



VI50 Report 2025

Global Leaders in Mentorship and Remote Internships

When Structure Leads to Success: How Intentional
Mentorship is a Game-Changer for Interns





Foreword

At Virtual Internships (VI), we believe in turning education into experience by embedding real work into learning so that everyone can launch a career, not just chase one.

That's why we're **proud to launch the first edition of our annual VI50 - recognizing 50 companies who set the bar high when hosting remote internships.** They do this by offering learners meaningful projects, strong mentorship, and the chance to build real skills that boost employability.

Across industries, company sizes, and locations, whether the supervisor is a founder, a team lead, or a first-time manager, one trait stands out above all: the belief that the world is a workplace, and that every learner has the potential to become more employable.

Because the best internships don't just fill time – they shape futures.

Jason Kan

Chief Operating Officer, Virtual Internships



VI50 2025: Global Leaders in Mentorship and Remote Internships

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Executive Summary

The VI50 report investigates the contributing factors to internship success, for companies and learners. Its findings underscore a fundamental truth: intentional mentorship is the most significant factor influencing internship success.

Our analysis identifies the practices most strongly associated with positive outcomes based on data and qualitative feedback from more than 1,500 interns and 600 host companies within Virtual Internships' network collected between November 2024 and June 2025. Among these, strong mentorship consistently emerges as the primary driver of both satisfaction and long-term impact.

Internship Quality is Defined by Structure and Support

These findings are further supported throughout the industry. Recent studies found that unpaid internships scored second-highest (81%) for meaningful supervisor mentorship, outperforming paid internships (77%), project-based learning (79%), and even undergraduate research (*Strada Education Foundation, 2024*). These results highlight that program quality is defined less by compensation and more by structure, engagement, and intentional supervisory support, a principle embedded in Virtual Internships' structured check-ins and supervisor engagement processes.

Mentoring Benefits the Talent Ecosystem

The impact of mentorship extends even beyond immediate program outcomes. Another study found that 94.9% of mentors would consider hiring their intern (*Pop, Swanepoel, & Barkhuizen, 2013*), while recent leading data also indicates that interns who feel valued through mentorship are seven times more likely to accept a full-time offer (*National Association of Colleges and Employers [NACE], 2024*). These findings underscore the role of mentorship as a strategic lever for talent acquisition and pipeline development.

Mentorship has also been found to drive long-term engagement and career progression. Employees who receive mentorship are twice as likely to be engaged at work (*Gallup, 2018*), and they are six times more likely to be promoted (*Gartner, 2006*).

The Competitive Advantage in Today's Job Market

Finally, the VI50 report's findings confirm this pattern: companies in the top quartile for mentorship quality achieved intern Net Promoter Scores (NPS) 40% higher than those in the bottom quartile. This shows that mentorship is not simply a value-add; it is a critical determinant of internship effectiveness and a competitive advantage in today's evolving labor market.



VI50 Key Findings:

Strong Mentorship = Results that Last

1. **Mentorship is the #1 Predictor of a Successful Internship.** Companies with the highest-rated mentors also had the most satisfied and successful interns.



Great Mentorship Boosts Intern Satisfaction by 40%

2. **Great Mentorship Boosts NPS by 40%.** The gap in intern satisfaction between companies with strong mentorship versus those with weak mentorship is significant and measurable.
3. **Structure Creates Clarity.** Interns consistently praise goal-oriented tasks and clear expectations as key drivers of their success and confidence.
4. **Consistency is Key.** The most effective mentorship programs feature simple, consistent check-ins (e.g., one weekly 1-on-1 meetings) to ensure alignment and support.
5. **Programs require Intentional Design.** Despite being newer to the ecosystem, all eight Rising Stars companies achieved average ratings of 4.7 out of 5, reinforcing that program quality depends on intentional design rather than organizational size or tenure.
6. **Impactful Work & Guidance.** In total, 253 interns (~16%) highlighted real-world projects, hands-on experience, or mentorship as the most valuable part of their internship – underscoring the importance of meaningful work paired with strong support.

7. **Career-Boosting Endorsements.** **89% of VI supervisors** said they would provide a positive reference for their intern, and **66%** would hire them if a role were available. These strong endorsements turn internship experience into a powerful springboard for future career opportunities.



8. **Confidence is a Key Outcome.** A strong mentorship experience directly translates into an intern's confidence in securing future employment. 79% of interns across VI programs reported feeling more confident in obtaining a full-time job after completing their internship.



1 in 3 companies offer their intern an extension or position within the company post-internship

9. **Investing in Interns Builds the Talent Pipeline.** 34% of companies in this period either extended offers for employment or expressed plans to hire their interns in the future, recognizing the significant value they contributed.

10. **The Best Internship Programs Evolve.** 28% of supervisors highlighted that they valued fresh ideas, innovative suggestions, and constructive feedback from their interns, with many noting plans to incorporate these insights to improve both their processes and the internship program itself.

