

# Internship to Employment Program

Working to meet the needs of  
Silicon Valley employers

*Do you have a tech-related project but lack the resources to complete it?  
NOVA has a solution to your workforce needs.*

NOVA's **Internship to Employment Program** is a great opportunity to meet your needs while providing a local job seeker with additional skills and experience – with no obligation to hire at the conclusion of the project.

“During the internship, Kristy demonstrated her skills in web testing by providing valuable technical documentation and by both writing and executing test cases for our online platform. When the internship ended, we mutually decided to continue working together.

In general, the internship program was a good opportunity for us to find the right people and to foster the right skills and experience in them to fit our needs.”

Shuo Deng, CTO  
Care.Coach

NOVA interns have experience in a variety of tech functions, including:

- SOFTWARE ENGINEERING
- CYBERSECURITY
- DATA ANALYTICS
- EMBEDDED SYSTEMS
- INTERNET PROGRAMMING
- PROJECT MANAGEMENT
- SOFTWARE QUALITY ASSURANCE

Each internship is customized to meet the needs of both the employer and the intern. The employer provides the worksite, equipment, and training/supervision. The intern provides maturity and relevant work experience and is ready to work with limited lead time.

The internships are capped at 20 hours per week and can last from 7 to 8 weeks. Interns are paid by NOVA with the employer contributing 50% of total wages.

NOVA has funding to sponsor additional internships; if your company has other needs, contact us to review skills requirements so that we might target an intern to match your particular situation.

If you have an internship opportunity or would like additional information on the program, [contact NOVA today](#).



WORKFORCE  
DEVELOPMENT

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NOVA is a local workforce development organization working to meet Silicon Valley's talent needs by connecting employers with skilled job seekers in career transition.

NOVA is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities.