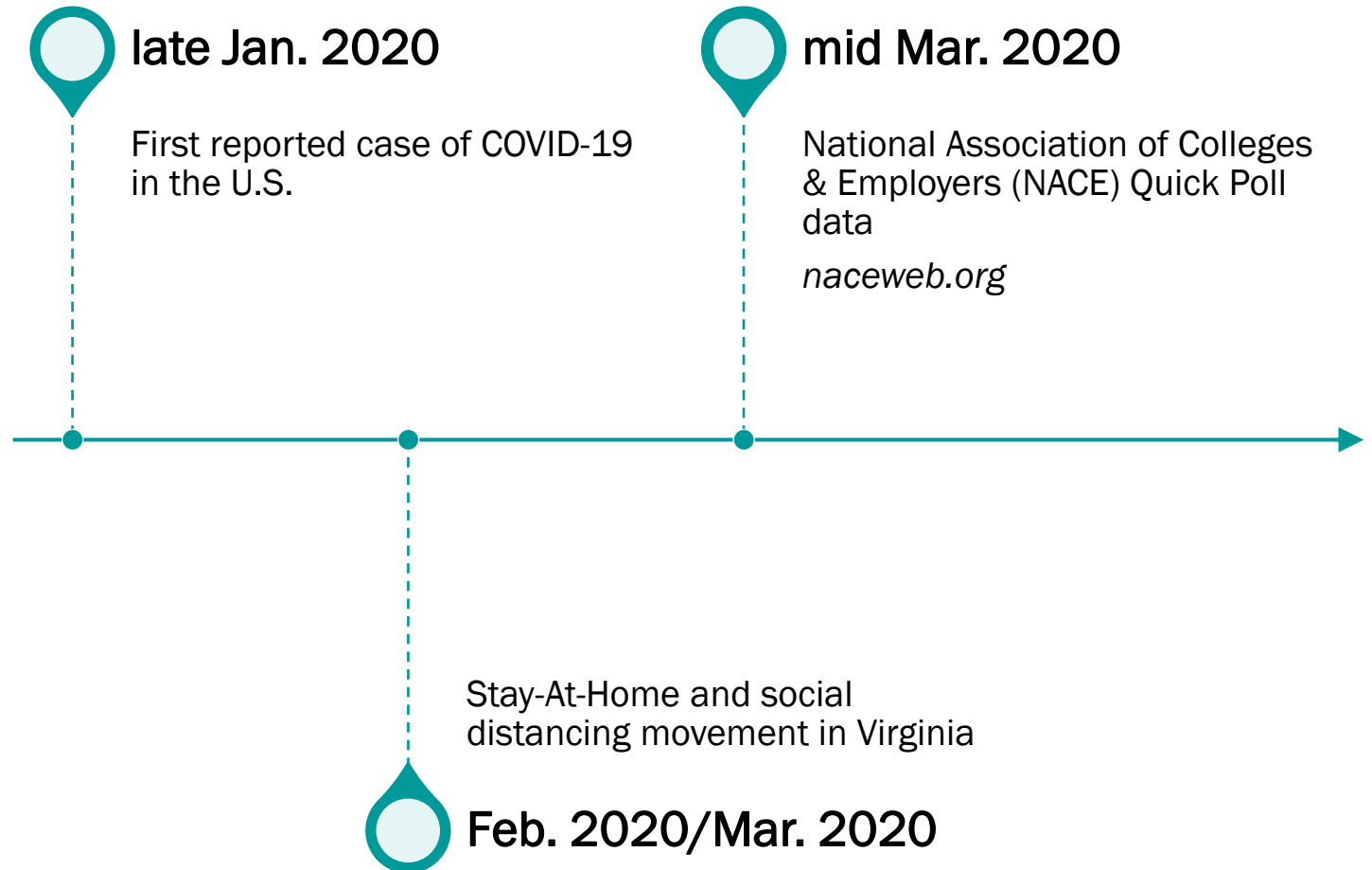
# LEARNING OBJECTIVES & APPLICATION



- **Name employer trends** for Summer 2020 internships and future student recruitment
- **Summarize employers' experience** with Summer 2020 interns/student engagement programs
- **Compare employers' plans and needs** for student recruitment and engagement beyond Summer 2020
- **Apply employer insights** to Fall 2020 student/ employer programming and student advising/coaching
- **Identify methods** to learn from employer partners

# How We Got Here:

Before  
Summer 2020  
Internships  
During  
COVID-19



# NACE EMPLOYER INSIGHTS

## BEFORE SUMMER 2020 INTERNSHIPS DURING COVID-19

### TRENDS:

April 24, 2020 | CNBC article | Director of Research, Public Policy and Legislative Affairs

- About 16% Employers revoked internships
- Only 2% employers revoked full-time offers

75% made at least one change to the internship program

40% virtual internships

40% shortening internship

20% reducing the number of interns

Source: *From Facebook to the State Department, how coronavirus has changed summer internships* article, [cnbc.com](https://www.cnbc.com)

# VACE EMPLOYER INSIGHTS

## BEFORE SUMMER 2020 INTERNSHIPS DURING COVID-19

### TRENDS:

May 5-8, 2020 | 7 employers | 6 industries | 5 questions | Zoom & Email Responses

