

**Virginia Chamber of Commerce
Work-based Learning Spotlight**

Company Name: Altria

Tell us about your company's internship/apprenticeship/returnship program(s):

Altria offers a highly engaging paid 10- to 12-week college undergrad (typically rising seniors) internship program in Sales, Manufacturing, Engineering, Brand Management, Finance, Procurement, Supply Chain, Consumer & Marketplace Insights and Advanced Analytics. The intent of the program is to: 1) help interns gain real-world experience while learning more about our culture at Altria 2) give both the interns (and Altria) a realistic preview of what a full-time role would be like 3) and provide interns that perform well opportunities for full-time employment.

What is something that is interesting or innovative about your internship/apprenticeship/returnship program that you would want colleges/high school students to know about?

In addition to learning our business and gaining real-world experience, we also want to establish meaningful connections between our interns, employees, and leaders. We offer a mentorship program to help support them both personally and professionally and provide networking opportunities with other interns, senior leaders, as well as our Employee Resource Groups. We have had to think more creatively about our program (and virtual experiences) over the past couple of years due to the pandemic but have continued to have high engagement scores from our interns.

What kinds of work assignments are interns/apprentices responsible for at your company?

During the program, Altria assigns each intern with a manager who works one-on-one with the intern to develop their technical and professional skills throughout the summer. All interns receive a business project that is focused on a problem to solve within their department and has direct impact to our strategies and organization. The project outcomes are presented to their team and senior leaders at the end of the summer. We know that great ideas can come from anyone, and that includes our interns!

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

Ensure that you create a positive experience for the interns to develop, learn and grow by allowing the space for them to ask questions and challenge the current way of thinking! Provide

networking opportunities for the interns to meet as many peers, employees, and leaders as possible. You will be amazed at what they can bring to your organization!

Contact person (for those who want to reach out to you to talk about your program):

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To learn more about Altria and our opportunities, visit: www.altria.com/people-and-careers.