



COVA INTERNSHIP **CONNECTION**

Agenda

1. Introductions
2. State Government Workforce Trends
3. Internship Support in State Government
4. Outcomes
 - a. Testimonials and Focus Group Feedback
5. What is Next?

State Government Workforce Trends

Key Workforce Metrics		
	FY23	FY24
Turnover	12.4%	14.4%
Probationary Turnover	5.7%	21.7%
Retirement Rate	4.0%	1.4%
Retirement Eligible Today	4.7%	5.2%
Retirement Eligible Within 2 Years	8.3%	8.5%
Avg Age New Hires	37.5 years	37.7 years
Avg Age	46.7 years	46.7 years

Average Age (Private Sector): **42 years**

U.S. Bureau of Labor Statistics

Median Age of VA Population: **39.4 years**

U.S. Census Bureau



Internships

- ✓ **ROI Advantage:** Intern hires outperform external hires in long-term retention and performance (National Association of Colleges and Employers, 2024)
- ✓ **Reduced Recruitment Costs:** The average cost-per-hire in the U.S. is \$4,700. Internships lower this cost by serving as a trial run, reducing turnover and hiring mismatches. (SHRM, 2022).
- ✓ **Fresh Perspectives & Innovation:** younger workers exposed to recent academic research and technology can drive innovation (Gallup-Purdue Index, 2016)
- ✓ **Enhanced Employer Reputation:** 62% of Gen Z job seekers consider a company's internship opportunities when evaluating future employment (LinkedIn, 2021)

Internship Support in State Government

2020

- Created [Internship Toolkit](#) for state agencies
- Added paid and unpaid internships to role codes
- Member of the VTOP Employer Advisory Panel
- Governor's Office Collaboration
- Collaborated with Virginia Talent + Opportunity Partnership (VTOP)

2022

- Member of the VCU Career Services Employer Advisory Board
- Continue work to support state agency internships

2021

- Continued work with the Governor's Office and VTOP to support state agency internships
- Added internship metrics to Agency mandated Workforce Plans

What is the COVA Internship Connection?

2023

Provides **centralized support** and **programming** for Virginia state agencies and interns

- 1 Strengthening public service talent through internships
- 2 Empowering Virginia State Government Agencies in internship program development
- 3 Fostering state government awareness and supporting intern success



Internship Support in State Government

2024

- Continued the COVA Internship Connection
- Increased agency consultations
- [Launched webpage](#)
- Agency Focus Group

2025

- HB2125/SB1062
- Limited Internship Marketing
- Supervisor Training
 - Day 1: Professional Development
 - Day 2: Career Preparation
 - Day 3: Networking Event
- Agency Focus Group

HB2125 and SB1062

- 1.DHRM to hire a State Government Internship Coordinator
- 2.DHRM to establish professional development opportunities for internships

Outcomes- Impact

400+

Interns, Supervisors,
Agencies, and
State Leaders

DMAS
TAX
DHP
WM
VDOE
VITA

VEDP
SMV
SCHEV
VDH
SCC
VA529

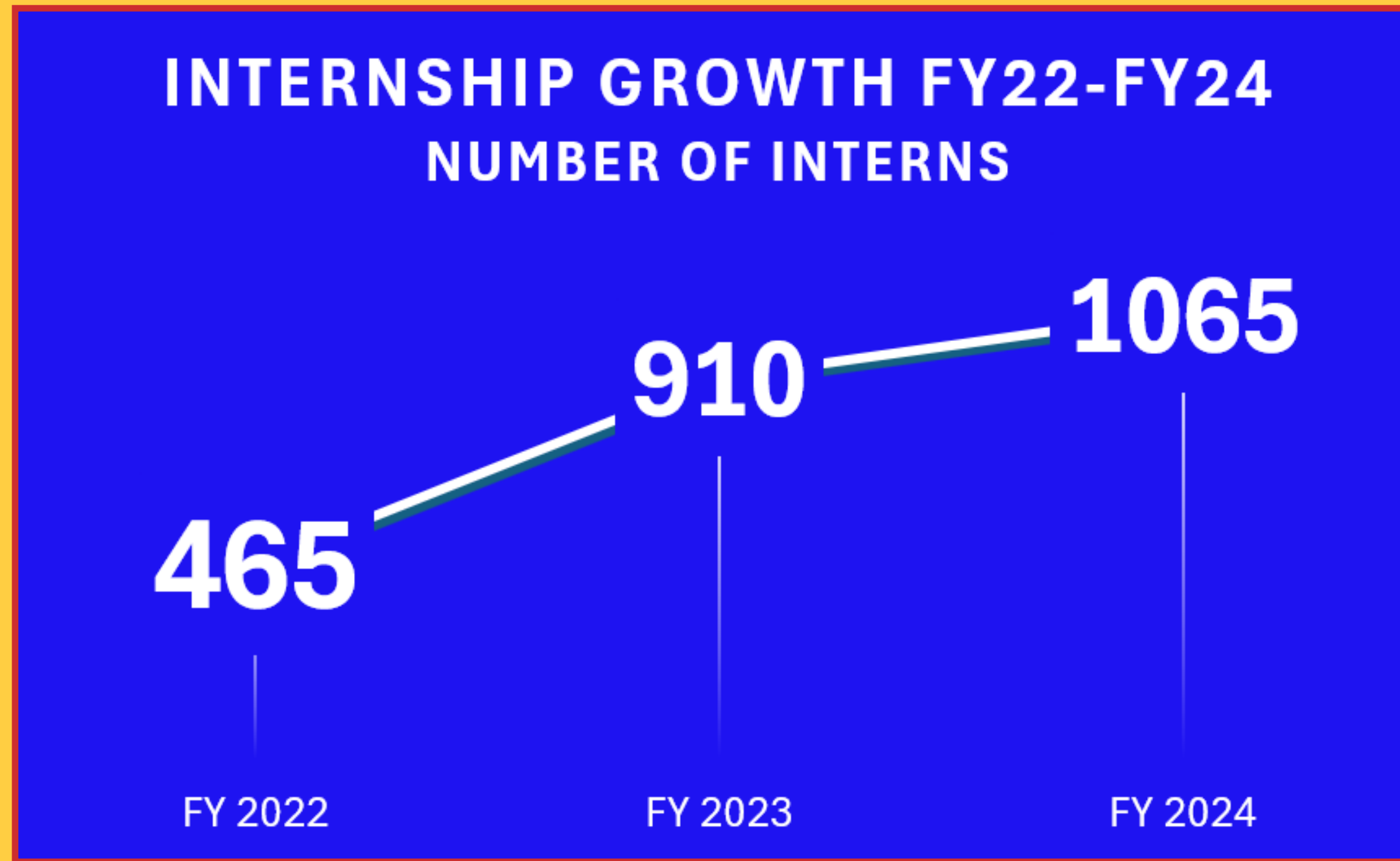
JYF
DHCD
DBHDS
VTC
APA
TRS

DARS
VSP
DRPT
VMFA
CVCC
DEQ

DMV
DJJ
ENERGY
DWR
ODU
DHRM

SFAC
VRS
DCJS
VAHousing
VDEM

Outcomes- Internships Growth



Self-reported metrics from agency workforce plan submissions

Outcomes- Testimonials

"The COVA Internship Connection opened doors for networking and introduced me to like-minded individuals passionate about public service."

"I found both the resume and mock interview sessions to be extremely helpful and allowed me to form great connections."

"The support The COVA Internship Connection Team provided through the program allowed me to bring additional resources and professional development opportunities to my cohort of summer interns. The virtual format ensured easy access to a variety of schedules."

Outcomes - Agency Focus Group Feedback (2025)

Agencies expressed strong support for continuing the COVA Internship Connection, highlighting several components as particularly valuable for both their teams and interns:

- **Capitol Tour:** Providing interns with firsthand exposure to government operations and history.
- **Intern Supervisor Training:** Provided additional tools to better equip supervisors in mentoring interns effectively.
- **Career Preparation:** Resume building, mock interviews, and networking

Outcomes - Agency Focus Group Feedback (2025)

Agencies expressed interest in adding the following to best support intern programs across state government:

- Expanded **marketing** efforts
- Expanded focus on **intern skills development**, such as communication, professionalism, networking, and receiving feedback
- Addition of a **General Assembly Tour**.
- A **system** for agencies to share internship opportunities and applicant information
- An Internship Program Community of Practice for **collaboration and knowledge sharing**
- A **Virginia Intern Day** celebration
- Increased opportunities for **interns to connect** and network

What's is Next?



