

# V-TOP Fiscal Year 2025 Outcomes Report

## Purpose & Goal

The purposes of Virginia Talent + Opportunity Partnership (V-TOP) program is to:

- (1) expand paid and credit-bearing student internships and other work-based learning opportunities in collaboration with Virginia employers and;
- (2) to facilitate the readiness of students, employers and institutions of higher education to participate in internship and work-based learning.

The goal of Virginia Talent + Opportunity Partnership (V-TOP) program is to ensure:

- (1) every graduate of a Virginia two-year and four-year institution has participated in at least one paid or credit-bearing student internship or work-based learning (WBL) opportunity.

## V-TOP Fiscal Year 2025 (FY25) Initiatives

Virginia Talent + Opportunity Partnership (V-TOP) engaged in several initiatives in FY25 to support readiness and expansion of internships (see below).

		Supports the readiness of...		
		Students	Employers	Institutions
V-TOP Initiative	Institutional Grants			
	Matching Grants			
	Modules			
	Mentorship Training			
	PD Scholarships			

## Institutional Grants

Student Support Grant: This grant assisted students who experienced a funding barrier to complete their internship. Grant funds were distributed in FY24, and the grant period ended in FY25. This one-time grant was only available to public institutions in Virginia.

Data Collection Grant: This grant assisted institutions in collecting, compiling and reporting data on students' internships. Grant funds were distributed in FY24, and the grant period ended in FY25. This one-time grant was only available to public institutions in Virginia.

Impact Grants: This grant assisted institutions in developing and implementing coordinated plans to expand internship and work-based learning participation. V-TOP offered several levels of funding to institutions: Vision, Capacity-Building and Scaling. Funds for this grant were distributed in FY25. The vision grant was open to public and four-year private, non-profit institutions participating in the Tuition Assistance Grant (TAG) program. The capacity-building grant was open to four-year public, four-year private, non-profit institutions who already received a vision grant, and Richard Bland College. The scaling grant was open to four-year public institutions. All grant levels were open to two-year public institutions that are a part of the Virginia Community College System.

Regional Collaborative Grants: This grant supported efforts to connect employers to students and facilitate the readiness of employers, students and institutions. This grant was available to public institutions and higher education centers.

## Modules

V-TOP offered several courses to train employers, educators, and students about internships:

Developing an Internship Program: Designed for employers, this course walks businesses through the process of hosting a successful internship program.

Becoming a Career Champion: Designed for educators, this course supports educators in developing mentoring skills and practices to support students' career success.

Developing Career Readiness Skills: Designed for students, this course helps prepare students for participating in an internship.

Student Internship Toolkit: Also designed for students, this course covers how to create a resume, and other tools, and offers strategies for seeking an internship.

### **Matching Grants**

V-TOP supported small to mid-size employers with free recruitment and hiring assistance, and paid up to 50% of student intern salaries and subsidies.

