



MENTOR
COLLECTIVE



Handshake



BHEF



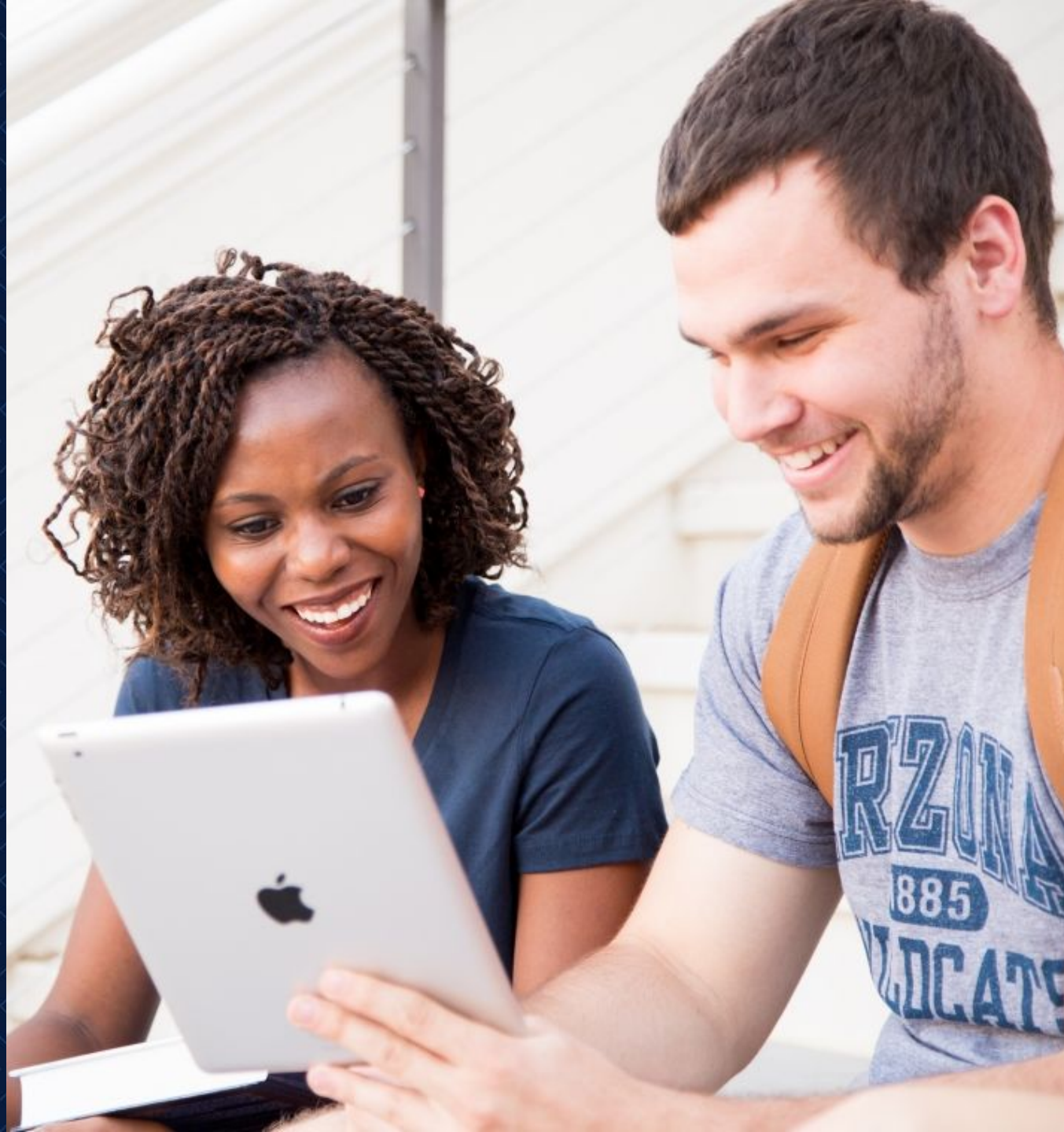
BUSINESS-
HIGHER EDUCATION
FORUM®

Unlocking Opportunity: How Embedding Mentorship Fuels Internships and Careers

June 2025

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

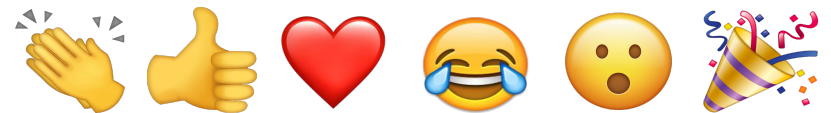
- Upon entry, audio is on mute
- Adjust your video layout to speaker view
- Chat your name and organization



