



× *Handshake*

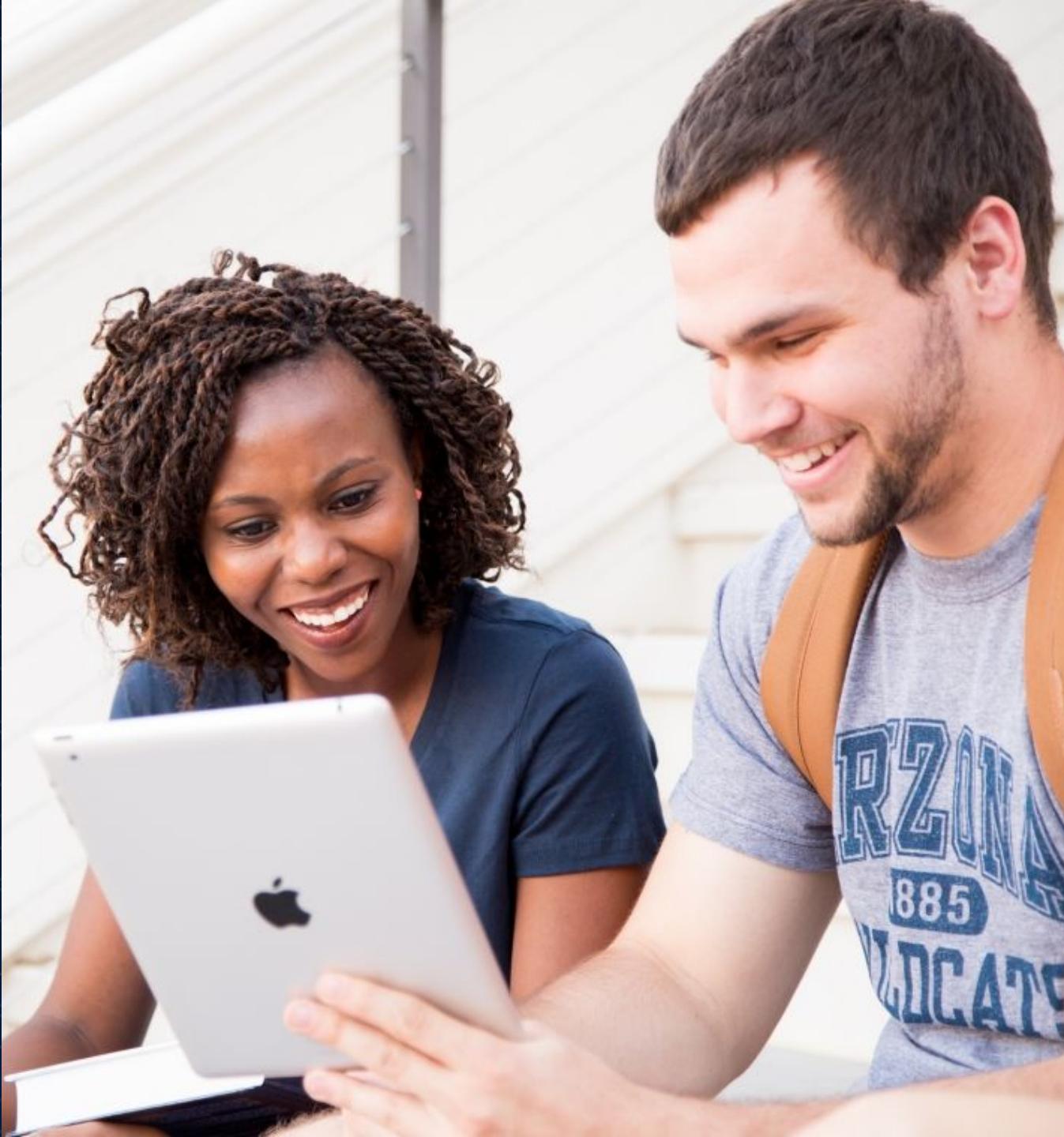


# Unlocking Opportunity: How Embedding Mentorship Fuels Internships and Careers

June 2025

# A guide to best practices and tips to make your virtual experience seamless

- Upon entry, audio is on mute
- Adjust your video layout to speaker view
- Chat your name and organization



# Audience Engagement



**Submit your questions throughout the event and chat with attendees via the Chat feature in Zoom**

Like what you hear? Let us know with reactions!



# Today's Speakers

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**Jennifer Thornton**  
Senior Vice President and  
Chief Program Officer  
Business Higher  
Education Forum



**Annemieke Rice**  
Vice President of  
Partner Success  
Mentor Collective



**Kate Urban**  
Staff Researcher  
Handshake



# Unlock the Full Potential of Internships with Mentorship

Internships shouldn't just check a box—they should launch careers. In today's competitive talent landscape, mentorship is key to turning short-term experiences into long-term impact.

