

The Script

2025 Impact Report

INTERN COHORT



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Intro

This year The Script program focused on expanding our services beyond internships in 2025 and beyond. Since our start in 2016, The Script (formerly Emerging Leaders Internship) has partnered with Portland area businesses with the collective vision of closing the access gap for college students and recent graduates from underrepresented backgrounds and making a sustained impact in our community and beyond. In 2025, we have expanded into job placement services and career support to early career professionals. These new services have built on our reputation as a trusted source of diverse talent for Portland area companies.

Our internship program is just one part of a larger effort; still, we are incredibly proud of the contributions we are making together to support the next generation of rising leaders. We are grateful for the Company Partners that have leaned into this journey, and for our interns whose persistence and determination strengthens this community. We're excited to continue building and expanding this community throughout 2026 and beyond.

At the close of each summer internship, we ask companies and interns to share their experiences. This Impact Report reflects highlights from that program data and shares some of those experiences. We hope you will be inspired by the amazing commitment of our Company Partners and interns who make this work possible. Thank you for your continued support.

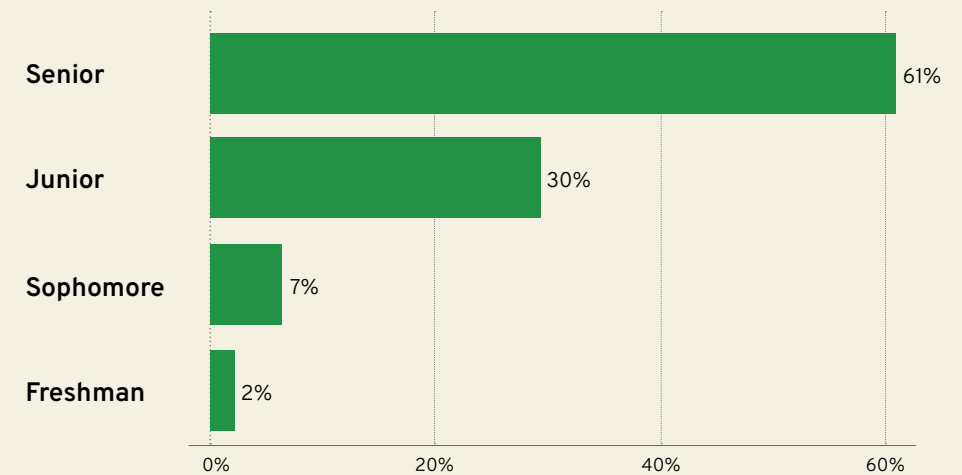


Demographics

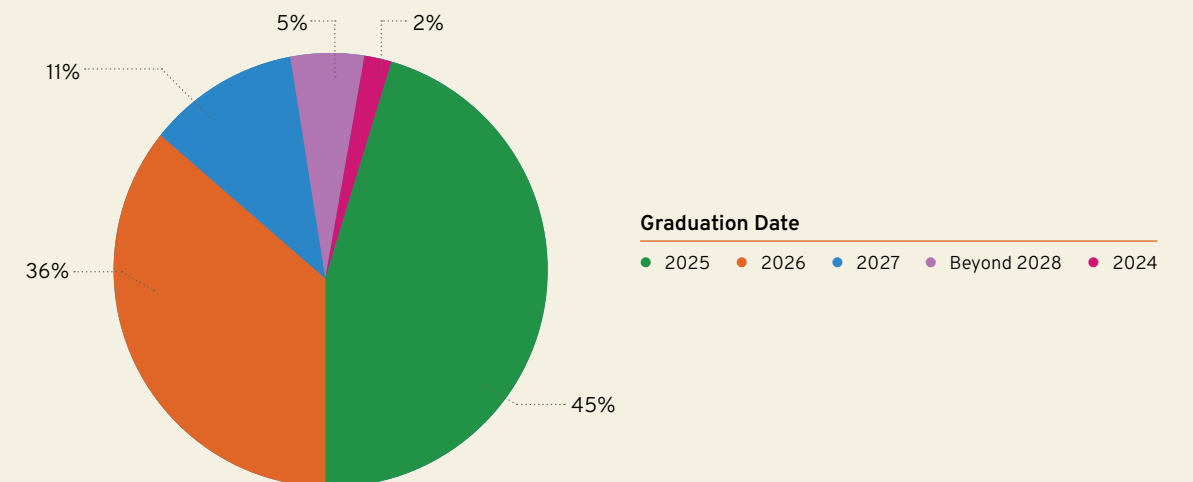
Our primary goal is the personal and professional development of underserved college students, including recent graduates. In 2025 we served 44 interns in partnership with 31 Company Partners. 70% interns will be the first in their families to graduate from college. Over 87% of Company Partners in 2025 were returning Company Partners, a testament to their commitment to diversifying their talent pool and to the quality of experience they have enjoyed with The Script Internship program.

