



Leveling the playing field with paid internships

Talent Partners 2026 Program Update Call



November 2025

Agenda

- Welcome
- Summer 2025 Internships Report
- 2026 application timeline
- 2026 suggested hiring timeline
- 2026 intern programming
- Job Description Process
- Outlook for 2026
- Questions



2025 Internships Report



Placements,
Professional Development,
Financials, and Feedback



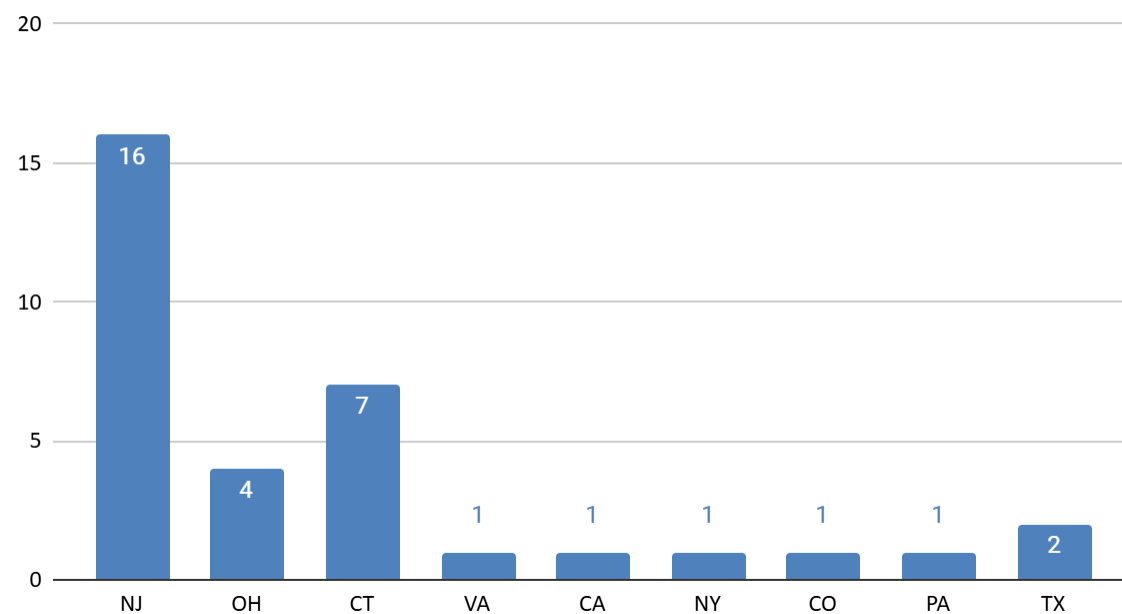
2025 Hosts



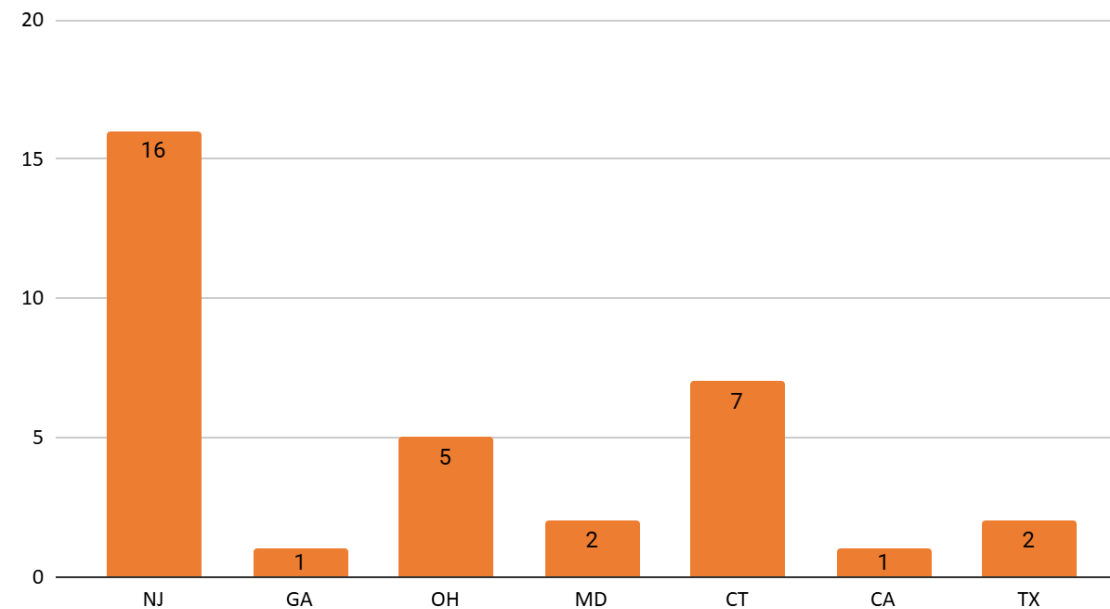
