

Engagement Guide

Hello VEDP Partner -

InternshipsVA is a new statewide program created to expand paid internship opportunities across the Commonwealth. The initiative helps employers design and launch high-quality, paid internships for students at Virginia's colleges and universities and supports a broader statewide effort to develop, attract, and retain top talent in Virginia.

InternshipVA'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 before graduation.

Please help VEDP share this exciting news! Here are a few ways you can help share this exciting news with employers in your region:

Social Media Post #1:



Our partners at @Virginia Economic Development Partnership have launched InternshipsVA — a program to help Virginia employers create high-quality, paid internships that build strong talent pipelines.

With tailored guidance, employer toolkits, access to college student talent through Handshake, and matching grants for eligible employers, InternshipsVA makes building an internship program simple and strategic.

Learn more at vedp.org/internshipsva #TopStateForTalent #InVA #InternshipsVA

Link to download ad above: <https://vedp.org/media/4466>

Social Media Post #2:



Attention Virginia employers: Want to reduce recruitment costs? Retain key employees?

InternshipsVA from @Virginia Economic Development Partnership is here to help with the resources you need to connect with Virginia's most promising college student candidates. See why 80% of employers say internships provide the best returns on talent investment. Learn more at vedp.org/internshipsva

#TopStateForTalent #InVA #InternshipsVA

Link to download ad above: <https://vedp.org/media/4466>

Newsletter Graphic & Copy:



Link to download graphic above: <https://vedp.org/media/4467>

Introducing InternshipsVA

Virginia's New Program for Smarter Hiring

Virginia Economic Development Partnership (VEDP) has launched **InternshipsVA** to make it easy for employers to build scalable, high-quality internship programs that deliver measurable ROI. The program offers tailored guidance, employer toolkits, visibility with college student talent through Handshake, and matching grants for small and mid-size employers.

Whether you are looking to build your organization's first internship program or strengthen an existing one, InternshipsVA makes it simple, strategic and affordable with:

- **Financial Support:** A 50% wage match helps qualifying businesses offset 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

Smarter recruiting starts with InVA. Learn more at vedp.org/internshipsva

Printable Fact Sheet: Available on next page



INTERNSHIPS 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