Many (**61%**) of The Script 2025 interns are in their **4th year of college or beyond**. Almost half (**45%**) of the interns graduated in the Spring or Fall of 2025.

Placements by Year in College/University



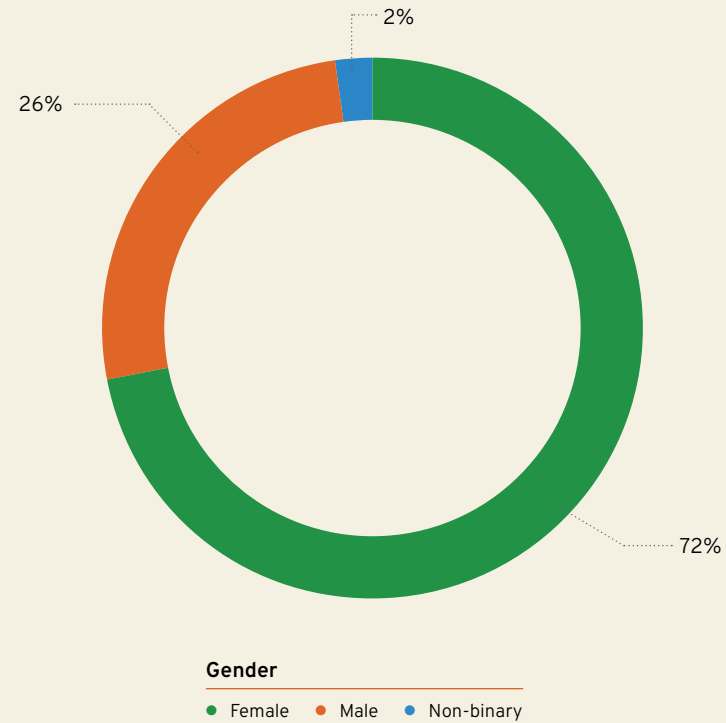
Placements by Graduation Date



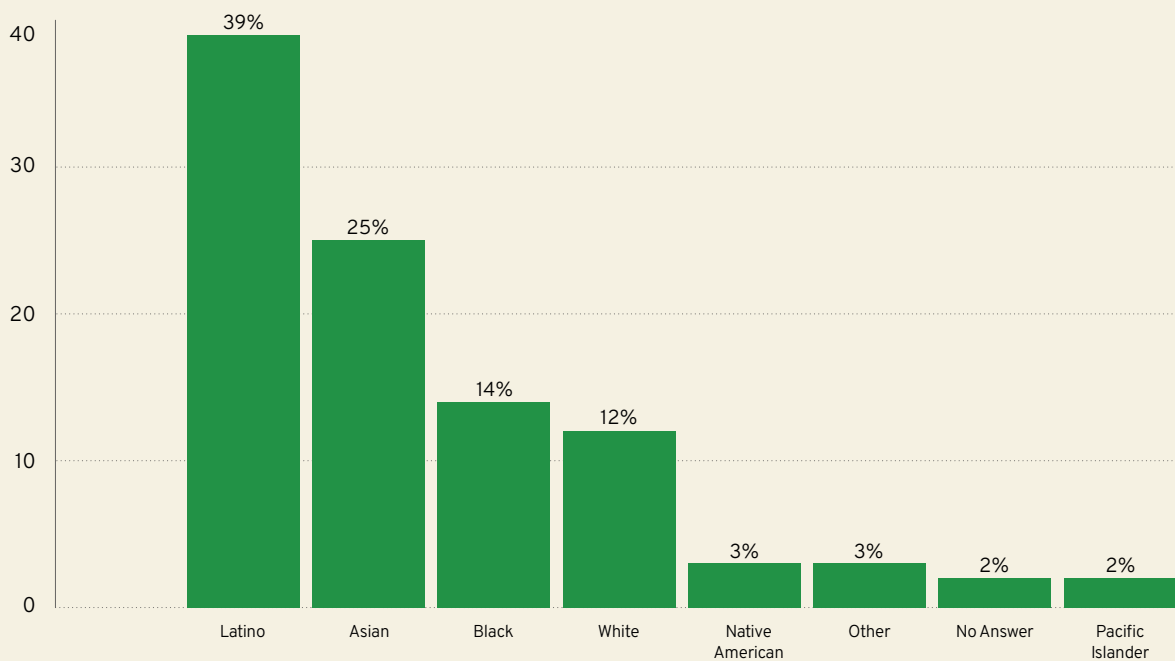


Most (72%) of The Script 2025 interns identify as female
Over 95% identify as BIPOC.