2025 Placements

- Total placements: **34**

Internships by Host Location



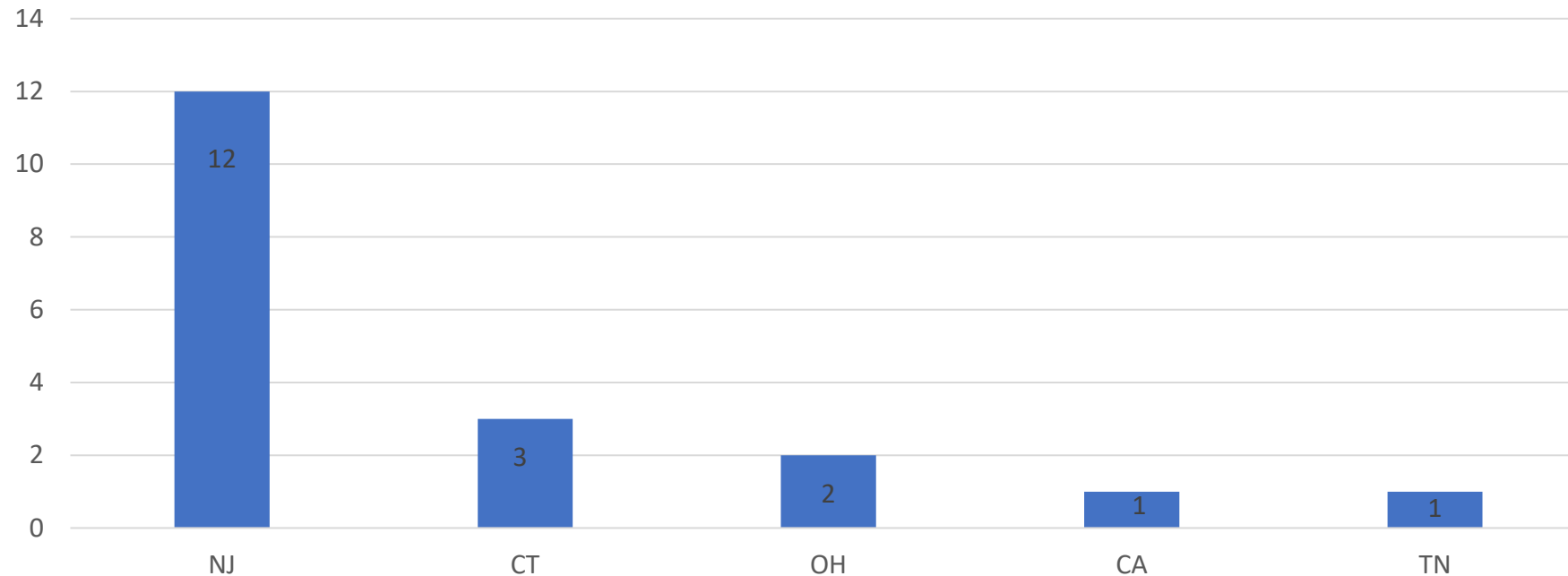
Internships by Students Physical Work Location (incl. virtual placements)



2025 Student Applicants By State

- Total Students Who Submitted Applications: **83***

Student Applications By State



*161 Total Applications- 83 students submitting at least one, 44 of those 83 students submitted 2 internships, and 34 of the 83 students submitted 3 applications -



