



VIRTUAL  
INTERNSHIPS



TWINNING

SUPPORTING UKRAINIAN UNIVERSITIES



**An Unbeatable  
Advantage  
Guaranteed Real-Work  
Experience**

## A Shared Mission and Vision

In support of the Ukraine Twinning Initiative, and the mission to support Ukrainian youth to become globally employable and earn income through foreign revenue, Virtual Internships pledges 50 sponsored remote internships for students of participating universities.

Together, we will leverage technology, remove barriers to participation, providing tangible work experience and customised support to ensure that every participant emerges as a confident, skilled, and adaptable professional, ready to thrive in a rapidly evolving global economy.

## Critical Challenge

A key objective for the Ukraine Twinning Initiative is to prevent brain drain and to help universities in Ukraine, and by extension their students, to come through the crisis with additional skills and robust international experience. A targeted program in collaboration with VI offers a promising avenue to overcome hurdles and create meaningful opportunities for students and boost their employment prospects.



# Virtual Internships Overview

## Meet VI

With the future of work evolving at a rapid pace, students need to bridge the skills gap and stand out from the crowd in an increasingly competitive and globalised job market. For universities, the employability of graduates is a key metric in assessing performance and providing the best possible service to students, and employers need to diversify their workforce and gain access to talented individuals. Virtual Internships serves each of these 3 stakeholders, bridging the skills gap so that graduates are more prepared for the launch of their careers post-graduation, universities are supporting the career prospects of their students, and employers have a pipeline of skilled graduates from which to hire.

Virtual Internships has supported thousands of students in accessing global remote internship experiences. The Virtual Internships Program is a truly global opportunity which connects domestic or international students with host companies around the world as part of a structured program that includes invaluable remote work experience and wrap-around employability support.

## Wrap-Around Support



**Team of Intern Experience Managers** work with the students from the time of application, conducting weekly check-ins and maintaining the feedback loop between the student and the employer



**Engaging online curriculum** designed to increase employability outcomes and enhance the experience



Assigned **Internship Coach** completes midpoint and end of program coaching calls



**Weekly Peer-to-Peer Group Discussions** give interns opportunities to focus on skill development and troubleshooting



**Global Employability Expert Webinars** which cover a range of topical themes and allow for networking and engaging conversations



**Completion certificate and an end-of-program report** which includes skill development growth markers

# Student Outcomes

## Constantin Emilian Tivlica

Computer Science Intern with WOOOBA, United Kingdom

“Joining the Virtual Internships program was a pivotal step in my career. It not only exposed me to the intricacies of full stack development and database management but also provided a platform where my potential was recognised. The culmination of this rich learning experience was being offered a permanent position as a Full Stack Developer/DB Manager by the host company, an opportunity that has immensely boosted my professional trajectory. I am deeply thankful to Virtual Internships for this incredible opportunity and for the unwavering support that has led to a significant turning point in my career.”

## Soft Skills Development



### Career & Self Development

Interns noted competency increasing by 26% to 63% post program.



### Communication

Interns noted competency increasing by 27% to 75% post program.



### Critical Thinking

Interns noted competency increasing by 27% to 80% post program.



### Global Fluency

Interns noted competency increasing by 13% to 88% post program.



### Leadership

Interns noted competency increasing by 24% to 72% post program.



### Professionalism

Interns noted competency increasing by 16% to 80% post program.



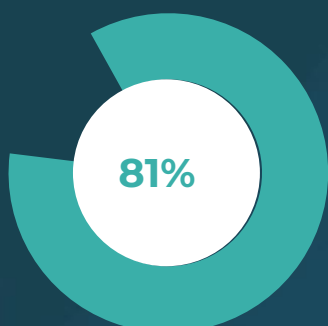
### Teamwork

Interns noted competency increasing by 22% to 78% post program.



### Technology

Interns noted competency increasing by 18% to 66% post program.



## Employability Readiness

81% of alumni agree that they have increased their confidence in gaining post-graduate employment



# Host Companies

In creating a community of host companies, we guide supervisors to provide strong mentorship and feedback while delivering quality project-based, organic work experiences.

We have lasting relationships with companies across the globe, and continue to grow our network, targeting career fields and industries in high demand, and aligning geographies of placements with our current partnerships.