Placements by Gender



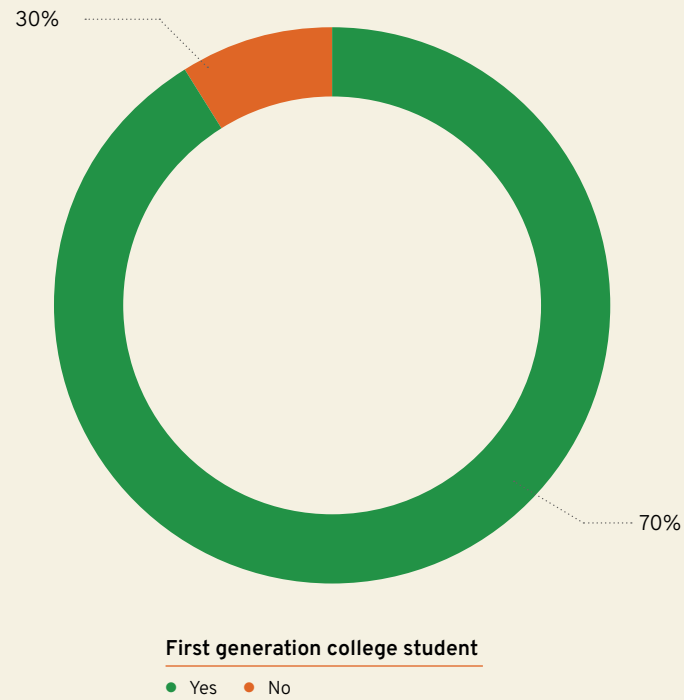
Placements by Race



The total of race/ethnicity exceeds 100% in individually reported categories, once answers allowed multiple choices. The title is based on the cluster of categories by individual answer, in which 91% respondents reported being of mixed races and 9% reported being solely "white", "other", or "prefer not to answer."



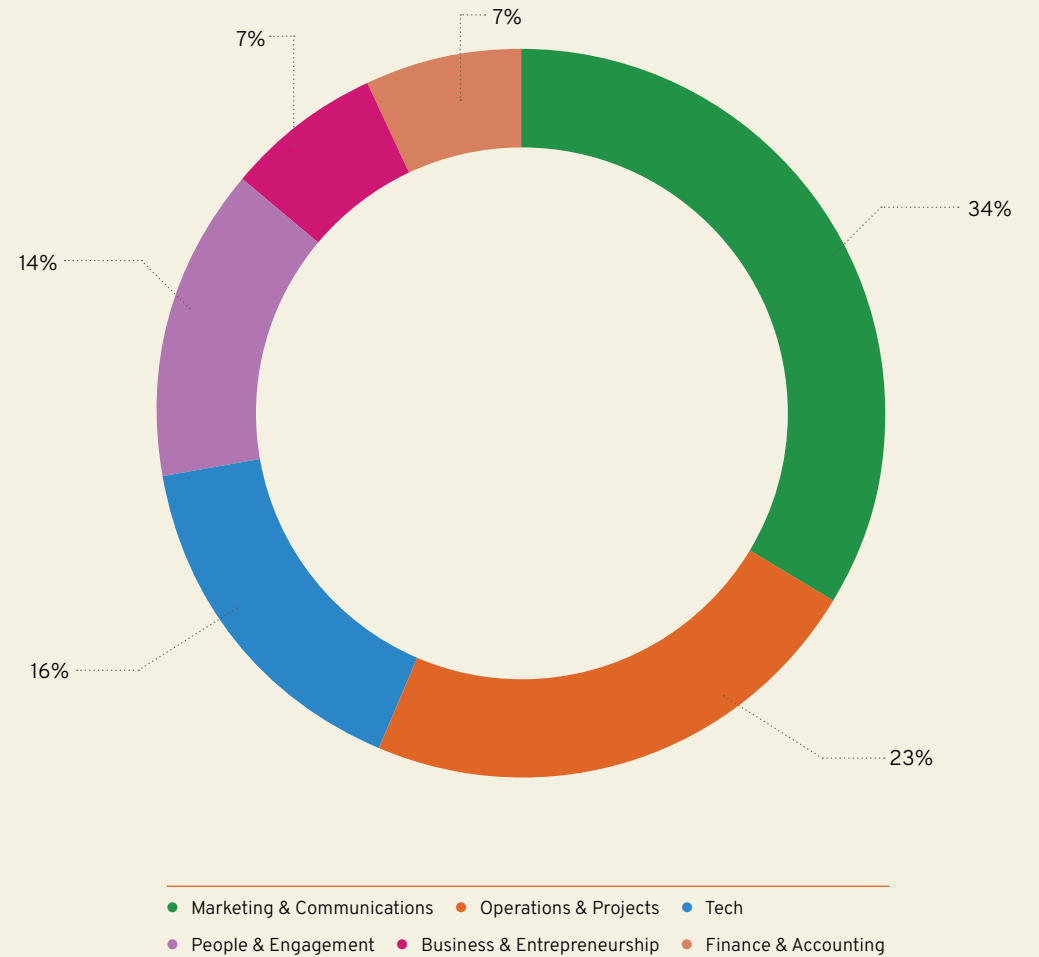
Placements by First Generation College Student