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



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

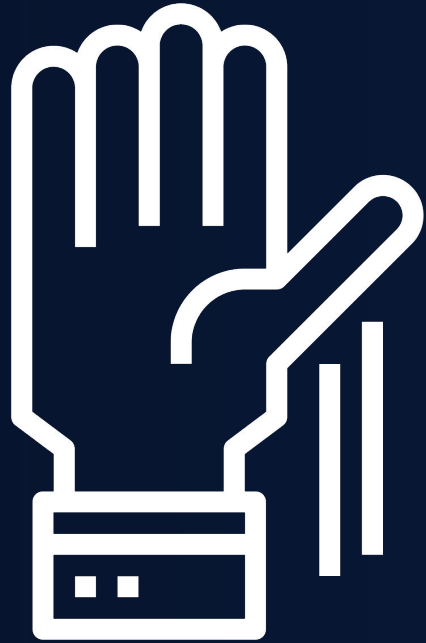


MENTOR
COLLECTIVE

Handshake

BHEF  BUSINESS-
HIGHER EDUCATION
FORUM®

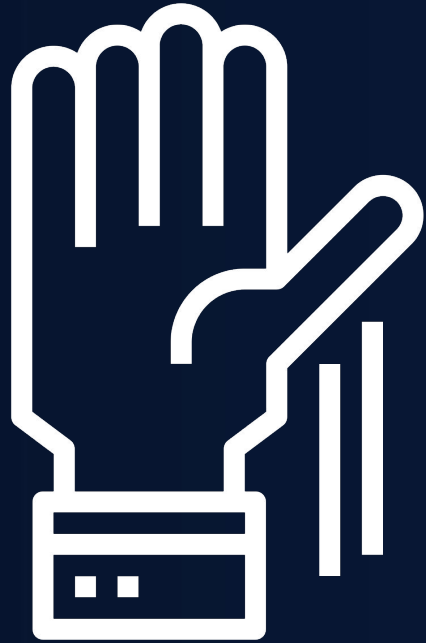




Poll

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





Poll

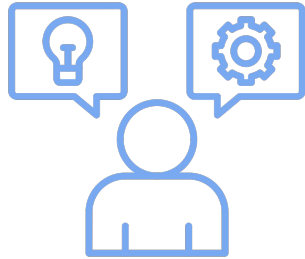
Do you currently have a mentorship, internship, or career readiness program(s) at your institution or organization?



Mentorship + Internships



Why Students Pursue Internships



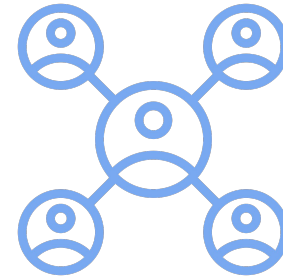
87%

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

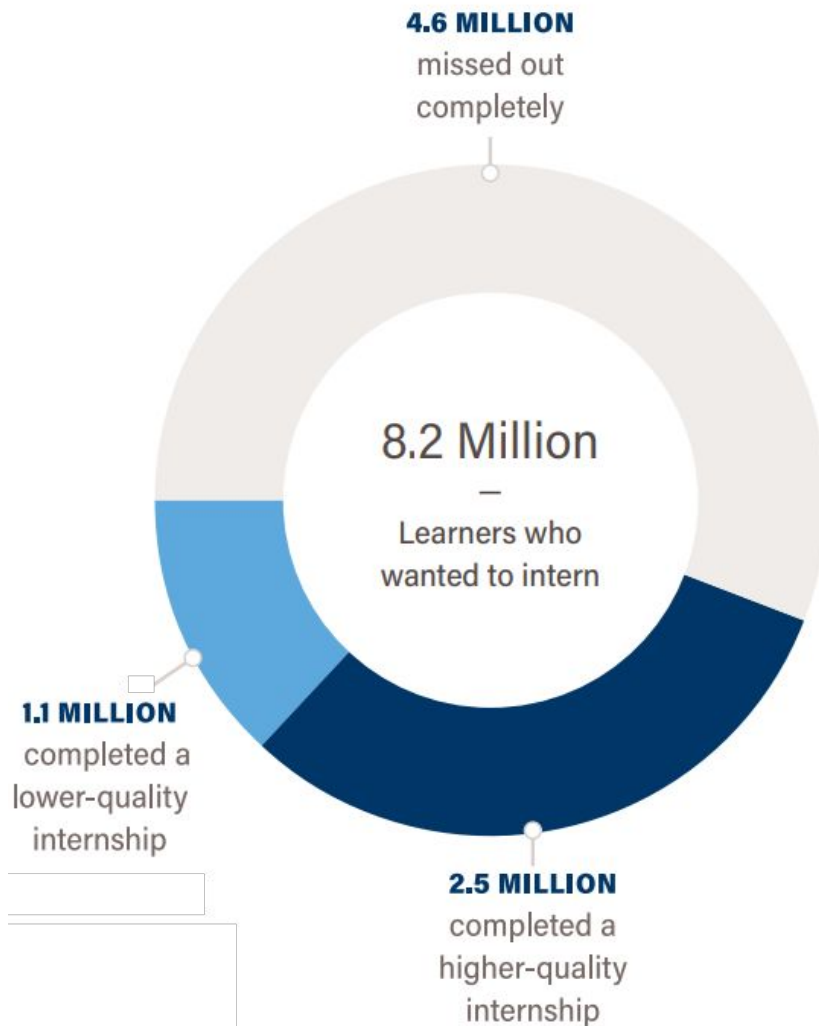
When considering a recent graduate's work experience, employers are looking for candidates who possess people skills, have completed relevant on-the-job projects, and can demonstrate their ability to work autonomously in a professional setting.