2025 Placements

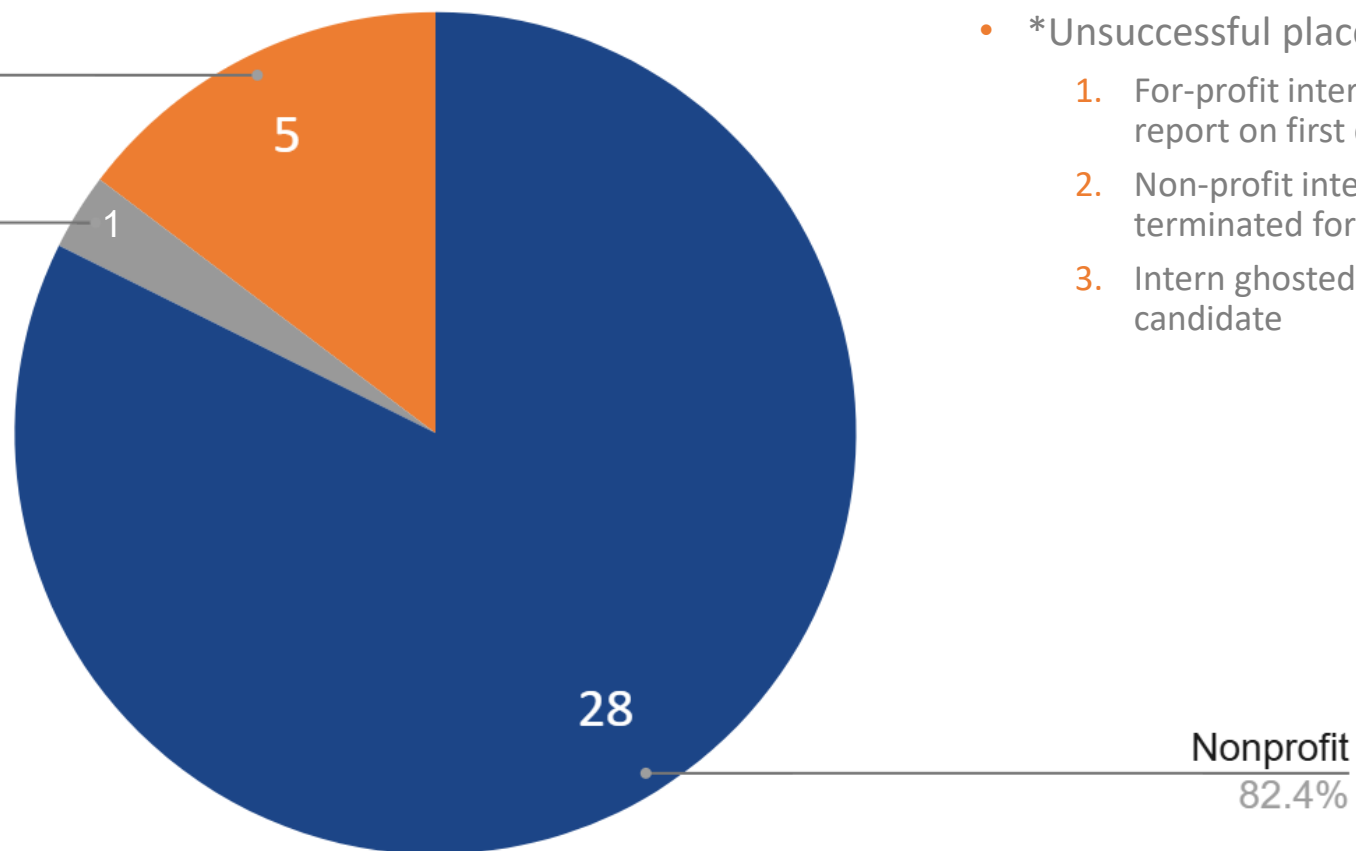
Internship Types

Upward Mobility

14.7%

For-profit

2.9%



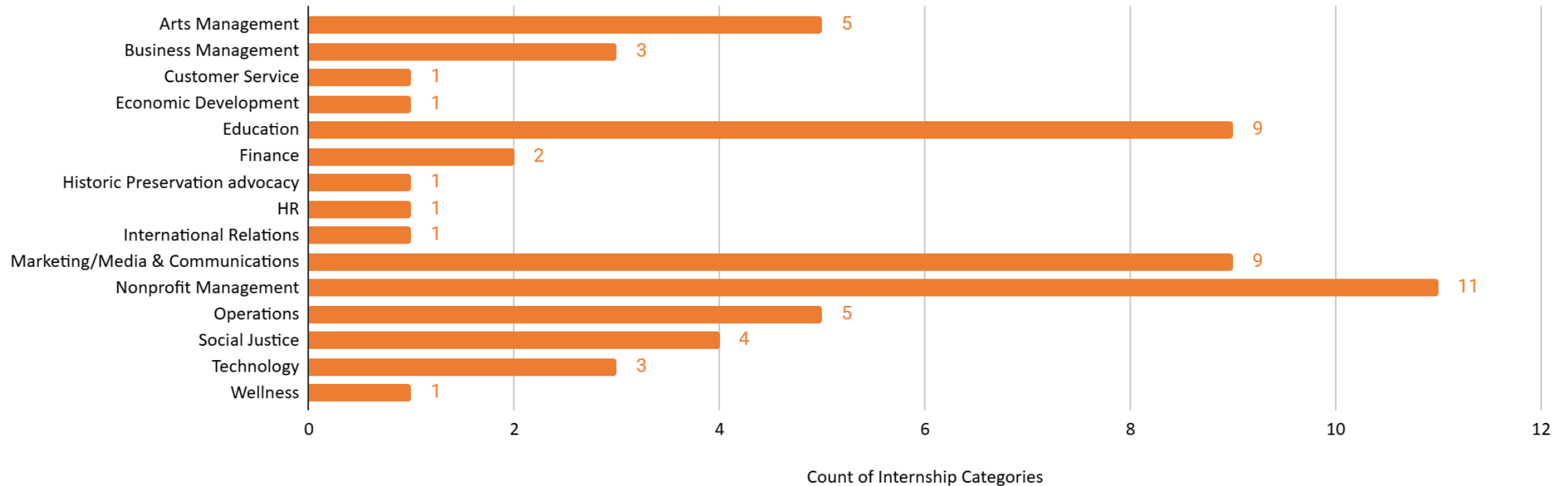
Completed Internships: **32***

- *Unsuccessful placements: **3**
 1. For-profit internship cancelled – intern failed to report on first day and was terminated
 2. Non-profit internship cancelled – intern was terminated for poor performance
 3. Intern ghosted host, was replaced by another candidate



2025 Placements

Internship Focus Categories



2025 Professional Development

March

- Candidate Strategies for Success (x2)



April

- Job Readiness (x1)

May

- **Mentor Best Practices (x3)**
- Job Readiness (x2)

June

- Masterclass: LinkedIn for Success
- Masterclass: Uncover Your Superpower: Communicate with Confidence
- Networking: 2025 Intern Meet & Greet
- Upward Mobility: Relocation 101
- Speaker Series: Shirel Jones



July

- Mid Summer Check-in: Peer to Peer Interns
- **Mid Summer Check-in: Peer to Peer Mentors**
- Cleveland, New Jersey, & Connecticut Networking Events (3)
- Speaker Series: Rev Rod Williams
- Upward Mobility: Global Trends
- Upward Mobility: Emerging Leaders Networking



August

- Speaker Series: Gary “Bolo” Sargeant
- Masterclass: Recruiting Tips & Strategies
- Intern summer wrap-up



Speaker Series Conversations



Shirel Jones

Shirel shares her education and career journey in the performing arts. Some early-career discoveries about her professional strengths surprised her, but they set the stage for her life's work that blends ballet, childhood education, content creation, and entrepreneurialism.



Rev. Rod Williams

Rod took a winding road to find his ultimate career. He is the co-founder and managing principal of B.E.S.T. Talent Management providing advice and guidance for individuals in career transitions. Rod discusses his career path and lessons learned along the way, offering listeners pearls of wisdom with every step.