#### Summer Internship Changes

Cancelled ▪ Shorter duration ▪  
Creative alternatives

#### Added Accommodations or Benefits

Remote work ▪ Stipends and relief funding  
▪ Performing work for other departments ▪  
Flexible work hours ▪ Diversity of training and  
information methods ▪ Health & wellness

#### Most Important Technical Skills, Work Ethic Characteristics and Soft Skills

Working on project outside of your scope ▪ Virtual  
professionalism ▪ Oral and written communication ▪  
Flexibility ▪ Take ownership of work ▪  
Proactive ▪ Asking for what you need

#### Performance Management and Evaluation Changes

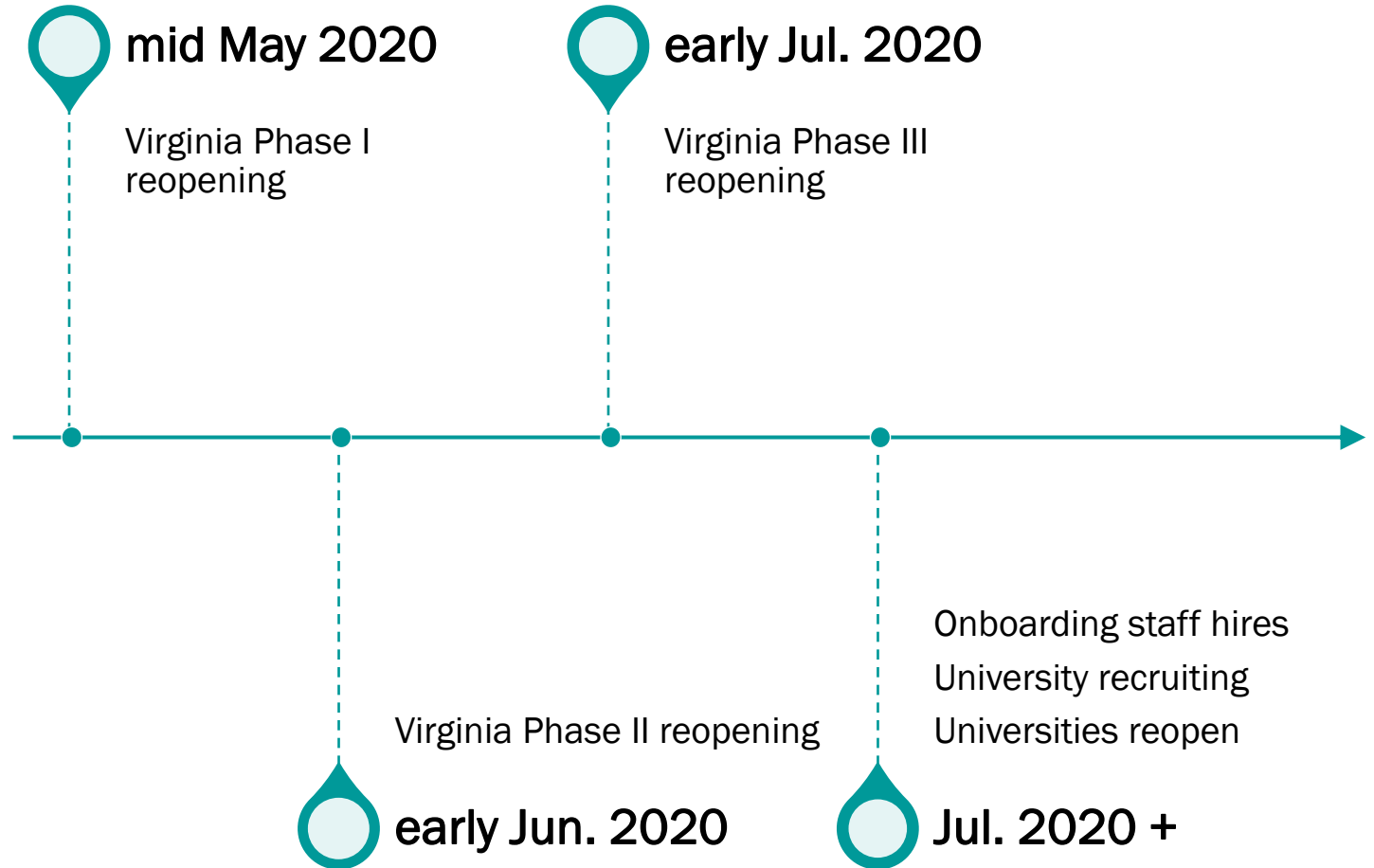
Too early to tell if there will be changes ▪ Same  
evaluation conducted remotely

Other information entry  
level professionals should  
have to be a successful  
hire in this economy

Soft Skills ▪ Optimism ▪ Personal Care ▪ Financial Literacy

# Looking Ahead:

After the Start  
of Summer  
2020  
Internships  
During  
COVID-19







# VACE EMPLOYER INSIGHTS PANEL

AFTER THE START OF SUMMER 2020 INTERNSHIPS DURING COVID-19





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# EMPLOYER INSIGHTS:

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During COVID-19

Thank you for joining us.

Let's talk through your  
questions.



## REFERENCES

- <https://www.cnbc.com/2020/04/24/how-internships-have-been-impacted-by-coronavirus.html>