



CareerSpring™

CareerSpring FORWARD

Summer 2025



About CareerSpring

Founded in 2020, CareerSpring envisions a future where every first-generation and/or low-income (FGLI) student in the United States acquires meaningful, high-quality employment. This is why our online networking and job placement Career Platform is designed to make access *possible*.

With our Network of Partners, we're utilizing our Platform to unlock the employment potential of first generation students by providing career information, social capital, and job placement services.

CareerSpring FORWARD

The CareerSpring FORWARD Program is a short-term experiential internship opportunity for FGLI students. This early career identification program helps participants discover their strengths and interests, explore potential career options that align with their goals, and inspire confidence in their abilities as they prepare for future career opportunities—an experience not often afforded to FGLI students.

The labor market is rapidly evolving and FGLI talent is increasingly critical for the future of our economy. Research shows that students who have an internship are 49% less likely to be underemployed at graduation, and we want to ensure that CareerSpring Advisees are connected to internship opportunities that help shape their future.



How To Get Involved

While employers are struggling to find the next generation of talent, the majority of FGLI students find it difficult to break into the professional workforce. This unique program allows companies to partner with CareerSpring and our Network to engage with the next generation of talent earlier in their college and career journey.

Your company can be a part of the solution by hosting a cohort of interns. This three-week program's framework will be developed in partnership with CareerSpring, and will be easy to execute, scalable, replicable, and an overall valuable experience for all involved.

CareerSpring FORWARD creates a new pathway for undergraduate students to build career ready skills and prepare for the workforce.

100%

of Employer Partners that hosted FORWARD Interns in 2024 would recommend this Internship Program to other companies.

Top Three Value-Adds

- Early talent exposure to their company or industry.
- Contributed to their company's diversity and inclusivity initiatives.
- Offered a new opportunity for employee engagement.





CareerSpring FORWARD Program Details

Each year, CareerSpring FORWARD welcomes a cohort of interns in the summer before their sophomore or junior year of college to participate in a three-week paid internship. Interns receive an introduction to the industry, shadowing opportunities, work on an industry-focused project, attend presentations and training by industry experts, and complete a capstone presentation.

Interns are divided into three industry-focused cohorts: Accounting and Finance, IT and Data Analytics, and Marketing. CareerSpring has developed a program that is low cost and easy to execute for companies of all sizes, while also creating an opportunity to make an impact on local FGLI students.

CareerSpring FORWARD Sample Weekly Calendar

Hour (Eastern)	Monday	Tuesday	Wednesday	Thursday	Friday
9:00	Employer led activities	Employer led activities	Employer led activities	Employer led activities	Employer led activities
10:00	Employer Mentor Check-in	Employer led activities	Employer led activities	Employer led activities	Employer Mentor Check-in
11:00	Employer led activities	Employer led activities	Employer Speaker Series Lunch and Learn	Employer led activities	Employer led activities
12:00 (Lunch)					
1:00	Self-Directed Training	Self-Directed Training	Self-Directed Training	Self-Directed Training	Self-Directed Training
2:00	Check in with CareerSpring	National Speaker and Training Series	National Speaker and Training Series	National Speaker and Training Series	Group Project and/or Independent Work
3:00	Group Project and/or Independent Work	Group Project and/or Independent Work	Group Project and/or Independent Work	Check in with CareerSpring Advisor and Cohort Champion	
4:00					

2024 CareerSpring FORWARD Impact

70 Interns Total

Interns were split into three different cohorts depending on their major or career interests.

 **32**
Finance & Accounting Interns

 **16**
IT & Data Analytics Interns

 **22**
Marketing Interns

25 Employer Partners


Companies and organizations in a range of sectors committed to hosting FORWARD Interns.

 **12**
For-Profit Companies

 **13**
Non-Profit & Community Organizations

9 Cities

Interns participated in the FORWARD Internship in nine cities across the United States, eight of which are existing CareerSpring regions.

 Atlanta Dallas New York
Boston Houston San Francisco
Chicago Los Angeles Tampa



What CareerSpring FORWARD Interns are saying...

98%

of FORWARD Interns agree that they now feel more confident applying for future internships after completing this program.