## Today we will discuss:

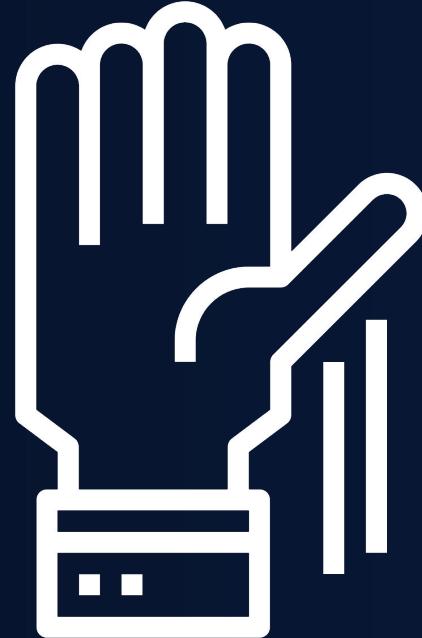
1. How mentorship boosts intern satisfaction and career readiness
2. The role of mentorship in building skills, confidence, and accountability
3. Practical ways to embed mentorship into your programs
4. Long-term organizational benefits of investing in intern development



MENTOR  
COLLECTIVE

# Handshake

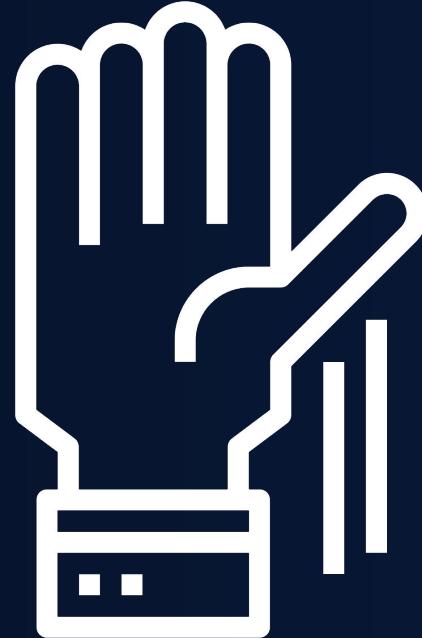




**Poll**

**Who has been your most  
influential mentor?  
Why?**





**Poll**

**Do you currently have a mentorship, internship, or career readiness program(s) at your institution or organization?**

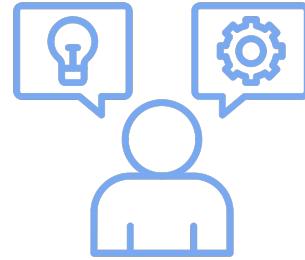


# Mentorship + Internships



# Why Students Pursue Internships

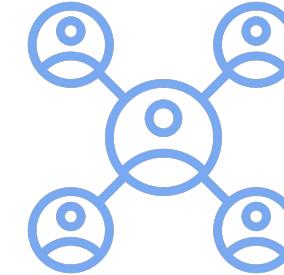
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**87%**  
of students pursue  
internships to  
**build their skills**