Most Script interns (70%) will be the first in their families to graduate from college.

The top 3 job groups our Script interns are placed in are Marketing & Communications (34%), Operations & Projects (23%), and Tech (16%).

Applicants by Job Grouping Category





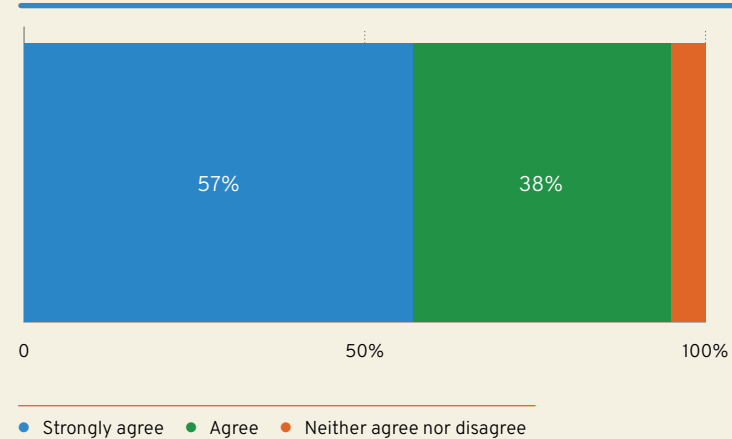
Overall Experience

The Script focuses on providing positive workplace experiences to underserved college students and graduates while also establishing a pipeline of local talent for the Portland area business communities. Over the last six years, our results have shown that this experience positively impacts both Company Partners and interns. 96% of companies and 95% of interns were satisfied with their internship experience in 2025. 96% of companies are likely to recommend The Script to a colleague.

Interns (95%) and companies (96%) are satisfied with their Script experience.

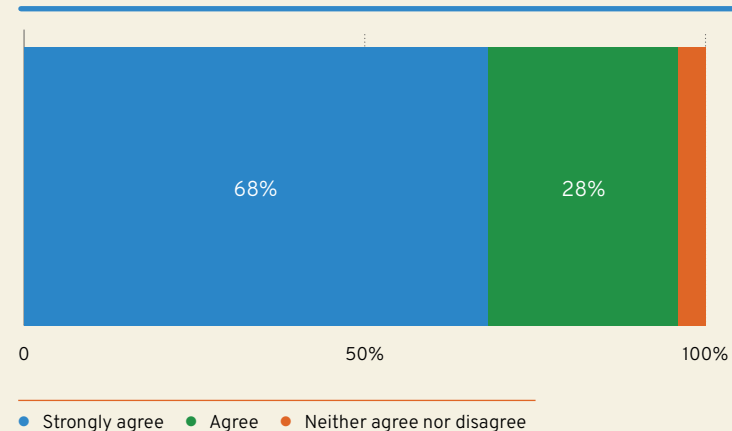
Interns

I'm overall satisfied with The Script.



Companies

My company is overall satisfied with The Script.



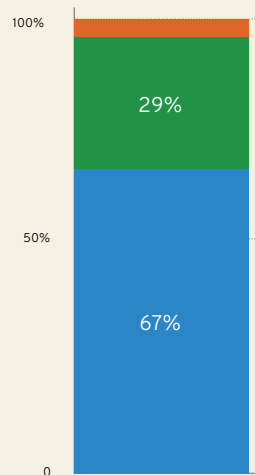


Most interns (96%) and companies (96%) agree their internship match fit their needs.

Interns

The Script was able to match me with an internship that fit my needs.

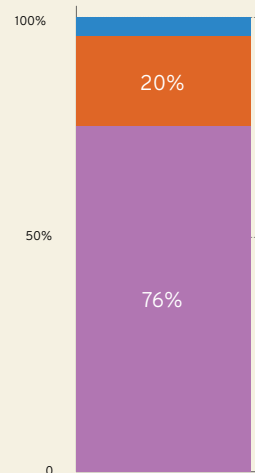
- Strongly agree ●
- Agree ●
- Neither agree nor disagree ●



Companies

The Script was able to match our company with an intern that met our needs.