Gary "Bolo" Sargeant

With over 25 years in the music industry, Gary has led promotional and lifestyle marketing campaigns for global stars. Formerly VP of Promotions & Lifestyle Marketing at 300 Entertainment, he now works as an independent consultant. He shares the secrets of his success and fascinating stories from his career journey.



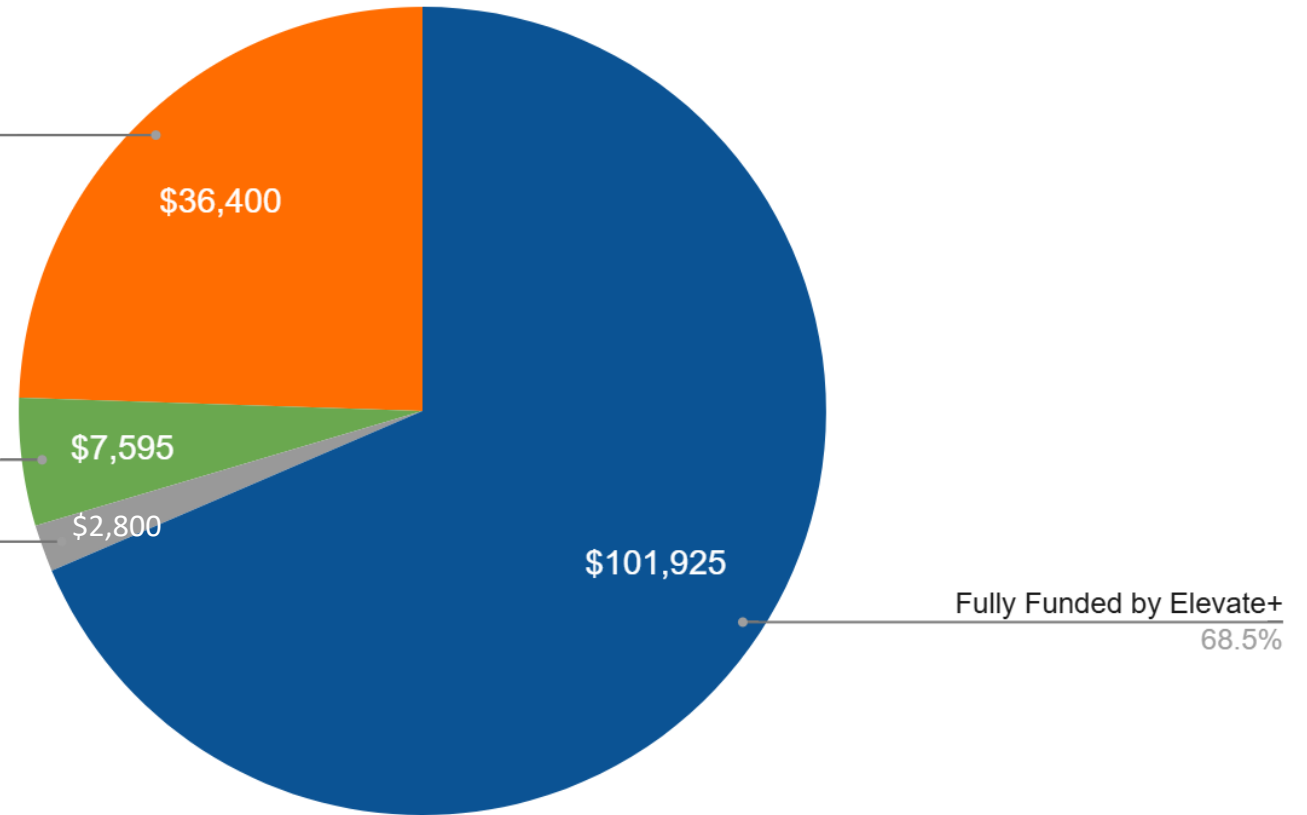
2025 Funding



Fully Self-Funded (for-profit)
24.5%

Topped-up by host
5.1%

Fully Self-Funded (Nonprofit)
1.9%



Elevate+ internships paid
students **\$150,000** in 2025



Feedback

Interns

- **Overall Rating of Experience**
 - Excellent - 85%
 - Good - 15%
- **Learned new skills**
 - Strongly agree – 85%
 - Agree – 15%
- **Do you feel more prepared for the future**
 - Yes – 100%
- **How likely would you recommend Elevate+** (1 to 10, 10 is highly likely)
 - 10 – 90%
 - 9 – 5%
 - 8 – 5%