**72%**  
of students pursue  
internships to  
**decide on a career  
path**

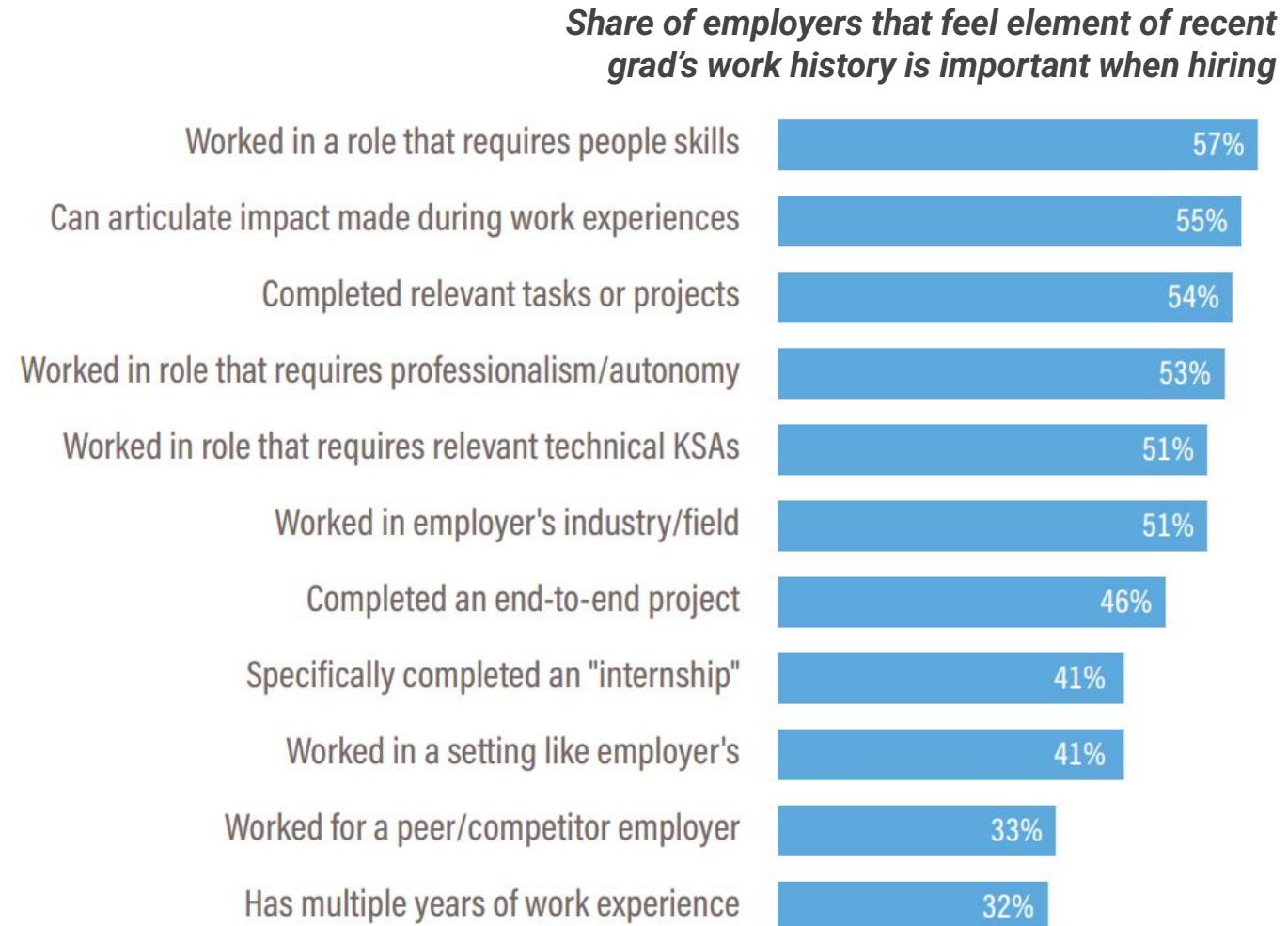


**70%**  
of students pursue  
internships to make  
**professional  
connections**



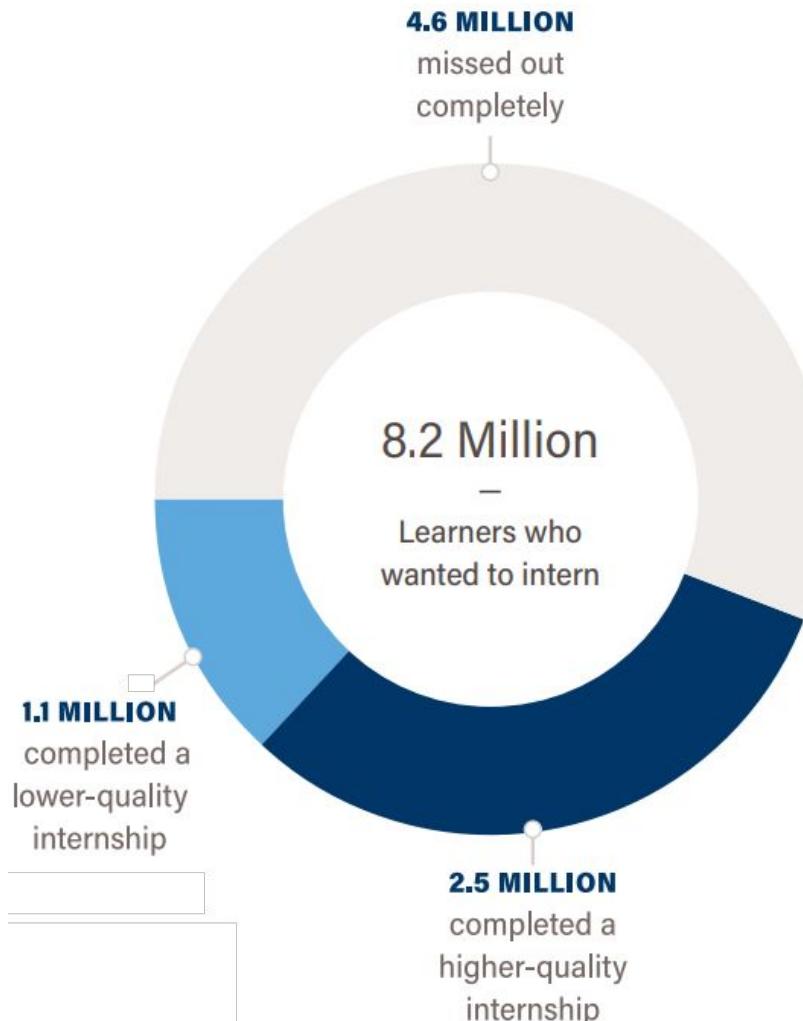
# Internships provide... EMPLOYERS with skilled, experienced new workers

When considering a recent graduate's work experience, employers are looking for candidates who possess people skills, have completed relevant on-the-job projects, and can demonstrate their ability to work autonomously in a professional setting.