Expansion Support

DEDICATED RESOURCES WILL ALLOW FOR:

- **Internship marketing** with colleges/universities and students
- Serve as the **connection point** between agencies, universities, VTOP, and students
- Develop and deliver additional centralized **programming** (e.g. expanded professional development)
- Improved **measurement** (e.g. build a database and measure conversion rates)
- **Consult** and provide tools for agency development and management of internships

CAN ASSIST WITH:

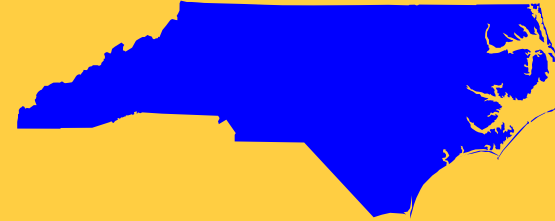
- **Influence metrics** such as average age metrics, turnover.
- **Increase** internships.
- **Decrease** unpaid internships.
- Measure and increase **conversion rates**.
- **Expand** beyond traditional summer internships.

State Comparison



Team Kentucky Internship Program

- ✓ Dedicated staff
- ✓ Centralized Oversight
- ✓ Paid Internships



North Carolina Internship Program

- ✓ State Internship Council
- ✓ Dedicated staff
- ✓ Paid Internships



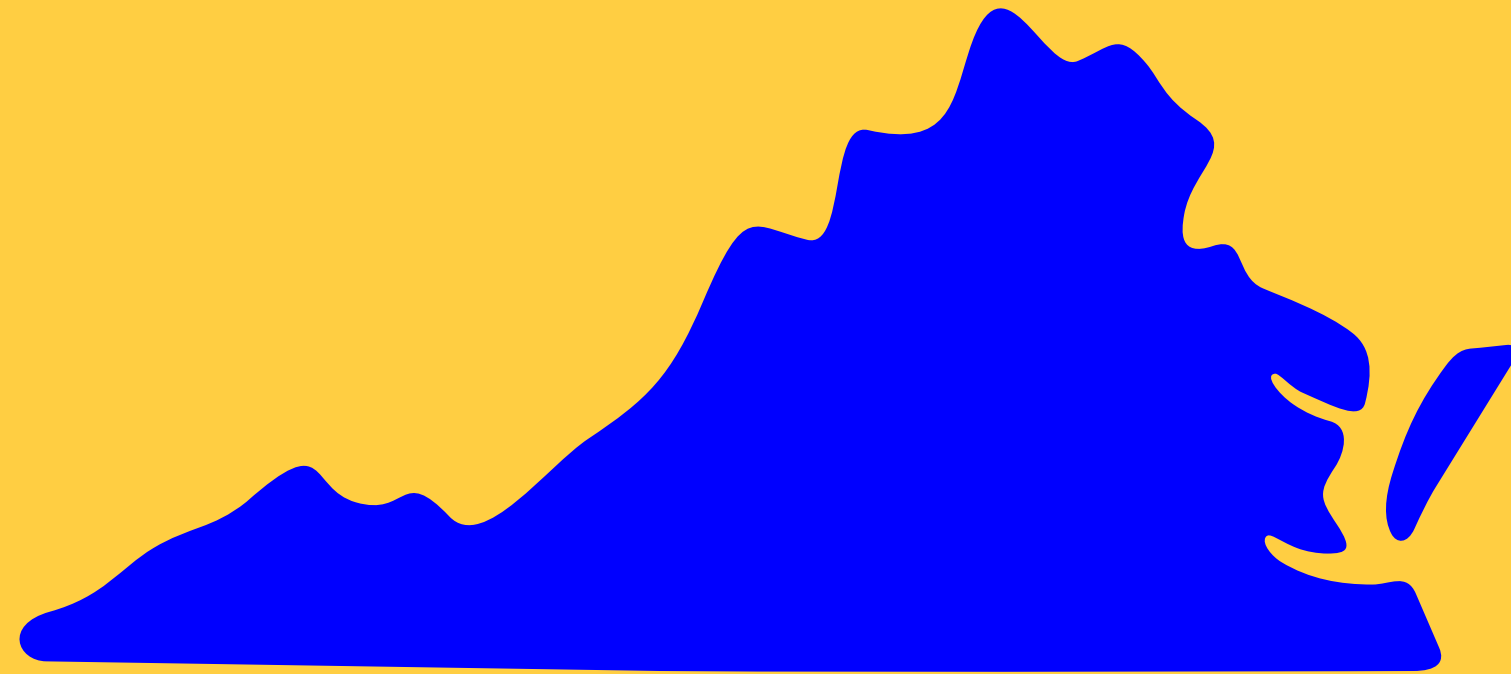
Pennsylvania Internship Program

- ✓ Intern Academy
- ✓ Recognized as one of the Greatest Places to Intern in PA
(by PA Chamber Foundation)
- ✓ Paid Internships