“I loved the virtual environment's flexibility, which allowed me to manage my time and focus on learning while balancing other commitments. But the best part was probably the networking opportunities. Even in a virtual space, there were plenty of chances to connect with mentors, get feedback on my work, and gain insights from professionals in the industry.”

Yusuf Usman, Computer Science and IT Intern, Lifya



The VI50: Top 50 Leaders in Mentorship

These 50 organizations exemplify best practices in remote internship design, prioritizing mentorship and structured support to ensure meaningful outcomes for both the interns and their companies.

To ensure fair comparisons across organizations of varying sizes and operational structures, the companies were categorized into three tiers:

Rising Stars, Proven Performers, and Legacy Leaders. The categories were based on the number of interns hosted during the review period: November 2024 to June 2025.

We've also recognized a select group of Company Advisory Forum Members. These organizations collaborate with Virtual Internships to shape the future of remote internships, playing a critical role in helping us adapt to the evolving needs of both companies and interns.

The Global Leaders in Mentorship list recognizes companies that provided a placement and also offered real guidance, consistent support, and space for interns to grow. These organizations demonstrate excellence in mentorship, providing structured support that results in meaningful outcomes for interns and employers alike ¹.

¹ Intern counts reflect the number of interns hosted through our current system between November 2024 and June 2025. Some companies may have hosted additional interns prior to the implementation of our updated platform and processes. As such, actual totals may be slightly higher than shown.



