



## Virginia Chamber of Commerce Work-based Learning Spotlight

**Name of Company:** Atlantic Union Bank

**Tell us about your company's internship program:** Atlantic Union Bank Diversity Summer Internship Program's goal is to offer a professional career experience through strategic work assignments and meaningful projects, designed to allow talented undergraduate and graduate students to experience the various scope of career opportunities in banking. Atlantic Union leaders will provide training and mentoring throughout the student's experience with the intention to develop and recruit college students looking to pursue careers in banking and the financial industry. To promote more diversity into the banking industry, we chose to be intentional about focusing our efforts to work closely with colleges and universities who promote diversity, equity and inclusion.

**What is something that is interesting or innovative about your internship program that you would want colleges/high school students to know about?** We created the Diversity Summer Internship Program in 2017 and have since partnered with Historically Black Colleges and Universities within our footprint to introduce more diversity to banking. This program is a professional developmental opportunity for local diverse students to gain practical work experience, helping students become better prepared to enter into the financial industry post-graduation. In late 2020 we created the "Atlantic Union Bank Scholars Program" for students enrolled within the Reginald F. Lewis College of Business at Virginia State University (VSU). In addition to receiving a scholarship, these students are invited to join our Summer Internship Program.

**What kind of work assignments are interns responsible for at your company?** Throughout the summer, students have the ability to build professional networks and receive training and mentoring. One of the highlights for many of our interns is the opportunity to have lunch with our CEO. During this lunch, interns learn more about our company's strategy and engage in meaningful conversations that can make a difference in their career path. Another great opportunity for interns to learn and collaborate with each other, is the Interns Group Project. Between May and August each intern works in their respective Line of Business (e.g. Consumer, Digital Strategy, Risk Management, Marketing, Human Resources), and collectively on a group project. At the end of their internship, interns present a recommendation to solve a real world industry challenge presented to them at the beginning of their internship, in front of the Executive Leadership Team and many other leaders. This is an opportunity to hone their research skills, problem solving and presentation skills with the assistance of their intern coaches, intern managers and mentors and fellow interns.

**If another company wanted to start an internship program, what words of advice would you share with them?**

Use the program to provide training and mentoring throughout the students' experience with the intention to develop them to make a difference in their career path

Create opportunities students can leverage and apply to their future

Present your interns with real world industry challenges to drive innovation

Create an avenue to hire the best students from your program and stay connected with them at minimum during their college years

**Contact Person (for those who want to reach out to you to talk about your program)**

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