North America  
12%

Middle East  
7%

Asia  
37%

South America  
1%

Europe & UK  
25%

Africa  
14%

Oceania  
4%

While diverse and across the globe, our host companies have some core values in common:

- Remote first or focused
- Open Borders
- Dynamic Start-ups and Agile SMEs
- Building a Talent Pipeline

## Host Companies Examples

PING AN  
TECHNOLOGY

DENTONS



aws

ADB  
ASIAN DEVELOPMENT BANK

BIO PHARM  
Dongsung

# 250,000

Placement Opportunities

# 15,000+

Active Host Companies

# 10%

Large Companies  
(>100 employees)

# 50%

SMEs  
(10-100 employees)

# 40%

Startups  
(<10 employees)

## Vetting & Safeguarding Process

All host companies are carefully vetted through an online application process which includes a one-on-one meeting and verification of a strong project placement plan prior to supporting interns

### All Host Companies are vetted as follows:

- Registered business
- English-speaking supervisor
- One-to-one meeting with Company Development Manager to assess suitability and expectations
- Creation of an approved Placement Project Plan
- Have reviewed and agree to our digital harassment and health and safety policies
- Constant review of intern feedback for careful monitoring and evaluation

# Project-Based Work Experience

Our remote internships are project-based experiences, meaning interns will work across time zones and digital platforms to complete a series of significant and real world projects for their host companies. These projects allow the interns to refine their technical and hard skills while building the crucial soft skills often demanded by employers such as communication, initiative, problem-solving, and leadership.

## 5 Key Projects

To support asynchronous program delivery all PPPs note 5 clearly unpacked projects that the intern can focus on.

## Technical Alignment

60% of all projects must be directly aligned to the participants chosen career field, with the remaining 40% aligned to daily operational tasks that allow for industry exposure.

## Remote Work Tools

The PPP notes the 3-5 remote tools that a participant can begin investigating prior to their first day, to begin work a step-ahead and comfortable with the tools on hand.

## Placement Project Plan (PPP)

Each intern is given a PPP from a Host Company,, unpacking the contact details, work tools, and key projects. All university partner will receive a full list of PPPs of their students which will note:

- Company specific details
- Supervisor contact details and timezone
- Remote work tools and skill required
- 3 key technical projects
- 2 key daily operational tasks

## Company Examples



**CutStruct (Marketing & Logistics)** - Digital construction marketplace based in Wisconsin and Texas offering Marketing and Project Management placements.



**Empire Headhunters (HR & Recruitment or Business)**- Technology based global headhunting firm using real-time machine learning and AI, based in San Diego, L.A., Minneapolis, Pittsburgh, NYC, and remote globally



**UST (Business)**- Consultancy supporting problem definition to determine the most viable solution and create the best path forward, together.



**Tradebright (Media & Communications or Marketing)** - team of experts dedicated to providing innovative and unique trade promotion services for businesses looking to tap into new international markets.



## Program Parameters

- 50 unpaid internships
- 12 weeks/10 hours per week
- Available career fields:
  - Business
  - Computer Science
  - Fashion & Design
  - Human Resources
  - Marketing.
- Applications open from Monday, 6 January to Sunday, 2 February, 2025
- Internships starting on Monday, 7 April, and ending on Friday, 27 June, 2025.
- Interns will be placed with international host companies.

## Promoting the Opportunity

Alongside this information pack you have access to a bespoke [VI Marketing Toolkit](#) to promote this opportunity to your students. Please encourage interested students to attend the [VI Information Session](#) on Tuesday, 5 November, 2024 at 15:00 EET. The session will be recorded and sent out to participating universities.

## Application Process

The application process will be open from Monday 6 January to Sunday 2 February 2025 (4 weeks). All interested students of participating universities will be invited to submit an application via a bespoke Platform application link which will be circulated to universities on Monday, 23 December, 2024.

Applicants will be required to complete a short application, build an online profile, and record three short videos.

Applicants who require support can contact [internsupport@virtualinternships.com](mailto:internsupport@virtualinternships.com).

## Selection Process

VI will adopt an equality based selection process, seeking where possible to ensure that internships are dispersed between as many participating universities as possible, and between the five career fields.



Unsuccessful candidates will be given access to VI's online curriculum and invited to attend a two-part webinar series about professional skill development.

## Confirmation of Acceptance

Successful applicants will be notified by email week commencing 3 February. The email will contain instructions to enrol in the Virtual Internship program by Friday, 14 February. Once enrolled, interns will have access to VI's online curriculum designed to support soft skill development and application of technical knowledge.

## Profile and Video Review

The profiles and videos of successful candidates will be reviewed by Monday, 10 February. Candidates will be informed of any suggested amendments to make to their profiles before they become visible to VI's host company community on Monday, 17 February.

## Intern Orientation

Successful candidates will be invited to attend an orientation session delivered by Virtual Internships week commencing 17 February. This will prepare interns for the placement process and provide tips to make the most of their Virtual Internship.