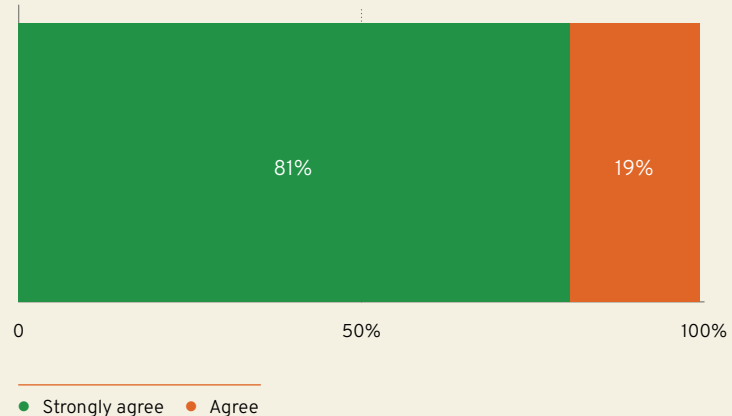
- Strongly agree ●
- Agree ●
- Neither agree nor disagree ●



All interns (100%) & most companies (96%) are likely to recommend The Script.

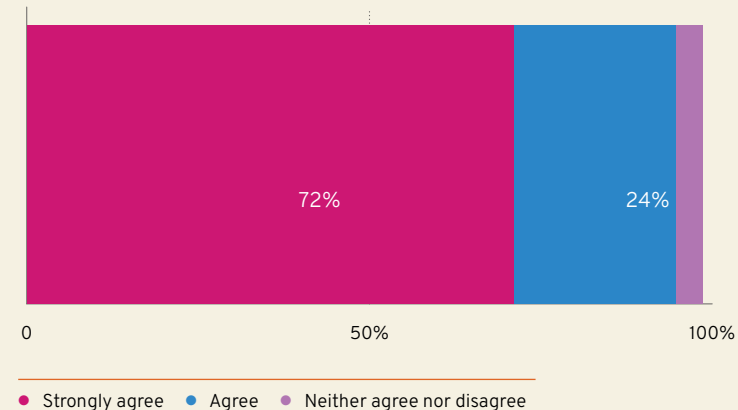
Interns

I'm likely to recommend The Script to a friend.



Companies

I'm likely to recommend The Script to a colleague.





“ While hosting our intern required capacity, it also HELPED our capacity a lot! She has been a huge help. We’ve extended her internship. ”

- 2025 Company Partner



Quality Work Experience

Nearly every intern felt welcomed and supported in their internship, and most felt like they were part of a team. The encouragement of open communication facilitated a sense of belonging, an important aspect of a successful internship program. Bolstered by that sense of belonging, interns participated fully in growth opportunities, including scheduled check-ins with their supervisor, constructive feedback sessions, job training, and events. Many interns have their internship extended or are hired post internship.

Interns felt **supported adjusting to their company's culture and processes (95%)**, they felt **welcomed and supported (96%)**, and they felt they were **part of a team(90%)**

95%

I felt supported in adjusting to my company's culture and processes.

95%

My company made me feel welcomed and supported.

90%

I felt like I was part of the team during my internship.

86%

I felt that my ideas and input were heard by my company...