Legacy Leaders



Rising Stars



Proven Performers



SUMMER ATLANTIC
CAPITAL



The Human
Entrepreneur
Unlocking Human Potential



MyFund
Grow Your Funds, Acquire Assets



Infonancial



umni Ai



blackcarrot



USANii
VILLAGE AFRICA
INNOVATE • INVENT • IGNITE

Premium
Technologies
Private Limited



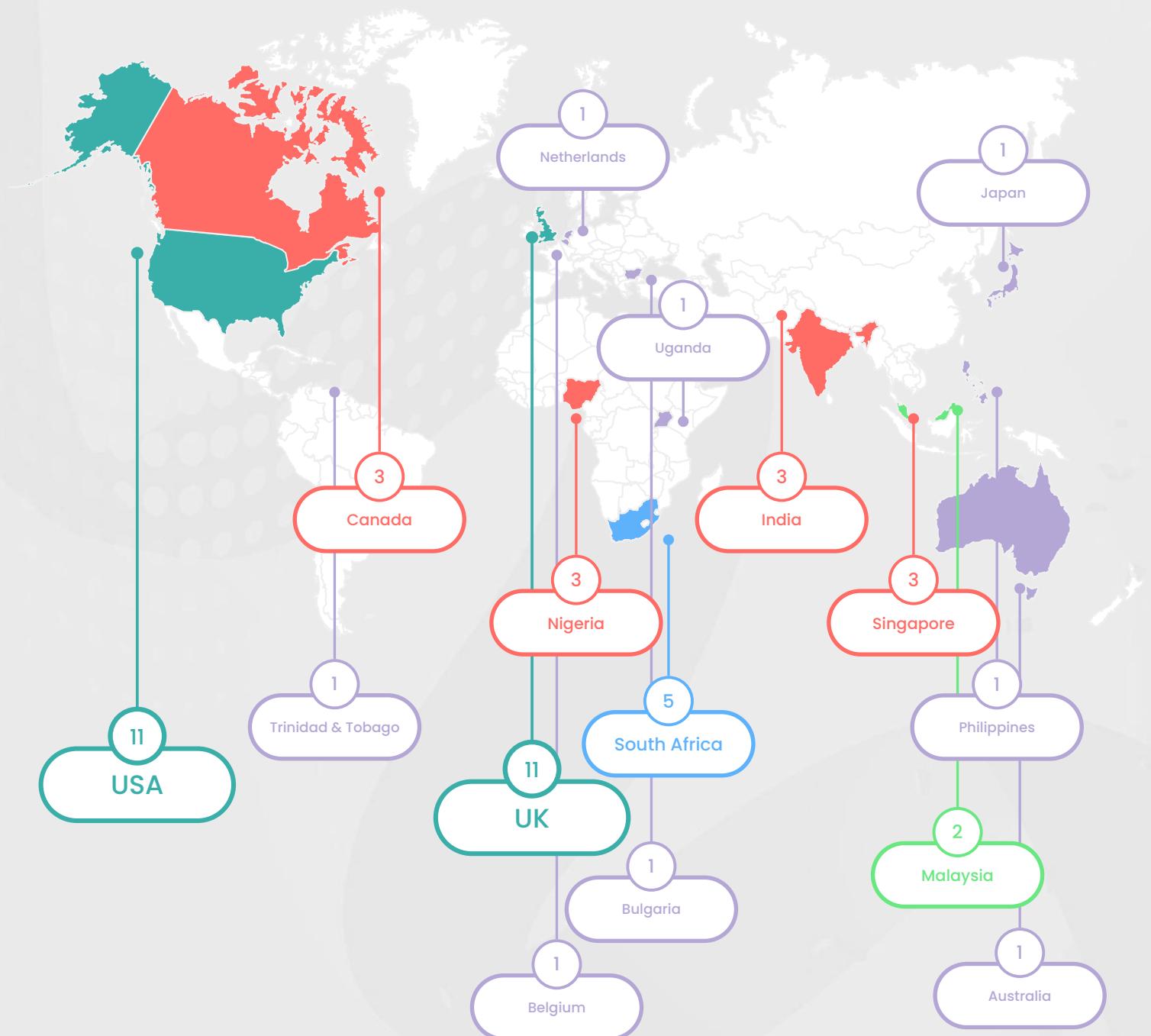
everyday
series



Recognizing Mentors Worldwide

The 50 companies featured in VI50 for their outstanding mentorship are based in all corners of the globe. While all virtual internships hosted are fully remote, we celebrate the global nature of our host company network that allows interns worldwide to connect with new cultures.

This map to show where the 50 companies we are featuring in the VI50 are located.





VI50 Report 2025 **Rising Stars**

Awarded By Virtual Internships



This category highlights stand-out companies that hosted between one and three interns between November 2024 and June 2025. During this period and within this category, 426 companies were analyzed. Many of these organizations are newer to the Virtual Internships network; they come under the category of Rising Stars, recognized for their agility, enthusiasm, and willingness to innovate.

This group primarily consists of startups and fast-growing teams exploring the benefits of remote internships, whether by launching their first-ever program or fine-tuning an existing internship model. They may be in a dynamic phase of discovering the impact interns can deliver, and in many cases, the outcomes have exceeded expectations.





Anushka Ventures

anushkaventures.com

Rating: 5/5

India

As a media and marketing consulting firm for direct-to-consumer brands, Anushka Ventures achieved a perfect 5/5 average rating and was praised by its two interns for its clear project objectives. This Rising Star provides a multi-faceted and cross-functional experience that lays the foundation for impactful careers in Media and Marketing.



ImSafeNow

imsafenow.com

Rating: 4.9/5

USA

ImSafeNow is a personal safety platform that provides IoT-powered tools to protect women and children in real-world and digital environments. This Rising Star earned a 4.9/5 average rating from its two interns, who praised the meaningful projects and collaborative environment in Data Analytics and Software Development.

“My confidence in gaining employment has increased because I now have practical experience and a completed project in my portfolio. I am thankful for this opportunity because it allowed me to grow both professionally and personally in a supportive environment.”

Rutvik Mangukiya, Software Development Intern at ImSafeNow



Me Met Me

memetme.com

Rating: 4.9/5

Netherlands

A mental wellness app that uses AI-powered journaling and therapeutic tools, Me Met Me was awarded a high 4.9/5 average rating from its three interns, who praised its structured projects. The company provides a positive, collaborative, and supportive environment for students in Health, Wellness, and IT.



R3i Impact Foundation

r3icapital.ai/r3ifoundation

Rating: 4.9/5

📍 USA

A non-profit impact accelerator, R3i is advancing climate and healthcare innovation through deep-tech solutions aligned with the UN Sustainable Development Goals. By combining access to capital with commercialization support and setting standards for responsible infrastructure investment, R3i creates a bridge between academic theory and real-world application. Interns rate the experience 4.9/5, highlighting the tangible skills gained, exposure to global ESG innovation, and a collaborative environment that nurtures growth in Business and Legal fields.



SEKAI-ICHI E&IT Solutions

sekai-ichi.com

Rating: 5/5

📍 Japan

An Indian IT services firm offering web development and digital marketing, SEKAI-ICHI E&IT Solutions earned a perfect 5.0/5 average rating from its two interns, who cited the valuable career development they achieved. This Rising Star helps interns thrive through hands-on business projects and a program where they feel fully integrated and guided by a dedicated supervisor.



Wakestart

wakestart.com

Rating: 5/5

📍 UK

A perfect 5.0/5 average rating makes a Rising Star out of Wakestart, a software development company that builds custom technology solutions, a company to watch. Its three interns gave top marks to the program, citing the benefit of working on real-world projects in Computer Science/Technology under the guidance of a dynamic and supportive supervisor.



Setax Training and Consultancy Ltd

setaxtrainingconsultancy.com

Rating: 4.9/5

UK

Rising Star Setax Training and Consultancy, a UK-based firm specializing in quality management systems, is carving out a strong reputation in the highly regulated pharmaceutical sector. The company focuses on providing tailored consulting and training services to small and medium-sized businesses, ensuring compliance and operational excellence. Earning a near-perfect 4.9/5 average rating from its three interns, Setax was praised for its engaging, open environment and the significant new skills interns gained under the guidance of a dedicated supervisor.

"Hosting two interns through Virtual Internships was a game changer. They took a complex training program from concept to final presentation in just 2.5 months, saving me a huge amount of time. Their fresh ideas really elevated the final output."