## Placement Process

The placement process will start from Monday, 17 February with all interns placed by Monday, 31 March. Interns will be matched with host companies on the basis of their chosen career field and the skills they are seeking to develop as detailed in their application. During this period interns will receive invites from host companies who would like to interview them online. Interns must confirm attendance. Once an interview is scheduled VI will provide the intern with guidance to support interview preparation.





# VIRTUAL INTERNSHIPS

Once the interview has taken place VI will seek feedback from the host company and the intern. If the interview is successful and the host company and intern wish to work together, the intern must accept the offer and will be provided with a VI approved Placement Project Plan. If the interview is unsuccessful the intern will re-enter the placement process.

All interns will be placed internationally.

## Preparing for the Internship

In the week leading up to the internship all interns will receive a series of emails from Virtual Internships to help them prepare for the start of their virtual internship.

## The Internship

All interns will start their virtual internship on Monday, 7 April, 2025. They will meet with their host company supervisor to agree their schedule and commence work on their projects.

Intern Experience Managers: Any interns who require support during their internship can contact VI's team of Intern Experience Managers by emailing [internsupport@virtualinternships.com](mailto:internsupport@virtualinternships.com).

Skill Assessments: VI will encourage interns to complete a skill assessment at the beginning and end of their internship to enable us to track professional skill development.

The Weekly Feedback Loop: Each week, VI will notify the interns that the Weekly Feedback Loop is open and ask them to share information about their experience for the previous week.

Weekly Slack Chats: Every Tuesday interns can join in guided conversation with other interns to build a peer-to-peer network, and problem-solve together. This opportunity can help build community and a professional network.

Global Employability Expert Series: Every other Wednesday the interns current and past are invited to join a 30 minute industry presentation discussing career paths within the industry or a focus on job readiness skills such as interview techniques, creating the best resume and more.



# VIRTUAL INTERNSHIPS

Individualised Career Coaching Sessions: Each intern is offered two 30-minute coaching sessions to help them zoom out from the day to day of their internship and look high-level at their challenges and successes. The final coaching call allows them to solidify their career management plan to see what they can do in the next 2 weeks, 2 months, and 2 years to follow their career path.

All interns will complete their virtual internship on Friday, 27 June.

## VI Reporting

VI will create and share with the UTI:

- Placement Project Plans for all participating interns.
- Individual End of Program reports for all interns who complete their internship.
- A holistic End of Program, detailing the employability outcomes for the cohort.

## Next Steps and Timeline

The next steps involve collaborating with CCG to finalise key parameters and provide a logistical overview of the application workflow process. Our joint efforts will ensure a seamless initiation of the program, laying the foundation for its successful execution and delivery of impactful outcomes for students and the institution alike.

### Program Delivery Tentative Timeline (April 2025)

<b>Opportunity Promotion</b>	Distribute marketing materials to participating universities to promote the opportunity and the Student Information Session.	Week commencing 14 October, 2024
<b>Student Information Session</b>	VI will deliver an information session to prospective candidates, outlining: <ul style="list-style-type: none"> <li>• Virtual Internships: what, how, why?</li> <li>• Application process.</li> <li>• Criteria for selection.</li> </ul> The session will be recorded and shared with participating universities.	Tuesday, 5 November, 2024
<b>Application Open</b>	Eligible students will be invited to apply to Virtual Internships via a custom platform application link. Applicants will be required to complete a short application, build an online profile, and record three short videos. The application process will be open for 4 weeks.	Monday 6 January – Sunday 2 February 2025
<b>Confirmation of Participation</b>	Applications will close to allow for review and confirmation of participants. Selected participants will be approved and directed to complete the enrolment process.	Monday 3 – Friday 14 February
<b>Intern Orientation</b>	Successful candidates will be invited to attend an orientation session delivered by Virtual Internships. This will prepare them for the placement process and provide tips to make the most of their Virtual Internship.	Week commencing 17 February
<b>Placement Process</b>	Once enrolled, interns will enter the 6-week placement process. During this time interns will be matched with host companies, invited to online interviews, and formally placed with their host companies. Interns will be placed 1-week prior to their internship start date.	Monday 17 February – Monday 31 March
<b>Program Start</b>	All interns will begin their placement on Monday 7 April, 2024.	Monday 7 April,
<b>Program End</b>	Program will end 12 weeks from the start date.	Friday, 27 June



# A World Where Employability Is Unlimited

Visit us at [virtualinternships.com](https://virtualinternships.com)  
for further information.

