



INTERSHIPS VIRGINIA
INVEST. INNOVATE. INSPIRE.



Building Virginia's Future Talent Today

InternshipsVA helps Virginia employers create high-quality, paid internships that build strong talent pipelines and help retain Virginia's top talent after graduation. InVA's vision is for all students at each of Virginia's colleges and universities to have the opportunity to participate in at least one paid internship opportunity before graduation.

Why Internships?

Internships create a win-win ecosystem that drives talent development, innovation, and long-term success by:

- Helping employers attract, develop, and retain talent
- Providing students with critical work experience and skills
- Boosting institutional reputation through improved graduate success rates

Powered by the Commonwealth Innovative Internship Fund and Program, InternshipsVA represents Virginia's commitment to being a Top State for Talent.

The Internships Advantage for Employers

According to the National Association of Colleges and Employers:

- More than 50% of interns become full-time hires, cutting recruitment costs
- Employers report a 76% one-year retention rate of employees who start as interns
- 80% of employers say internships deliver the best ROI for talent recruitment

How InternshipsVA Benefits Employers

InVA makes it easy for businesses to build successful internship programs through:

- **Financial Support:** A 50% wage match helps qualifying businesses cover intern costs
- **Expert Guidance:** Regional managers provide direct support on program design and growth
- **Turnkey Resources:** Employer Toolkit simplifies setting up quality programs
- **Practical Training:** Targeted sessions equip employers with actionable strategies and insights from other employers
- **Efficient Recruitment:** Free access to internship marketplace through Handshake streamlines recruitment

InternshipsVA Delivers:



Tailored guidance and resources



Matching grants to offset intern wages



Recruitment tools to connect with Virginia's future workforce

Internship success starts at VEDP.org/InternshipsVA