Ibelema Emeh ,Founder, Setax Training and Consultancy Ltd



we Empower you GMBH

we-empower-you.de/en

Rating: 4.7/5

Germany

A German HR consulting and career coaching firm, this Rising Star earned a 4.7/5 rating from its two interns, who valued their work on real-world projects in HR and Data Analytics. An internal nomination highlights mentor Kerstin Spurk's detailed feedback, which results in intern weekly feedback being "nearly consistently rated as 10s".

"With years of experience in consulting, the education industry and mentoring, Kerstin Spurk is a great mentor to the interns through detailed feedback, instruction, and hands-on engagement."

Niall Regan, Placement Matching Specialist, Virtual Internships



VI50 Report 2025 **Proven Performers**

Awarded By [Virtual Internships](#)

For this category, we analyzed 145 companies that hosted between four and nine interns from November 2024 to June 2025, the Proven Performers. These organizations have gone beyond initial trials, establishing structured, reliable programs that consistently deliver impact.

Their approach is defined by clear project scopes, engaged supervisors, and strong onboarding practices. This reflects a commitment to developing early-career talent, making them dependable choices for interns seeking meaningful and well-supported experiences.



Infonancial



blackcarrot





Ankha Global

ankhamagazine.com

Rating: 4.6/5



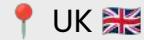
This strategic advisory firm, which facilitates market access for healthcare and business organizations, earned an average rating of 4.6/5. Its five interns cited the value of direct involvement in real-world projects. With the support of a dedicated supervisor, Ankha Global creates welcoming and collaborative pathways in Health, Wellness, and Business.



ANTL

everydayseries.com

Rating: 4.2/5



An AI company providing automation solutions for businesses, ANTL's program earned a 4.2/5 rating from its seven interns, who cited the valuable practical experience in a remote startup environment. Founder Gaurav offers direct mentorship in AI and machine learning for students in Computer Science and Cloud Support.

"The experience hosting interns through Virtual Internships is seamless and easy. As a remote startup, our internship approach is non-traditional, seeking independent individuals who understand their domain."

Gaurav, Founder, ANTL

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BlackCarrot

blackcarrot.in

Rating: 4.3/5



A software development company offering web and mobile app services, BlackCarrot provides a multi-faceted experience leading to tangible skill acquisition for Computer Science/Technology and Data Science students. The company has laid a strong foundation for the nine interns it has hosted, earning it a 4.3/5 rating.



Centre for Mindfulness

centreformindfulness.sg

Rating: 3.8/5

Singapore

The Centre for Mindfulness, a Singapore-based organization providing mindfulness programs for well-being, has guided eight interns and created valuable stepping stones in Healthcare and Media. The program earned a 3.8/5 rating, with interns citing the professional development they experienced within the supportive program framework.

"Hosting interns through Virtual Internships has been a truly positive and enriching journey. The onboarding was seamless, with clear communication and strong support."

Dr. Kathirasan K, Founder, Centre for Mindfulness



Comfort Digital

comfortdigital.co.za

Rating: 4.6/5

South Africa

As a Proven Performer, the digital marketing agency Comfort Digital has built a reliable and immersive program that earned a strong 4.6/5 average rating. Their nine interns across Business, Marketing, and Computer Science/Technology praised the company for its practical project work and opportunities for career discovery.

"My confidence in gaining employment has increased because I gained practical skills, learned how to communicate professionally online, and received constructive feedback from my supervisor."

Lawrence Kenga, Business Intern at Comfort Digital



Digital Health Skills for Africa

dhsafrica.org

Rating: 4.5/5

Nigeria

Digital Health Skills for Africa (DHSA), a non-profit initiative focused on healthcare innovation, earned a 4.5/5 average rating from its interns. The organization addresses critical gaps in digital health capacity and workforce development, with a mission rooted in empowering healthcare professionals—especially women—to drive system-wide innovation. Interns praised the program for its impact-driven projects and collaborative mentorship environment.



Green Mobilisation Initiative

greenmobilisationinitiative.com

Rating: 4.6/5

Nigeria

Green Mobilisation Initiative (GMI), a sustainability-focused NGO based in Abuja, earned a 4.6/5 average rating from its interns in future-focused fields like Cyber Security and Data Science. The organization develops programs aimed at restoring ecological balance, tackling issues such as deforestation and climate change. Interns valued hands-on experience in environmental advocacy and technological solutions.



IFGICT

ifgict.org

Rating: 3.7/5

USA

This company's supervisor, Goran, was praised for his "highly hands-on approach" at IFGICT, an international non-profit that develops standards for green and sustainable information technology. This dedication is reflected in the positive experiences of his four interns in Cyber Security, who operate in a positive and collaborative environment.

"Goran takes a highly hands-on approach to mentoring. He structures his internships with great attention to detail and sets clear expectations."