Share of employers that feel element of recent grad's work history is important when hiring



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



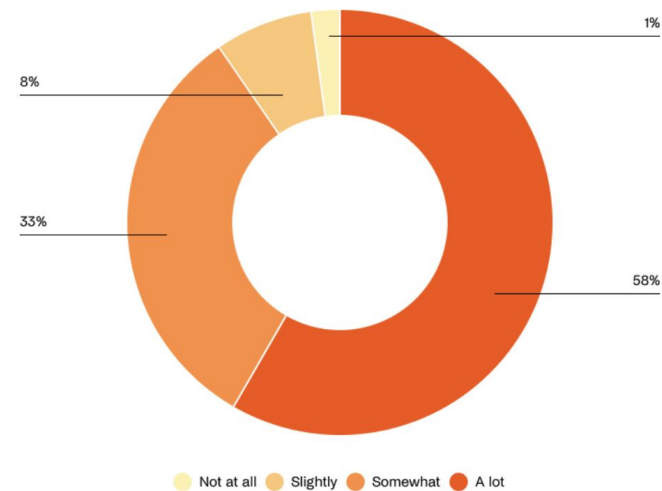
- limited reflection
- unequal access to guidance
- missed network connections
- unclear impact on goals

Internships WITH Mentorship



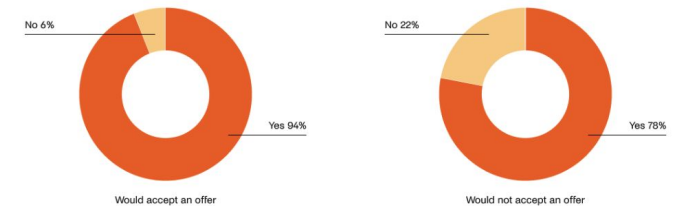
- structured feedback and reflection
- equity of support
- built-in social capital
- tied to goals, confidence, and identity

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

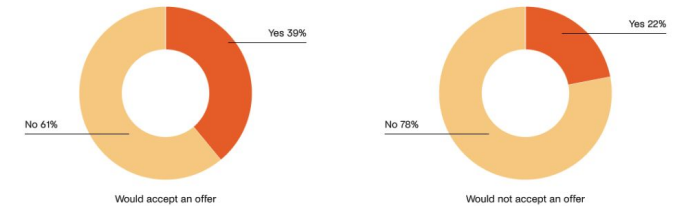


Mentorship is key to a positive internship experience

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



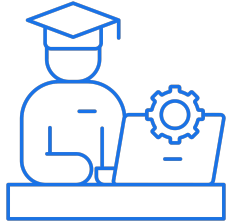
Are you still in touch with your internship mentor?



Great Mentorship is correlated with an acceptance offer



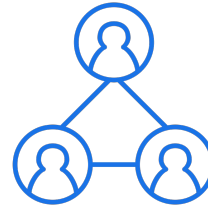
The Evolving Benefits of Mentorship + Internship



Mentorship increases intern satisfaction and perceived career preparedness.

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

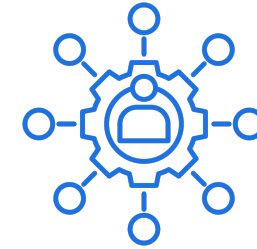
(NACE)



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!



Pol

I

