

V-TOP FY2025 Matching Grants Report

Overview of the Matching Grants Program

Virginia Talent + Opportunity Partnership (V-TOP) supports small to mid-size employers by offering staffing agency services and matching grants. The program, funded through V-TOP, offers qualifying businesses free recruitment and hiring assistance, and will pay up to 50% of student intern salaries and subsidies.

V-TOP's Matching Grants program saw success in FY25, experiencing an increase in the number of students hired as interns. Additionally, students surveyed reported positive outcomes of their experience.

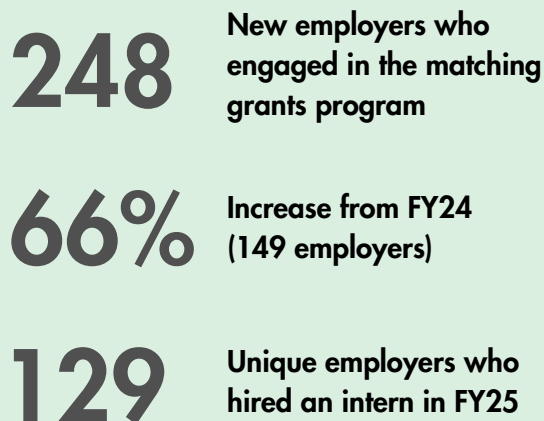
Participants of the Matching Grants Program



During FY25, 263 students across 41 institutions were hired as an intern through the matching grants program. That was a 216% increase from the previous year (FY24), when 83 students were hired as an intern.

In addition to an increase in the number of students hired, an increase was seen in the number of employers who were approved to participate in the matching grants program, and those who hired an intern in FY 25.

About 248 employers went through the steps to become eligible to participate in the matching grants program, representing an increase of 66% from the previous year. Out of those 248 employers, 129 hired an intern in FY25.



About the Matching Grants Internships



\$18.13

Average pay rate of matching grant student interns



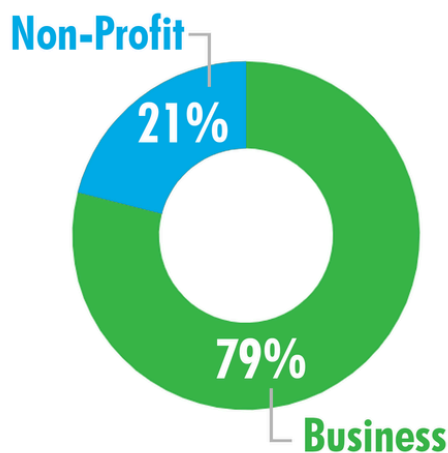
3.6 Months

Average duration of matching grant internship

On average, students who were hired as interns through the matching grants program participated in their internship for about 3.6 months, or one semester. Of the 263 students who were hired in FY25, 118 (or 44.8%) completed their internship during summer 2025, 69 in the fall, and 68 students in the spring semester.

Additionally, 100% of matching grant internships were paid, with students earning an average of \$18.13 per hour. Multiple students received pay increases over the course of their internship.

Percent of Employer Type who Hired an Intern in FY25



Of the 129 employers who hired an intern in FY25, about 79% of them were a for-profit business, with non-profit organizations comprising the remaining 21%.

Industry of the employers who hired through the matching grants varied. The top industries were:

1. Consulting - Business
2. Economic Development
3. Non-Profit - Other
4. Manufacturing
5. Food & Beverage



"With V-TOP's matching grants, we're able to offer two young people the opportunity to learn about the industry, network with professionals and gain new skills that will serve them well as they think about potential careers."

-Matching Grants Employer

Testimonials



"I gained a lot of experience and was given more responsibility than in previous roles. It's been really rewarding just to learn new skills and be exposed to different aspects of the job."

-Matching Grants Student

Outcomes of the Matching Grants Program

Students and employers who participated in the Matching Grants program in FY25 were asked to complete a survey about their experience. The surveys were distributed in May 2025. In total, 28 students (out of 116 active interns) and 31 employers completed surveys.

Below are some survey highlights:

82.1% Of interns surveyed shared that their **understanding of the industry** was **above average or higher** after completing the internship.

85.7% Of interns surveyed shared that the **training they received** was **above average or higher** after completing the internship.

78.6% Of interns surveyed shared that their **confidence in the workplace** was **above average or higher** after completing the internship.

82.1% Of interns surveyed shared that their **idea of next career steps** was **above average or higher** after completing the internship.

27 out of 31

employers surveyed rated their intern's skills at the end of their internship "above average" or higher.

27 out of 31

employers surveyed rated the overall contribution of the intern to the team and projects as "above average" or higher.

90.3%

of employers indicated they would consider hiring their intern as a full-time employee.

96.4%

of interns would recommend their internship to others.

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