Mentors

- **Overall Rating of Experience**
 - Excellent - 60%
 - Good - 40%
- **Intern Performance**
 - Excellent - 70%
 - Good - 30%
- **Would you recommend Elevate+**
 - Yes – 100%



Feedback

Interns

I am **truly grateful** for this internship opportunity and the **valuable experience** I have gained throughout the summer. I can't thank this program enough!

Honestly, this was **great experience**. I felt a **part of something bigger** despite my self doubts. Doubts in which I have gotten rid of.

My internship experience **surpassed expectations**, I felt like training as well as the team was not only very welcoming but clear and allowed me to **confidently do the work** I was assigned.

My internship experience **surpassed expectations**.

I think this internship was a **great starting point** for the real-world opportunities



Mentors

We are so lucky to have had Janiaha on our team. She brought such **warmth, insight, and talent**, and she will be greatly missed. We can't wait to see what she does next, there's no doubt she's **destined for incredible things!**

I would recommend Sade for any job in any organization. She was an **outstanding intern** and **absolutely exceeded** all of my expectations!

Isaiah was a **joy** to have in the office!

George is **very reliable** and very easy to work with. He always had a **great attitude** when assigned new tasks.



Testimonials

Diane Saint-Louis • 1st
Psychology Student at The College of New Jersey
2w • Edited •

Today marks the end of my internship with the [Summit Area YMCA](#).

I was given the opportunity to put smiles on the faces of 150+ children ages 3 to 8 with my position as Health Coordinator and Summer Camp intern.

My growth over the course of the summer can be attributed to my mentor, Tiffany Escott, Executive Director of the Summit YMCA. Leaving me with the space to be independent, I was able to strengthen and develop my career skills through a multitude of ways.

This summer, I:

- Coordinated with the advisors of Camp Lagoonland and Busy Bees, Raquel Silva and Nyaja Brandon.
- Scheduled, planned, and facilitated 30+ classes for 150+ campers across 2 camps.
- Developed skills such as adaptability, leadership, communication, and time management.

A heartfelt thank you to [Tiffany Escott](#), as well as, Berkeley Heights summer camp advisors and counselors for creating such a welcoming environment. And a grand thank you to [Elevate to Even Plus \(Elevate+\)](#) to Even Plus (Elevate+) for not only making this opportunity possible but for providing resources to ensure I had a successful summer and develop skills to bring into my future career.

Diane Saint-Louis
diane.saint-louis@thesay.org
Health Coordinator + Summer Camp Intern

I have participated in a multitude of YMCA programs since I was in middle school. Being a part of the Y community shaped my experience growing up. Being able to be in a position where I can give back to the community that gave so much to me feels like a full circle moment. I am personally grateful to be able to see the direct impact of my efforts.

SixDegrees.Org
2,045 followers
4d •

Mentorship has been a big part of our summer at [SixDegrees.Org](#). From hosting our own summer intern through [Elevate to Even Plus \(Elevate+\)](#) to getting to know countless other nonprofits cultivating mentor/mentee relationships in their communities and beyond, we've been reminded that mentorship is a practice of connection, equity, and care.

Read more about our experiences with mentorship in our newest blog post at the link below

Each of us has the opportunity, powerful way

Has a me comments!

Ruqayyah Khaliq • 1st
--Marketing Communications Major | Future in Marketing: Where Communica...
2w •

I can hardly believe Tuesday was my last day interning with [Elevate to Even Plus \(Elevate+\)](#) after an incredible 10 full weeks! 🌟

This summer has been an amazing journey into the world of marketing and communications. From crafting content and refining social media strategies to creating campaigns that truly connect. I've learned so much about how to tell stories that matter. But beyond the daily work, what made this experience truly stand out were the inspiring speaker series and masterclasses we had the chance to participate in.