Amorie Landman, Internship Success Advisor, Virtual Internships



IgnitedNeurons Experiential Learning Pvt Ltd

ignitedneurons.me

Rating: 4.9/5

📍 India

An EdTech company providing hands-on programs in robotics and AI, IgnitedNeurons earned a near-perfect 4.9/5 average rating from its eight interns, proving it excels at fostering tangible skill acquisition. The company's dynamic internships are supported by what founder Utkarsh Narang calls a "tech-enabled and easier to use" platform.

"I find it super easy to find interns and post role descriptions, and I appreciate the nudges and feedback mechanisms."

Utkarsh Narang, Founder, IgnitedNeurons

“ ”

Infonancial Infonancial Solutions

infonancial.com

Rating: 5/5

📍 Canada

A perfect 5/5 average rating was awarded for the supportive mentorship at Infonancial Solutions, a fintech company that provides custom software development for the financial industry. The company fosters a positive, collaborative environment for students in Full Stack Development and Marketing.



Magwai

magwai.com.ph

Rating: 4.4/5

📍 Philippines

Magwai, a Philippine-based producer of natural personal care products, has earned a 4.4/5 average rating from its five interns, who specifically point to the career development they experienced. The company offers an engaging and open program in Marketing, Healthcare, Entrepreneurship, and Computer Science.



MyFund

myfundmobile.com

Rating: 4.8/5

📍 Nigeria

With a high 4.8/5 rating, the Nigerian fintech platform, MyFund, is recognized by its five interns for its excellent practical projects and opportunities for career discovery. This Proven Performer offers a positive and collaborative environment for talent in Software Development and Marketing.



MyHomeworkRewards

myhomeworkrewards.com

Rating: 4.6/5

📍 Canada

At MyHomeworkRewards, an EdTech platform that gamifies learning, one intern noted, "This experience has strengthened my resume with tangible project outcomes." This focus on building professional portfolios is why the company has a 4.6/5 rating from its six interns in Engineering and Data Science.

"Through the program, I gained hands-on experience integrating React and Flask in a real-world environment, which boosted my confidence in delivering production-ready applications."

Sujan Chaudhary, Data Science Intern at MyHomeworkRewards



Premium Technologies Pvt Ltd

premiumtech.uk

Rating: 4.7/5

📍 UK

Earning a strong 4.7/5 average rating, this Proven Performer, an IT services and consulting firm, is praised by its five interns for facilitating valuable skill acquisition. Premium Technologies offers a supportive mentorship environment for learners in Computer Science/Technology.



Procure Africa

procureafrica.co.za

Rating: 4.6/5

📍 South Africa

The B2B e-procurement platform, Procure Africa, earned a strong 4.6/5 average rating from its five interns, who singled out the well-defined project objectives as the key to their success. The company enables future professionals to thrive in Data Science and Business in a positive and collaborative environment.



Staffing4Industry

staffing4industry.com

Rating: 4.9/5

📍 Belgium

A high 4.9/5 average rating was given by its seven interns to Staffing4Industry, a recruitment agency for industrial sectors. This Proven Performer creates valuable stepping stones in Recruitment and Full-Stack Development with its program, where interns feel fully integrated and supported.



Summer Atlantic Capital

www.summeratlantic.com

Rating: 4.7/5

📍 USA

In demanding fields like Finance and Cyber Security, the private equity firm Summer Atlantic Capital stands out with a 4.7/5 average rating. Its five interns praised the program's clear project objectives, which they say create an engaging and open experience.



Uumni

umni.bg

Rating: 4.1/5

📍 Bulgaria

By fostering a positive and collaborative mentorship environment, AI company Uumni, which specializes in conversational chatbots, helps its five interns achieve meaningful professional growth, leading to a 4.1/5 rating. The company provides hands-on experiences in Business and Marketing.



The Human Entrepreneur

thehumanentrepreneur.org

Rating: 4.5/5

★ Company Advisory Forum Member

📍 South Africa

At The Human Entrepreneur, a South African business coaching and mentorship company, founder Willem Gous' goal is to transform his interns. This approach has led to a 4.5/5 rating from students who value their work on real-world projects. His hands-on mentorship style focuses on guiding interns to step confidently into new roles.

"I look at where they're nervous to go and I help them step into that role. I aim for them to leave differently than when they arrived. If they don't, I feel I've failed them."

Willem Gous, Founder, The Human Entrepreneur



Usanii Village Africa

www.usanii villageafrica.org

Rating: 4.7/5

📍 Uganda

By providing well-defined projects, the creative arts organization Usanii Village Africa offers a well-rounded experience that its five interns rated 4.7/5. The company, which supports African artists, has hosted interns in Hospitality, Media, and Finance.



VI50 Report 2025

Legacy Leaders

Awarded By [Virtual Internships](#)

In the final category, we analyzed 40 companies that hosted ten or more interns between November 2024 and June 2025. Known as Legacy Leaders, these long-standing partners have turned internships into a strategic cornerstone, supported by programs honed over multiple successful cohorts.