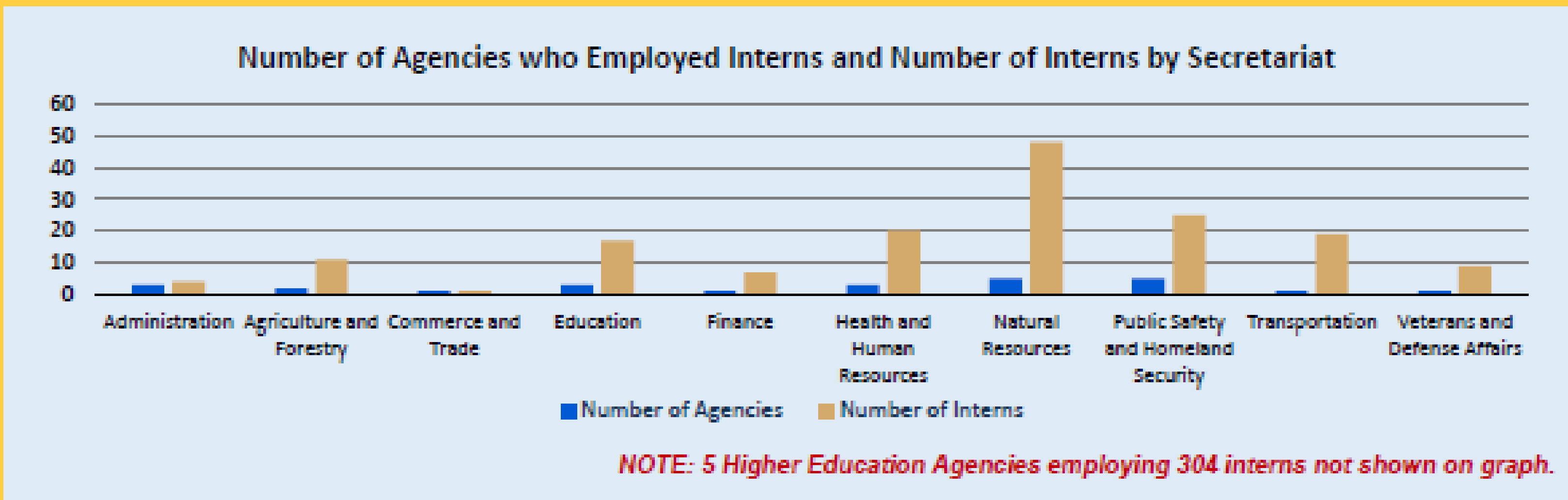
Tennessee Leaders of Tomorrow

- ✓ Centralized Leadership Development
- ✓ Programming at the State Capitol

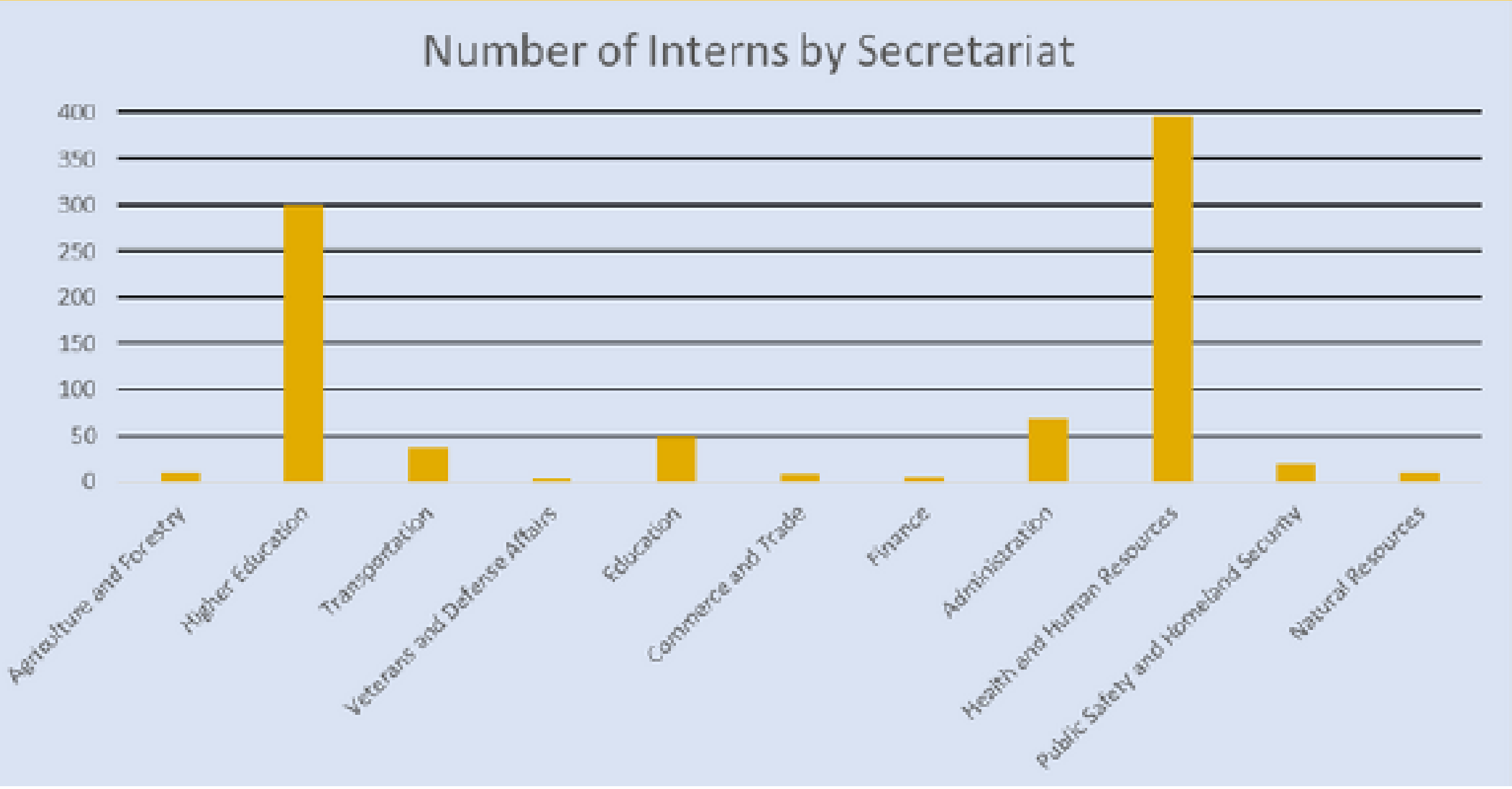


As the **largest employer in the Commonwealth, we are uniquely positioned to **retain and grow early talent** in the Commonwealth for the **benefit of the Commonwealth****

Appendix A- FY22 Interns by Secretariat



Appendix B- FY23 Interns by Secretariat



Appendix C- FY24 Interns by Secretariat

