Fall is in full swing here in Blacksburg. The leaves are changing, the wind is blowing, and the temperatures are finally dropping. We are happy to see so many students walking around our campus again as we try to move towards more in person events, activities, and experiences for our students. I know that many of you have our students working for you onsite, while some are still providing remote opportunities for our students. Either way we are appreciative of the experiences you offer students and the time and care you take to supervise and mentor young professionals.

In this newsletter you will find information about our program, opportunities to connect with students in the spring semester, and spotlight interviews with students and employers who participate in our program. As a reminder, the final student assignment is due Dec. 5 where they will be reflecting on their experience this semester. This is great assignment to discuss with your co-op/intern and help them reflect on what they have learned during their time with you. Also, we will be sending out Employer Evaluation forms in mid-November. These forms help us collect data and access how students are developing in the workplace.

Thanks again for all you do to support Virginia Tech students and their experiential learning.
General Information

Career and Professional Development's
7 Professional Competencies for Career Readiness

COMMUNICATION | TEAMWORK AND INTERPERSONAL | LEADERSHIP | DIGITAL FLUENCY | PROFESSIONALISM AND PRODUCTIVITY | CREATIVITY AND PROBLEM-SOLVING | GLOBAL PERSPECTIVE |

All CEIP assignments are grounded in these competencies!

Important Fall 2021 Academic Dates:

November 20 – 28 - Thanksgiving Break
December 8 – Classes End
December 9 – Reading Day
December 10 – Fall Semester Exams Begin
December 17 – University Commencement

CEIP COURSE ASSIGNMENTS

Students in the First Rotation section (4084 + 3084) are tasked with completing the following:

- Assessing their professional competencies and developing a learning objective at the start of the semester
- Reflecting on their Clifton Strengths
- Reflecting on their co-op/internship mid-semester
- Updating their resume and having it critiqued by CPD
- Reflecting on their professional competencies and experience at the end of the semester

Students in the Multiple Rotation section (4084 + 3084), will be tasked with completing the following:

- Assessing their professional competencies at the start of the semester
- Creating learning objectives for the term
- Identifying the positives/negatives of their Strengths
- Researching salaries for desired careers
- Reflecting on their experience at the end of the semester
- Creating a poster or video to demonstrate the competencies they developed

Employer evaluation will come out November 15th!
1) Why do you like hiring VT students? What common majors do you see?
Peraton loves hiring Virginia Tech students because they consistently meet and exceed our expectations. The quality of students and graduates we get are excellent and are the type of early-career professionals we want to be hiring. Virginia Tech does a really good job of preparing them for the workforce, especially because of these opportunities like co-ops and internships. We take around 10 co-op students a semester and a majority of them major in either computer science, computer engineering, or computational modeling and data analytics. However, we also have had students that are cyber security or electrical engineering, as well. Peraton has almost 22,000 employees, so there is room for students studying different majors at our company.

2) What does a co-op experience with your company look like? What benefits are there to working as a student for your company?
Peraton gives experiential learning to VT students while they are currently enrolled in school. Students can enroll in our co-op program for a full semester or a full semester plus the summer. We also have shorter opportunities that take place solely in the summer. We treat our co-op students like entry-level software engineers. The main benefit is that they can work with professionals in the field, with technology that is relevant to their career. Students working for us will work on projects for customers along with full-time staff, which gives them a sense of what it is like in the workforce working with different software and data analytic tools.

3) What skills do you help students develop?
Students are able to learn full-scale development with a large codebase. We help students build off their knowledge from courses, transitioning them from working on class projects to working on a large team, long-term. Whether they continue working for us or if they go on to working in a different company, our co-op students are able to learn how to pick up and apply new technology. Students need to be able to quickly adapt to new technology, especially in this field. Additionally, students develop and enhance professionalism, learn workplace dynamics, and establish good time management and communication skills which are transferable to any work setting.

4) What is a best practice in your company that helps co-op students in their positions?
Our company truly embraces the concept of experiential learning. We understand that students will not have every skillset you want them to have when they walk in the door, but VT students are sharp and learn quickly. I strongly suggest to any company that if you are on the fence about investing in a co-op program or internship program, do it. Investing in students and having them in the office for longer periods of time is worth the investment. A best practice is incorporating students as part of your workforce, instead of something your company does on the side.

Interested in sharing about your experience in CEIP? email Becca Scott at bhscott@vt.edu
1) What are some highlights from your experience?
I just finished my first project, which was to help optimize processes at my company. I made a database to store improved processes, so that anyone at the company can access them. This project allowed me to learn more about the company and has also allowed me to develop and improve Tableau software skills. So far, I have really enjoyed that they throw you straight into work and they have been working hard to bring me up to speed. Other skills I would say I have developed so far include professionalism and meeting etiquette, better communications skills, and also time management.

2) What are the benefits of being enrolled in the CEIP course while you work? What was the most beneficial assignment?
Being in the course has allowed me to track each step of my co-op and track my accomplishments. It has also allowed me to be more intentional about what I want to achieve, through developing learning objectives before starting work. It also showed me my value as co-op student, in that just because we are students and only doing a co-op or internship, we still are capable and deserve respect. The most beneficial assignment is the Partnership Understanding. This really forces students to bring their supervisors into the conversation about what we expect from the internship. It also tells them what they should expect from us, and allows us to understand how to treat each other throughout the term.

3) How do you think your work experiences will help you in your future career? What skills have you developed that you will use in your future career?
With co-ops and internships, there is this "try before you buy" mentality, which I really enjoy. I do not want to jump into a career that I do not like, so co-oping gives you the ability to explore different careers. My work experiences also allowed me to navigate various work environments to work on my soft skills, and taught me how to navigate working with different people. I have really been able to figure out my interests and also what I do not like or want in a future career. Some skills that I will use in the future include business intelligence and data analytic tools and knowing how to use resources. Also, I realized that building your network is really important, so are the connections you make at different companies. Being able to make friends and enjoy work a bit more is important because it makes you want to go into work and you also never know who can help out in the future.

HOKIES ANSWER: What is your favorite VT tradition?
Although it was a really unfortunate situation, I like that Virginia Tech continues to honor the lives lost by hosting the 3.2 for 32 Run for Remembrance. It helps keep people fit, meet new people, and perpetuate Hokie culture remembering the Hokies that are no longer with us.

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Hiring Students for Spring?

Make sure to tell returning students they must request a new experience on Handshake and new CEIP students, they must attend a mandatory Orientation Sessions (dates for Spring TBA)

New CEIP Course Enrollment Deadlines (February 10th, July 1st, and September 10th)
Make sure to extend offers by these dates!

Reminder:
If there are any changes to your student’s status (such as if they are laid-off or if they decide to resign) please let our office know immediately!

Spring Recruitment Opportunities

Business Horizons- January 27, 2022 (virtual)
and February 2, 2022 (in-person)
Connection Fair- February 16, 2022 (format TBD)
CAMEO- February 22, 2022 (virtual)
and February 24-25, 2022 in-person

For details or questions about specific fairs, please visit the following site:
https://career.vt.edu/events/Career-fairs.html

Contact Us!

Email - CEIP@vt.edu
Phone - 540.231.6241
Instagram - @vtcareerprofdev
Website - www.career.vt.edu

Or come see us in the Smith Career Center!
870 Washington St., Blacksburg, VA