



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

### **Company Name:**

LeadingAge Virginia

### **Please provide a brief overview about your company:**

LeadingAge Virginia was founded in 1973 by nursing home administrators who believed that nonprofit homes were unique in their needs and resources and required their own organization. LeadingAge Virginia is an association of not-for-profit aging services organizations serving residents and clients through life plan/continuing care retirement communities, senior housing, assisted living, nursing homes, adult day centers and home and community based services. We are not-for-profit organizations working together to expand the world of possibilities for aging.

### **Please provide a brief summary about your company's internship/apprenticeship/returnship program(s):**

LeadingAge Virginia offers a paid internship all year for students. To date, all of our interns have been in Master's programs, but we are interested in expanding that to undergraduate students and high school students. We also offer practicum experience for those who need credits to complete their higher education.

### **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?**

LeadingAge Virginia offers a student membership program. A student, from any discipline, considering pursuit of a career in aging services, or a professor/instructor teaching in any discipline with a focus on aging services can become a member for free. Students/Instructors currently affiliated with a Virginia institution or Virginia residents attending out-of-state institutions are eligible.

We also create opportunities for our interns to network and visit our members who are potential employers for them as well.

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

We create customizable internships based on students' talents and interests. To date, our interns have helped design our student membership program, supported task forces, attended board meetings, written white papers, partnered on advocacy at the General Assembly, worked on data driven projects and more.

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

Be very intentional about the intern's supervision and who will mentor them. Mentoring can have the biggest impact on the intern's experience. Also, because these are full-time students we have to reasonably manage everyone's expectations around their productivity, workflow and work load.

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

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