With established mentorship models, cross-functional collaboration, and a culture of remote inclusion, they set the benchmark for internship excellence. Interns consistently highlight these companies for providing exceptional development opportunities, real-world impact, and repeatable success.





aSuggestion

asuggestion.com

Rating: 4.8/5

 USA 

aSuggestion operates as a platform for mental and behavioral health support, creating a safe social space for individuals to share, learn, and grow without fear of judgment. Alongside its mission-driven work, aSuggestion earned a stellar 4.8/5 average rating from its ten interns, who gained hands-on experience in Health and Marketing, bridging academic learning with practical industry applications.



Adjoaa

adjoaa.com

Rating: 4.1/5

 UK 

This online marketplace for ethical African fashion has successfully guided 24 interns, earning a 4.1/5 rating for fostering tangible skill acquisition. Founder, Pinaman Owusu-Banahene, stresses that investing time in mentorship is key, a philosophy she applies across roles in Fashion, Marketing, and Technology.



Malkant Group (Previously Samex)

malkant.com

Rating: 4.4/5

 USA 

Malkant Group blends its expertise as a diversified business with its role as a digital solutions provider, delivering personal and professional development programs that tackle real-world challenges through technology. The company offers a multi-faceted internship experience focused on Finance, Cybersecurity, and digital transformation projects. Its ten interns rated the program 4.4/5, praising the valuable hands-on experience and well-structured tasks that foster professional growth.



Aubot

aubot.com

Rating: 4.3/5

 Australia 

This Legacy Leader, an Australian company that designs telepresence robots, has enabled 31 interns to thrive, earning a 4.3/5 rating for providing direct involvement in real-world projects. Aubot offers a multi-faceted program in Computer Science/Technology, Business, and Marketing.



BIRTHDAYMESSAGING.IO

birthdaymessaging.io

Rating: 4.4/5

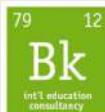
📍 UK

This SaaS startup focused on enhancing customer lifetime value through personalized video messages earned a 4.4/5 rating from its 46 interns. The platform emphasizes innovation in digital marketing and SaaS development, giving interns hands-on experience in areas such as product design, automation, and strategic execution.

“After completing the program, I can now confidently contribute to strategic decisions and collaborate effectively in remote work environments. This experience has been a valuable stepping stone toward my professional growth.”

**Tisha Amali Simmykarlose, Marketing Intern at
BirthdayMessaging.IO**

“



BK International Education Consultancy

bkconsultancy.org

Rating: 4.7/5

📍 USA

As a Legacy Leader, the USA-based firm BK International Education Consultancy, which assists international students with university applications, achieved its high 4.7/5 average rating by providing clear project objectives that interns value. The company has created career stepping stones for 12 interns across fields, including Data Analytics, Marketing, and Product Management.



Elide Venture Capital Ltd.

elidevc.com

Rating: 3.7/5

📍 UK

Elide Venture Capital, a forward-thinking firm that combines AI-driven analytics with experienced investment strategies, earned a 3.7/5 rating. Elide's inclusive approach of "focusing on potential rather than past experience" was praised for giving its 14 interns valuable exposure to the venture capital ecosystem in a fast-paced, entrepreneurial environment.



**Cape Neto
Solutions**

Cape Neto Solutions

cabeneto.com

Rating: 4.3/5

South Africa

This New York-based web design and IT services consulting company earned an average rating of 4.3/5 from its interns. Known for creating highly converting customer journeys through strategic web solutions, the company provides a collaborative environment where interns gain exposure to UX principles, web design, and client-facing work. At Cape Neto Solutions, one intern said, "This opportunity strengthened both my portfolio and my career direction." This focus on supportive mentorship is why this Legacy Leader has hosted 11 interns across IT, Finance, and Cyber Security.

GlobalStratos

GlobalStratos

globalstratos.network

Rating: 4.1/5

USA

The sheer scale of the program at management consulting firm GlobalStratos is impressive, having hosted 59 interns across ten different career fields. Interns rate the program 4.1/5, citing the valuable practical experience and opportunities for career discovery provided.

"Partnering with Virtual Internships allowed us to complete complex preparatory work—like entity formation across 20 countries—in a fraction of the time. The experience was so positive that we extended paid contracts to seven interns who continue to deliver high-value work."

Supervisor at GlobalStratos

**Lifya**lifya.com

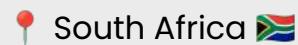
Rating: 4.4/5



Lifya is a South African ethical e-commerce platform committed to sustainability and conscious consumerism, curating eco-friendly, ethically sourced fashion and lifestyle products while championing women-led brands. Beyond its retail mission, the company drives innovation in Green Tech, E-commerce, and Data Analytics, providing meaningful opportunities for growth. Having hosted 29 interns, Lifya earned a 4.4/5 rating for its well-structured projects and leadership that interns describe as "consistently encouraging, clear, and action-oriented."