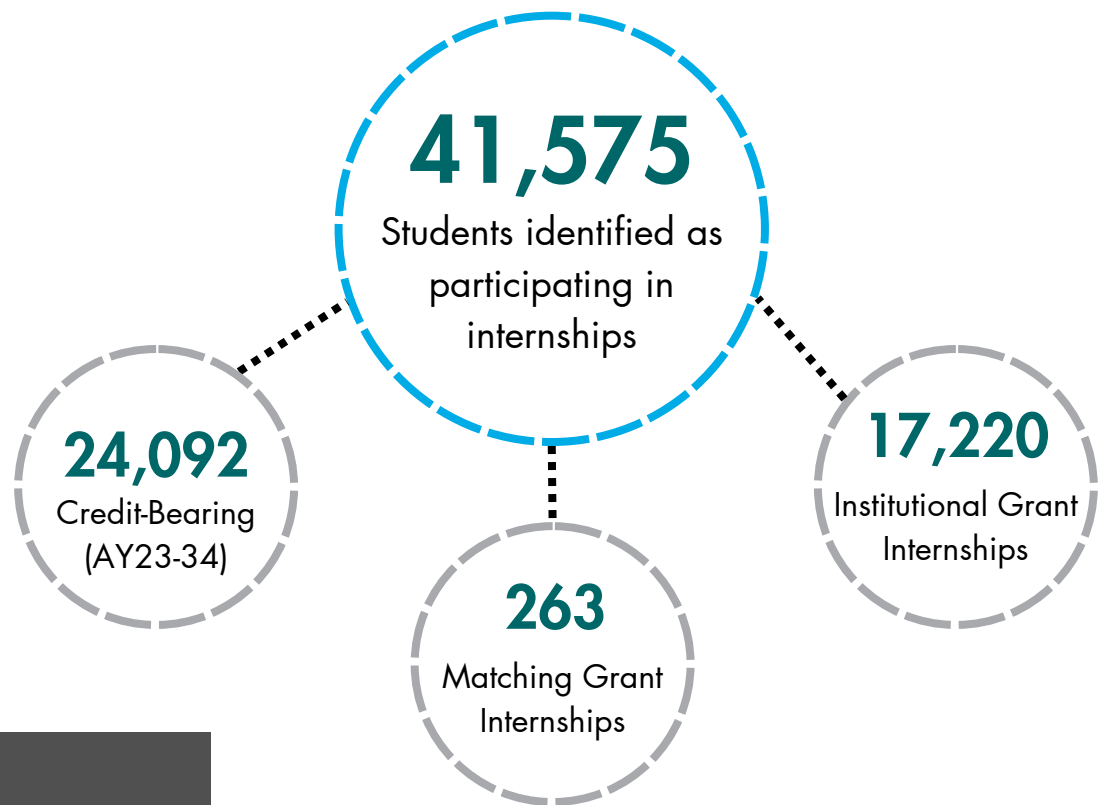
### **Mentorship Training**

V-TOP partnered with Mentor Virginia to offer free training sessions to businesses and educators.

### **Professional Development Scholarships**

Scholarships for professional development were offered to professionals whose career involves connecting students, institutions of higher education, and employers with the goal of expanding paid and credit-bearing internship and other work-based learning opportunities.

# Student Readiness Outcomes



242

Students received full-time employment after completing their internship

5,314

Paid Internships

\$17.82

Average hourly wage of Interns

Currently, there is no comprehensive source of internship data in Virginia. V-TOP is working to improve data collection, but for now we must rely on incomplete data from multiple sources.

Virginia students participated in 41,575 internships over the past two years, though this number is likely low because of data collection limitation. Of those, 24,092 students participated in for-credit internships in 2023-24, the most recent year available.

V-TOP also collected data through its matching grants and institutional grant programs. Businesses hired 263 students in FY25 through the matching grants program and 17,220 through the institutional grants program.

One of the major benefits of internships for students is receiving pay. All of the 263 matching grants students received payment for their work as an intern. In addition, 5,051 students from the institutional grants program were identified as receiving a stipend or payment for their internship.

Paid internships help secure and retain talent for employers by converting interns into full-time employees. Additionally, students in a paid internship receive close to twice the number of job offers compared to students who did not participate in an internship according to the National Association of Colleges and Employers (NACE) research.

**50% +**

of Matching Grants students surveyed said that their internship helped them gain experience in the following areas:

- Communication
- Professionalism
- Teamwork
- Career/self- development
- Critical thinking

V-TOP distributed a survey to matching grant interns in May 2025 to solicit feedback and evaluation. Twenty-eight matching grant student interns completed the survey. Over half of the respondents indicated that they gained experience and improvement in several professional areas, such as communication and critical thinking.

In addition, more than 75% of the students reported that their understanding of the industry, confidence in the workplace and their idea of next career steps were above average or higher after completing the matching grants internship.

**3,126**

Students engaged with V-TOP  
Modules

Approximately 3,126 students across 52 institutions enrolled in either the “Career Readiness” or “Student Toolkit” training module offered by V-TOP in FY25. Career Readiness, which was launched first out of the two, has 2,481 students enrolled. Of those enrolled, about 655 students are new users, which is about a 35.9% enrollment increase from FY24. Student Toolkit, which was launched in FY24, has 645 students enrolled. Of those enrolled, about 317 students are new uses, which is about a 96.6% enrollment increase from FY24.

V-TOP is working with several Virginia institutions to integrate both student modules into existing curriculums or provide them as a stand-alone resource.