5%

Not applicable



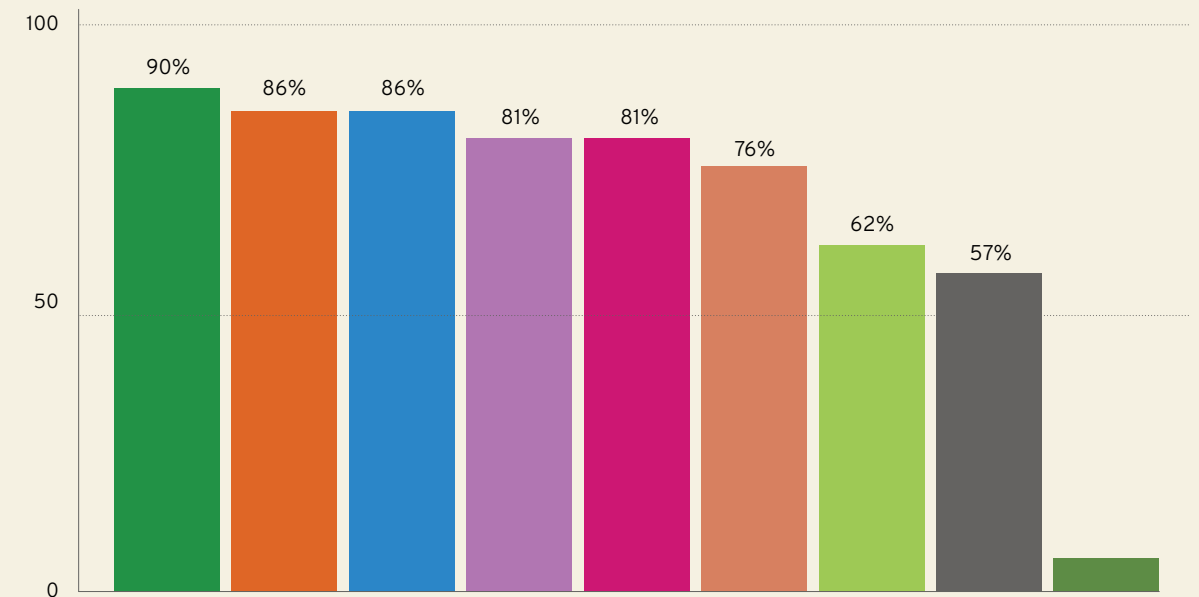
“

I think seeing how real work gets done, being a part of that process, and meeting people from different disciplines was the most valuable part of this internship. This experience has given me that first taste of working in an agency, so I know what to expect a lot more than before this summer.

- 2025 intern

”

Most interns felt the internship would **advance their career opportunities (90%)**, and were **given projects that exposed them to different elements of the company (81%)**



- 90%** I feel that my internship experience will advance my career opportunities.
- 86%** I was provided scheduled check-ins with my supervisor or team.
- 86%** My company provided me with positive and constructive feedback.
- 81%** I was given a variety of types of projects to expose me to different elements of the company.
- 81%** My company asked for my input/feedback on projects.
- 76%** I attended work-related trainings and events.
- 62%** My company tailored some of my projects to fit my interests.
- 57%** I had an exit interview and/or a final presentation with my company.
- 2%** None of the above.