# Despite strong demand, most learners who want a quality internship “miss out”

*Number of learners who want to intern, by outcome*



BHEF estimates that U.S. employers offered 3.6 million internships in 2023, less than one opportunity for every two learners who wanted to intern –

**4.6 million learners missed out completely**



# Internships are the Most Powerful Career-Launch Tools

## Internships without Mentorship

- limited reflection
- unequal access to guidance
- missed network connections
- unclear impact on goals

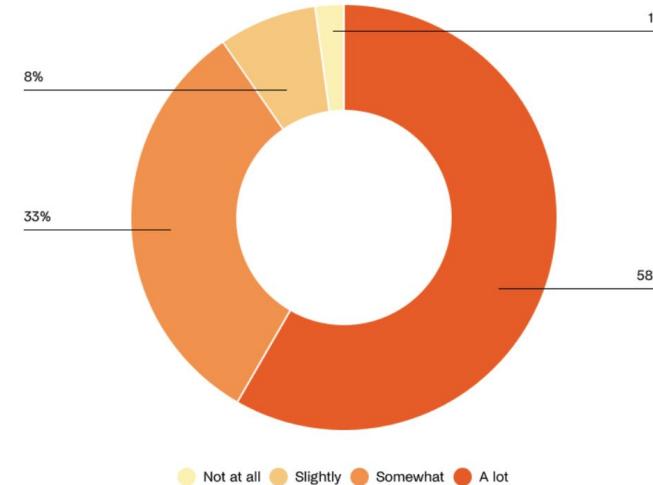


## Internships WITH Mentorship

- structured feedback and reflection
- equity of support
- built-in social capital
- tied to goals, confidence, and identity

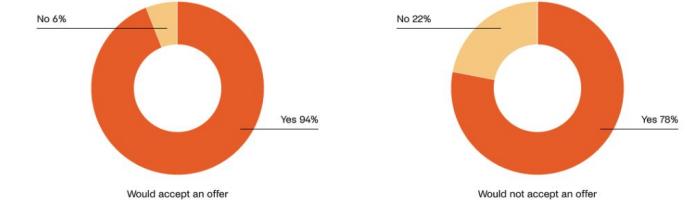


How much did the level of support and mentorship you received impact your interest in working for your internship employer?

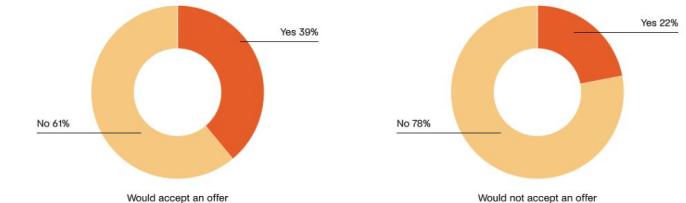


**Mentorship is key to a positive internship experience**

During your internship, did you connect with a mentor who you could rely on for career advice and support?



Are you still in touch with your internship mentor?



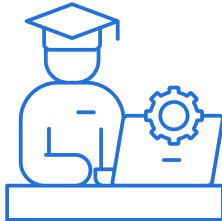
**Great Mentorship is correlated with an acceptance offer**

Source: Handshake 2025



# The Evolving Benefits of Mentorship + Internship

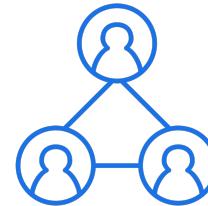
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## Mentorship increases intern satisfaction and perceived career preparedness.

Students with formal mentorships during internships report greater clarity on career goals and stronger workplace integration

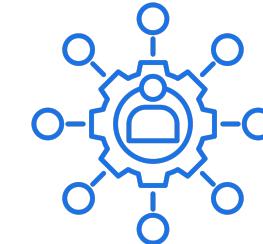
(NACE)



## Mentorship improves outcomes for underrepresented students.

Students of color and first-gen students benefit more significantly from formal mentoring relationships during experiential learning.

(Gallup-Strada Education Network)



## Structured mentorship adds accountability and skill development.

Braven's Model shows that near-peer mentors coaching students during career-embedded learning improve job attainment rates post-graduation.



# Discussion





## The Link between Mentorship & Intern Satisfaction



## What Today's Interns Value



## What Makes a “Good” Mentorship Experience



## Lasting Advantages for your Organization

# Q&A



Thank you!



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