These sessions provided me with fresh perspectives on moving with intention, reading the room, and pitching myself with confidence, skills that have already started to change how I approach my career.

Alongside that, I led projects that improved our content planning and boosted engagement with our community, which was so rewarding because I knew the work would help empower others to find their paths. The team culture at Elevate+ is one of collaboration, growth, and genuine support, which makes every challenge an opportunity to learn and every success a shared accomplishment.

A huge, special thank you to my fantastic team, [Carolyn Parelli](#), [Andrew Walker](#), and [Bakory Koné](#), for their constant support, guidance, and encouragement. You three made this summer unforgettable and pushed me to grow in ways I didn't expect.

I'm walking away from this internship energized, confident, and more excited than ever to continue growing in marketing and communications. Huge thanks again to my manager, Carolyn, and everyone at Elevate+ for making this summer so memorable and inspiring. Here's to keeping the momentum going!



Kalyn Sweeney • 1st
Journalism & Public Relations
6d •

This summer, I had the opportunity to intern at [Towards Employment](#) — individuals achieve career success.

Over the duration of my internship, I led a Young Adult Campaign, a on ages 18–24, resulting in:

- +549% increase in digital engagement
- +42% increase in young adult interest
- +6.7% increase in young adult internships

(Analysis of data from July comparison)

25+ pieces of digital content created for TE programs and events.

with community events, from social media posts to presentations with attendees.

and analyzed campaign performance to inform outreach efforts.

ful to the Towards Employment team for welcoming me and trusting me with the freedom to tell TE's story and connect with the community. The experience strengthened my skills in content creation, campaign strategy, and marketing, while also reaffirming my passion for using communication to create impact.

nk you to [Elevate to Even Plus \(Elevate+\)](#) for creating this opportunity and workshops to the networking opportunities, I truly appreciate this

#SocialMedia #DigitalMarketing #NonprofitMarketing #CommunityEngagement #InternshipExperience #YoungAdultPrograms #TowardsEmployment #YoungAdultCampaign #WorkforceDevelopment #ElevatePlus #InternshipOpportunities #Summer2025

Towards Employment • Author
1,334 followers

Grateful for the support of [Elevate to Even Plus \(Elevate+\)](#) each and every year - thank you!

Like • 2 | Reply

Chelsea Asitimbay-Palaguachi • 1st
Applied Psychology and Public Health | Boston College
2w •

From 600+ applications to 195 homes, this summer was all about impact.

Today, I wrap up my 11-week internship with the Summit Housing Authority, and I'm incredibly grateful for the experience.

Working alongside four driven, knowledgeable, and considerate women, I learned firsthand what it takes to provide safe, stable housing to low- and moderate-income families.

Over the summer, I:

- Completed annual recertifications
- Helped assign new parking spaces and apartments
- Advocated for residents
- Reorganized and labeled paperwork for all 195 units and two 300+ person waiting lists

I also became familiar with the most up-to-date guidance from the U.S. Department of Housing and Urban Development and the State of New Jersey, gaining practical insight into how public housing providers operate.

A heartfelt thank you to Jacqueline Gray, Michelle White, Jackie Roundtree, and Lisa Zelasko for creating such a welcoming, inspiring environment—and to [Elevate to Even Plus \(Elevate+\)](#) for making this opportunity possible.



INSTITUTE of TECHNOLOGY
THE INNOVATION UNIVERSITY®

Marcillo and 30 others

18 comments • 1 repost

Like Comment Repost

ate to Even Plus (Elevate+)...

Alexander Roman • Author
Communications and Engagement Intern at CFBNJ | MBA Candidate at the St...

Thank you Andrew for the opportunities you have given me through [Elevate to Even Plus \(Elevate+\)](#)! Those experiences have definitely shaped me.