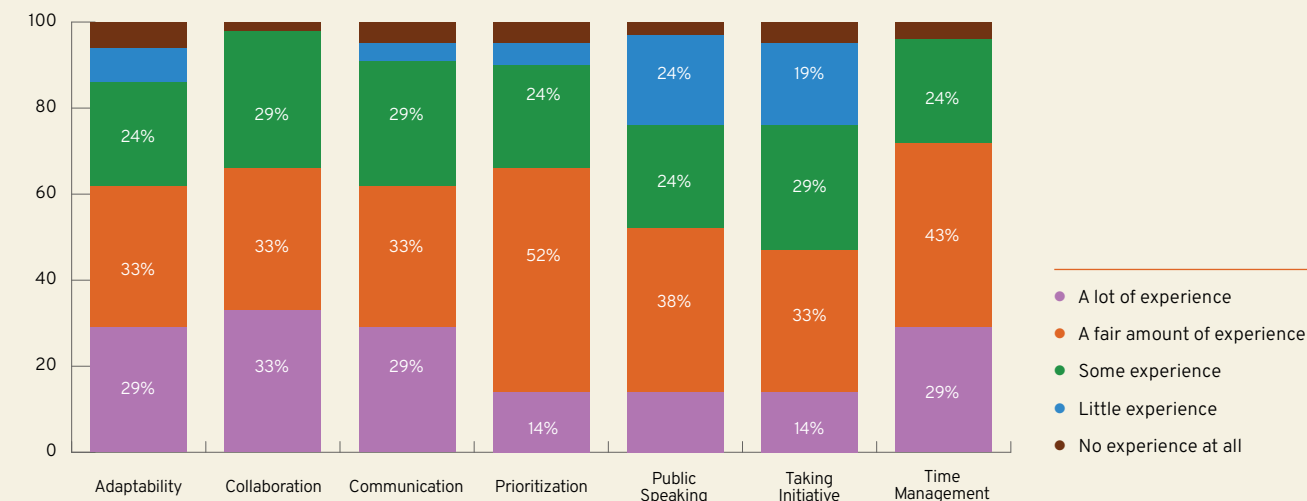


Skill Development

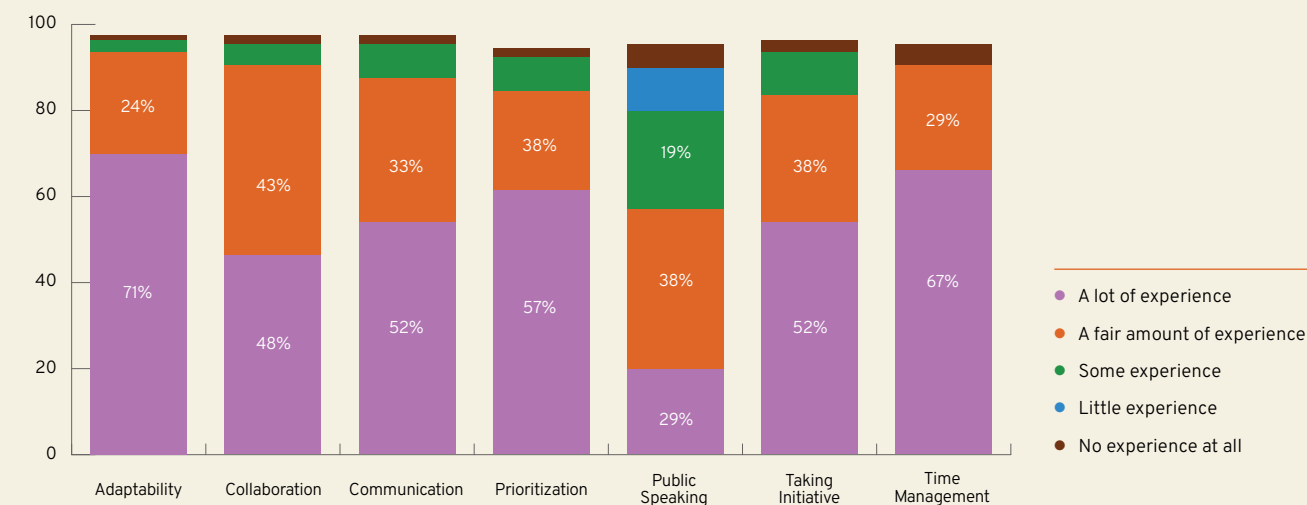
By the end of the summer, interns developed skills related to their specific industry and other general skills like adaptability, collaboration, and communication. Adaptability and prioritization were cited the most as improved skills in 2025. Over 95% of interns planned to update their resume with their internship experience.

Interns have **further developed skills during their internship experience**

Before



After



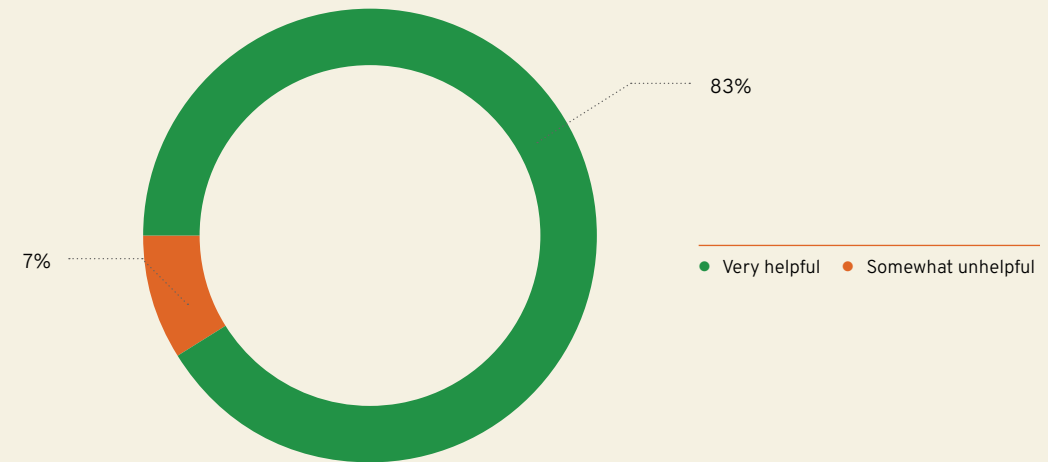


Intentional Community & Mentoring

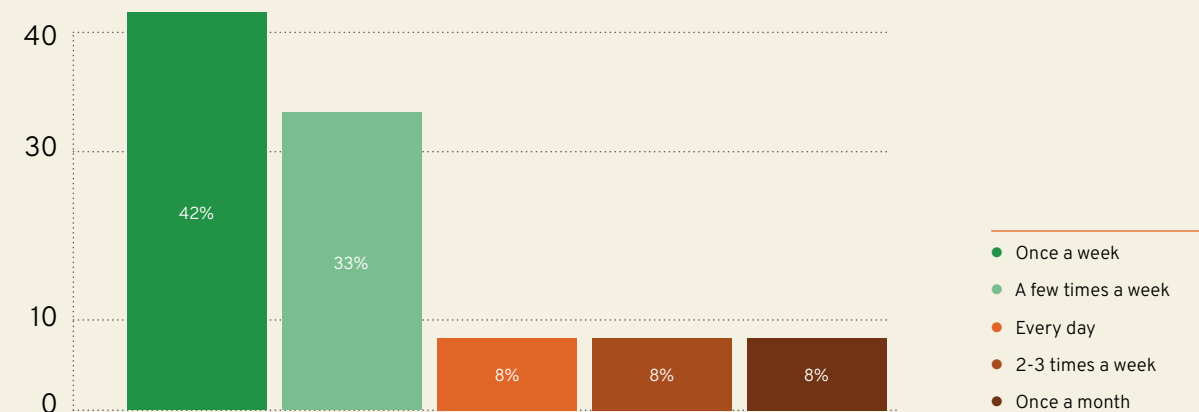
Our internship program focuses on creating intentional, inclusive spaces for our interns and companies to learn from one another. This summer we held in-person events as well as additional virtual Professional Development and networking opportunities for interns and companies. This hybrid format allowed our interns to build deeper connections with each other and take advantage of networking opportunities with Company Partners. Requiring Company Partners to provide a mentor for interns is another key piece to building this intentional community. Both companies and interns benefit from these intentional mentoring relationships.