85%

of FORWARD Interns agreed that this was overall an “outstanding” internship experience.

95%

of FORWARD Interns agreed that they felt they acquired relevant industry skills through this program.

Top Three Skills-Gained

- Presentation Skills
- Networking Skills
- Communication Skills

 **DWS**

“I was really impressed with both the calibre of talent that they provided us with and their communication building up to the FORWARD program...Programs like this are so important in making careers in this space accessible to the majority. We had three students from the finance program, all of whom would be an asset to any firm looking to invest in junior talent. It was great to see them exploring areas of the business that they wouldn’t otherwise have considered or even heard of during their time with us. I would highly recommend the FORWARD program to any reputable firm looking to add value to their Early Careers offering.”

-
Sophie Jenner

Global Programme Manager - Early Careers, DWS

 **Surgical Notes**

“Our company is deeply committed to supporting young professionals, and this internship program was a testament to that commitment. The interns were not only given the opportunity to work on key initiatives but also received mentorship and guidance from our experienced staff. This hands-on approach allowed them to gain real-world insights and develop skills that will be crucial in their future careers. The success of the program was evident, as we decided to extend one of the internships through the rest of the summer. This extension allowed the intern to continue contributing to our key projects, further demonstrating the value and impact of the FORWARD program.”

-
Tara Palmerton

Director, Human Resources, Surgical Notes

 **HAYS**

“It was an incredible experience for all involved from meeting the interns virtually to get to know them before their internships started to watching them present to board level executives on what they had learned about being part of the Hays family. Providing real-world experiences for young adults, especially in technology recruitment sector and within our work at Hays, is so important in today’s world for young professionals. The interns were given full access to work in our delivery centers, working alongside our recruiters and given a comprehensive understanding of the workforce. They were up for the challenge and wanted to learn as much as possible...They were a joy to have, curious, hardworking, and passionate about shaping their futures.”

-
David Blow

Vice President, U.S. Delivery, HAYS

 **uplifteducation**

“Our partnership with Career Spring on the early internship FORWARD program was a success. We were able to identify and recruit a talented pool of college students who brought fresh perspectives and enthusiasm to our team. The program provided invaluable hands-on experience for these students, while also contributing to our organization's goals. Several of our Central Management Office departments benefited from the capstone presentation and were able to adapt and improve our strategy for engaging Gen Z talent. This collaborative effort has solidified our commitment to investing in the next generation of talent.”

-
Misti Whitley

Director of Corporate Relations & Career Services,
Uplift Education



“Participating in the Forward Program with CareerSpring was a transformative experience. It connected me with an internship at DWS, where I delved into the asset management world—a field rarely discussed in school. Through exclusive meetings with professionals and lunch & learns, I gained a comprehensive understanding of various sectors within asset management. CareerSpring further enriched my experience by organizing daily speaker series that honed my interview and networking skills and offered tailored guidance to excel in my internship and future career.”

-

Mariam Aliyu

Finance Intern, DWS
New York, NY



“I found out about CareerSpring through an email my advisor sent me and this program has been exceptional, setting the bar high with it being my first internship. Not only did I get the chance to work at a great firm at TPH&Co, but as a result, I've decided to continue pursuing a career in investment banking which I wouldn't have done otherwise. Opening that email and applying was the best decision I could've made.”

-

Marc Girgis

Finance Intern, TPH&Co, the energy business of Perella Weinberg
Houston, TX



“CareerSpring has definitely made a difference in my life. Especially with the FORWARD internship, I've made new friends and connections with people that I would have struggled obtaining by myself. This experience greatly impacted me in many ways. It's allowed me to feel more confident in the IT industry and in myself which is something I didn't think I'd be able to feel until years later. It's also given me a glimpse as to what my future may look like after college which I greatly appreciate.”

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Melita Ocampo

Information Technology Intern, YMCA of Metropolitan Chicago
Chicago, NY

Thank you to our 2024 CareerSpring FORWARD Employer Partners



Thank you to our 2024 CareerSpring FORWARD Non-Profit Partners





Are you ready to help change the future of the American workforce?

Please contact ShaJra Austin, our National Director of
Partner Engagement, at saustin@careerspring.org or visit
www.careerspring.org/forward for more information.