**MyHeat**myheat.co.za

Rating: 4.2/5



A positive mentorship environment at MyHeat, a Canadian company that provides thermal mapping to visualize building heat loss, is why 20 interns rate their experience at least 4.2/5. They point to the excellent practical projects and opportunities for career discovery. As a Legacy Leader, the company has enabled future professionals to thrive in Computer Science/Technology and Business.

**Nandi Security, Inc**www.nandisecurity.com

Rating: 4.4/5



Nandi Security is a cybersecurity firm that protects against automated bot attacks. One intern remarked, "I was able to create an actual project with real value." This focus on professional growth through real-world application has earned the company a 4.4/5 rating from its 14 interns in Data Science and Web Development.

**NLSQL**nsql.com

Rating: 4.5/5



This Legacy Leader, a tech company that develops tools to let users query databases with plain English, received a 4.5/5 rating from its ten interns, who highlighted the program's clear project objectives. NLSQL helps interns grow through hands-on experiences in Healthcare and Front End Development.



PARI TECHNOLOGIES SDN BHD

pari.com.my

Rating: 4.3/5

Malaysia



Hosting an impressive 22 interns, the Malaysian IT solutions provider PARI TECHNOLOGIES is a true Legacy Leader. The company offers a program where interns feel fully integrated and earned a 4.3/5 rating by providing the well-defined tasks that interns value as a key to their success in fields like Creative Design, IT, Business, and Data Science.



PCOS Challenge

THE NATIONAL POLYCYSTIC OVARY SYNDROME ASSOCIATION

PCOS Challenge

pcoschallenge.org

★ Company Advisory Forum Member

Rating: 4.1/5

USA

As a key member of the Company Advisory Forum, the non-profit advocacy organization, PCOS Challenge, has earned a 4.1/5 rating from its 18 interns, who consistently cite the supportive mentorship provided. Founder, William R. Patterson, is praised as a "hands-on" leader who offers clear expectations and constructive feedback across roles in Healthcare, Finance, and Technology.



Petadiri Leadership

petadiri.com

Rating: 4.3/5

Malaysia

Supportive mentorship is the hallmark of the experience at Petadiri Leadership, a Malaysian leadership development and corporate training company, earning it a 4.3/5 average rating from its 17 interns. This Legacy Leader creates valuable opportunities in HR, Data Analytics, and Business through its immersive program.



PolicyCON

PolicyCON Ltd

policycon.com

★ Company Advisory Forum Member

Rating: 4.3/5

UK

One of the top hosts by volume, public policy consulting firm PolicyCON has guided anm impressive 64 interns, who give the program a 4.3/5 rating for fostering meaningful professional growth. Founder, Kwame, is praised internally as setting "a brilliant example," with interns highlighting his professionalism and the practical nature of the tasks he assigns.



RizqX

islamicfinancesg.com

Rating: 4.7/5

📍 Singapore

A fintech company focused on ethical and Islamic finance solutions, earned a strong 4.7/5 average rating by helping interns develop significant new skills. RizqX provides a program for students in Finance and Business where they feel fully integrated and guided.



TARIY

tariy.ai

Rating: 4.7/5

📍 USA

An AI-powered leadership enablement platform, earned a 4.7/5 rating from its ten interns for creating a forward-thinking program where interns feel fully integrated. The company leverages AI to provide personalized insights and real-time recommendations, successfully connecting academic learning with industry practice at the intersection of AI, leadership development, and software innovation.



TreeScape Power

treescapewpower.com

Rating: 4.3/5

📍 Singapore

This Legacy Leader, a company focused on developing renewable energy projects, earned a 4.3/5 rating by providing the well-defined projects that its 11 interns value. TreeScape Power has created stepping stones for interns in growing fields like Green Tech, Data Analytics, and Logistics.



Twigs Naturals

twignaturals.com

★ Company Advisory Forum Member

Rating: 4.3/5

📍 Trinidad and Tobago

An award-winning Caribbean tea brand celebrated for its herbal blends and commitment to sustainability, Twigs Naturals offers more than great products, it fosters a culture of two-way learning. Guided by CEO Nigel Jordan's philosophy to "learn as much as I disseminate knowledge," the company provides interns with hands-on experience across Marketing, HR, and Logistics within a dynamic, globally growing brand. Its 16 interns rated the experience 4.3/5, praising the practical exposure and rich opportunities for career exploration.

"Twigs Naturals partnered with Virtual Internships to address labor shortages during lockdowns. We quickly recognized the program's broader benefits, including learning opportunities and global interaction."

Nigel Jordan, CEO, Twigs Naturals



VanTech Med International Inc.

vantechmed.com

Rating: 4.5/5

📍 Canada

Real-world projects are the cornerstone of the internship program at VanTech Med International, a medical technology company that develops and distributes innovative healthcare devices. This focus led its 11 interns to give it a 4.5/5 average rating. This Legacy Leader has hosted interns in Healthcare, Logistics, and IT.