# Employer Readiness Outcomes

## Matching Grants

248

New employers participated  
in Matching Grants program



66%

Increase from FY24  
(149 employers)

There was an increase in the number of employers who were approved to participate in the matching grants program in FY25. About 248 employers completed the steps to become eligible to participate in the matching grants program, representing an increase of 66% from the previous year (FY24).

V-TOP distributed a survey to matching grant employers in May 2025 to solicit feedback and evaluation. Thirty-one matching grant employers completed the survey. Respondents generally indicated positive benefits to participating in the matching grants internship. About 90% of employers indicated they would consider hiring their intern as a full-time employee. Additionally, about 80% of employers rated their intern's skills and overall contribution to the team as "above average" or higher.

## Most frequent industries...

**who hosted student interns across  
data collection grantees include:**

Food & Beverage  
Government - Local, State & Federal  
Healthcare  
Manufacturing  
Information Technology

**who hosted student interns through  
matching grants include:**

Consulting - Business  
Economic Development  
Non-Profit - Other  
Manufacturing  
Food & Beverage

## Mentorship Training

193

Employers participated in a  
MentorVA session

The Mentor Virginia training sessions were designed to promote internship and career readiness for students, employers, and educators throughout Virginia.

In the training, employers learned "to expand the web of quality relationship support and social capital that youth need."

## Employer Modules

In total, 1,352 individuals enrolled in the “Developing an Internship Program” course. Of those enrolled, 886 identified as a Business or Organization.

**886**

Employers enrolled in the V-TOP “Developing an Internship” modules

Approximately 514 new Businesses or Organizations enrolled in the “Developing an Internship Program” course compared to FY24. Course enrollment has increased about 138.2% compared to FY24 enrollment.

## Regional Collaboratives

**119**

Events hosted by Regional Collaboratives to engage VA employers

**967**

Employers attended Regional Collaborative events

## What are stakeholders saying about V-TOP?

“

*“The modules made us think about how to better define our program goals and develop learning outcomes for the interns. The modules are essential whether you've previously hosted interns or are entertaining the idea for the first time.”*

-Matching Grants Employer

”

*“Most businesses are hesitant to give college students this kind of responsibility. This role gave me hands-on experience I wouldn't have gotten elsewhere, and now I can add it to my resume.”*

-Matching Grants Student

”

*“This SCHEV grant really helped fund an innovative tool that has been desired for years, but never quite had the resources to push the project over into development given the cost of an IT programmer... This grant not only provided the resources to make this unique HR hire, but it prioritized innovation that we believe can benefit the higher ed landscape on how to track and engage students in career development pathways.”*

-Data Collection Grantee

## Institutional Readiness Outcomes

### Institutional Grants

Student Support Grant: Twelve public institutions received \$100,000 each in V-TOP funding to assist students who experienced a funding barrier for their internship. Funds from the student support grant were used to offset housing, clothing, transportation and stipends for students completing internships.

Data Collection Grant: Twelve public institutions received up to \$100,000 each in V-TOP funding to support collecting, compiling, and reporting data on students' internships.

Impact Grants: In total, 42 institutions were awarded an impact grant to expand internship and work-based learning participation. Two private institutions were awarded Vision Grants (\$25,000 each), 14 public and private institutions were awarded the Capacity-Building Grant (up to \$150,000 each), and three public institutions were awarded the Scaling Grant (up to \$250,000 each). Additionally, the Virginia Community College System was awarded the Vision and Capacity-Building Grant (23 institutions).

Regional Collaborative Grants: Eight public institutions and one higher education center received \$125,000 each to engage employers and students across the Commonwealth.

84

Educators enrolled in the "Career Champion" module

The "Career Champion" course for educators, faculty and staff launched in FY25. Throughout the year, 84 educators enrolled in the course. Some institutions have integrated this resource into their training for staff.

### Professional Development Scholarships

In FY25, V-TOP awarded professional development scholarships to sixteen career professionals who work to increase work-based learning opportunities for students.

Educators were able to attend various conferences and summits to develop new network connections, access current recruitment and hiring trends and learn and share best practices. Educators attended professional development events including: the Virginia Association of Colleges and Employers Conference, the National Association of Colleges and Employers Conference, and the Eastern Associate of Colleges and Employers.