Most interns (83%) found the mentor relationship **very helpful** and most (83%) met at least once a week with mentors

How helpful was it to have a mentor?



How often did you meet with your mentor?





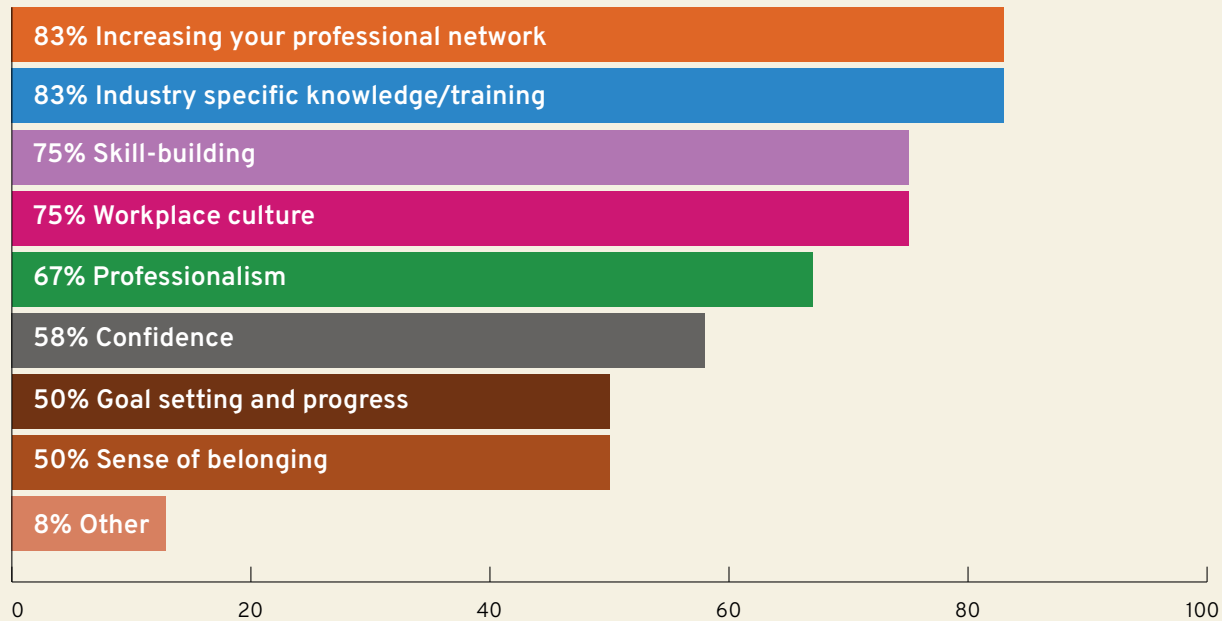
“

Our intern took the initiative to tackle several difficult and nuanced environmental health issues, which will help to raise awareness and explain next steps to the general public. She also contributed to fast-paced policy work and engaged meaningfully with coalitions.

- Crystal, Oregon Environmental Council

”

Top mentor support areas focused on increasing interns' professional network (83%) and industry knowledge (83%)



Key company highlights in mentoring interns included interns' unique qualities (20%) and impactful contributions (17%)

- 20% Interns' unique qualities
- 17% Interns' impactful contributions
- 13% Opportunity to witness interns' professional growth
- 13% High quality of interns' work
- 7% Opportunity to contribute to interns' professional goals

N = 18 open-ended responses containing one or more themes out of 25 survey responses.



Final Thoughts

We would like to thank our Company Partners, mentors, interns, and everyone else who has helped to widen our impact in the community and the workforce. We're excited for our plans for 2026 and beyond. Whether you would like to hire an intern or associate, apply for a job or internship, or volunteer – there's no time like the present to get involved with this movement. We hope you'll join us in 2026!

Thank you.



2025
The Script