Like • 1 | Reply

Bakory Koné • 1st
Economics Student at Georgetown | CEO Intern in Mining | CMAA student intern...
4d • Edited •

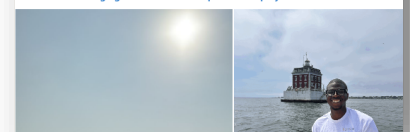
Summer 2024 Reflections

This summer has been a season of growth, learning, and opportunity. I've been fortunate to contribute to and learn from incredible organizations and communities.

- At the Mining Cooperative of Ivory Coast, I assisted in the company's new transportation venture by supporting the purchase of four new buses and the construction of a bus station. I also contributed to their expansion into sand mining operations.
- As a Digital Systems Intern with Elevate+, I mined, cleaned, and analyzed applicant data to support the organization's transition to a CRM system, helping leadership better understand their data. I also participated in the Elevate+ Speaker Series, where accomplished professionals shared insights on communication, networking, and storytelling. These are skills that will stay with me long after the internship.
- I am also grateful to have completed Capital One's First Gen Focus Program, where I participated in seminars such as Auto Literacy, Resume + LinkedIn Development, Imposter Syndrome & Emotional Resilience, and Understanding & Managing Your Credit.

I'm thankful for the mentors, colleagues, and peers who have guided me along the way. Each of these experiences has deepened my commitment to building equitable systems, whether through education, finance, or community development. Here's to carrying these lessons forward into the fall semester at Georgetown University.

#FirstGen #EmergingMarkets #Leadership #Data #Equity



Notable Outcome

Two-time Upward Mobility Intern **Keyandra Hunter** was hired by her hosting organization!

- Recent graduate from Cleveland State
- Spent two summers with Pittsburgh based **Aires** working virtually
- Will be featured in upcoming Mobility Magazine article



New Jersey Networking Event



2026 Application Process



- Fri, December 5, 2025 - Job Descriptions Due Back
- Fri, December 12, 2025 - Job Descriptions Shared w/Talent Sources
- **Mon, January 26, 2026 -Student Application Portal Opens**
- **Fri, February 20, 2025 – Student Application Portal Closes**
- Week of February 23, 2026 - Applications Shared with Hosts



2026 Programming Supporting Intern Application Process



- **Elevate+ Program Info & Application Best Practices** – for perspective applicants January 28 and February 3
- **Candidate Strategies for Success** – for applicants February 17 and 18



2026 Suggested Hiring Timeline



- March 2nd - 6th - Host schedule interviews
- March 9th - 13th - Host holds and completes interviews - provide Elevate+ with offers extended
- March 16th - 20th - Host offer to candidate - **offer extended deadline - Mar 20th**
- March 23rd - 27th - Candidates accept offers - **acceptance deadline - Mar 27th**



2026 Host/Mentor Support & Programming

- February 2026 - Best Practices for Interviewing
- April/May 2026 - Mentor Best Practices
- June/July 2026 - Best Practices for Utilizing Social Media in Supporting Internship
- July 2026 - Mid Summer Check In Call
- Networking Events
- Speaker Series Events



2026 Planned Professional Development

January

- Elevate+ Applicant Info Session- Program & Application Overview

February

- Elevate+ Applicant Info Session- Program & Application Overview (x2)
- Candidate Strategies for Success (x2)
- Host/Mentor Best Practices for Interviewing

April

- Mentor Best Practices

May

- Mentor Best Practices
- Job Readiness (x2)

June

- Masterclass: LinkedIn for Success
- Masterclass: Uncover Your Superpower: Communicate with Confidence

June Continued

- Networking: 2025 Intern Virtual Meet & Greet
- Upward Mobility: Relocation 101
- Speaker Series Conversation

July

- Mid Summer Check-in: Peer to Peer Interns
- Mid Summer Check-in: Peer to Peer Mentors
- Cleveland, New Jersey, & Connecticut Networking Events
- Speaker Series Conversation
- Upward Mobility: Global Trends
- Upward Mobility: Emerging Leaders Networking

August

- Speaker Series Conversation
- Masterclass: Recruiting Tips & Strategies
- Intern summer wrap-up



Developments & Outlook for 2026

- Funding Outlook
- Miles of Impact 2025 – October
- Development of Curriculum Committee
- Implementation of Career Journey Mentors



Closing Thoughts or Questions ?