Mentorship That Moves the Needle:

ROI for All

Intentional mentorship is more than a “nice to have.” It has proven to be the single-most critical driver of internship success, benefitting every stakeholder in the ecosystem.

For Companies

When companies invest in structured mentorship, they don't just improve the intern experience; they benefit by building long-term hiring pipelines and future-proofing their teams. Our findings showed that organizations in the top quartile for mentorship quality saw a 40% higher intern Net Promoter Score (NPS) compared to those in the bottom quartile. Strong mentorship also increases intern conversion rates: **94.9% of mentors in one study analyzed said they would consider hiring their intern after program completion.**

These results aren't coincidental. When you support interns, they're more productive, confident, and aligned with company values. This, in turn, reduces recruitment costs over time and enhances team cohesion.

For Learners and Interns

Internships shaped by effective mentorship are career catalysts. In fact, interns who feel valued and supported are more than **seven times more likely to accept a full-time job offer** than those who do not.

Learners leave their internship with more than just a line on their résumé. They gain real-world skills, confidence, and a stronger sense of direction. The structure and feedback provided by mentors transform internships from task-based experiences into foundational professional development.

For Educational Institutions

When learners are placed with companies that emphasize mentorship, academic institutions gain a partner in delivering real-world readiness. In turn, universities can point to **stronger employment outcomes, higher student satisfaction, and improved graduate employability**, all of which are essential for stakeholder trust.

A mentorship-driven internship model ensures that educational institutions aren't just facilitating placements, but curating transformative, high-quality experiences.



The Strategic Value of Mentorship for Growing Companies

For startups and lean teams, limited capacity often makes mentorship seem more like an additional burden rather than a priority. However, evidence shows that structured mentorship is not an expense; it is actually a strategic investment with measurable returns.

Supported Interns Support Your Team

Well-mentored interns contribute far beyond task execution. They bring fresh perspectives to persistent challenges and often advance initiatives that otherwise remain deprioritized due to bandwidth constraints. By integrating interns effectively through clear guidance and structured support, organizations can strengthen project outcomes while developing a pipeline of future talent.

Strong Mentorship is Essential for Attracting and Retaining Talent

A strong mentorship culture also enhances employer branding. Organizations that demonstrate commitment to professional development create environments where people feel supported, which is a factor increasingly critical to attracting and retaining top talent. Positive intern experiences translate into advocacy, reputation growth, and, in many cases, long-term employment relationships with individuals already aligned to company values.

Shaping the Future Workforce, One Internship at a Time

Ultimately, mentorship drives organizational resilience. It develops future leaders, fosters innovation, and reinforces the human connection that is essential to sustaining high-growth environments. Companies that invest in mentorship, whether that be through remote internships or other programs, are not only meeting immediate project needs but are shaping a workforce prepared for evolving challenges.

“Startups need to understand the time commitment it takes to mentor interns—but if you’re willing to invest that time, the return can be huge. The key is aligning the project with the intern’s interests to keep them engaged.”

Pinaman Owusu-Banahene, Founder, Adjoaa



Partner With Us to Shape the Future of Work

The findings in the VI50 Report are clear: intentional mentorship is a proven lever for stronger internship outcomes, more employable graduates, and more resilient companies.

At Virtual Internships, we believe in a world where every learner has access to a meaningful internship, and where every company, regardless of size or location, can shape the next generation of talent through mentorship and real-world experience.

Whether you're a company ready to open your doors to bright, ambitious interns, or an educator seeking high-quality placement opportunities that deliver lasting outcomes, we invite you to take the next step.

Join the growing global community that is defining the future of work—and of learning.

Let's reimagine what's possible when education and industry align. Let's shape the future of work with purpose.



 [Sign up to host interns](#)

Be part of a global network of forward-thinking companies that are investing in tomorrow's talent—today.



 [Partner with us as an educational institution](#)

Offer your students transformative experiences with structured, mentor-led remote internships across every industry.



Your Takeaway Blueprint:

How to Build a Standout Internship Program

Building a successful mentorship-driven internship program requires intentional design, clear processes, and consistent execution. Whether your team is scaling rapidly, you're a three-person company juggling HR and marketing, or you're somewhere in between, these principles apply.

- **Define Your Approach:**

What does great mentorship look like at your company? Assign dedicated mentors and give them the time and tools to succeed.

- **Maintain Consistency:**

Regular check-ins, such as weekly one-on-ones, ensure alignment and foster continuous learning.

- **Equip Your Mentors:**

Provide a simple toolkit with goal templates, good questions to ask, and prompts for giving feedback. A little structure goes a long way.

- **Integrate Feedback Loops for Program Improvement:**

Check in with your interns. What's working? What could be better? The best programs evolve.

“My confidence in gaining employment has increased because I now have practical experience and a completed project in my portfolio. I am thankful for this opportunity because it allowed me to grow both professionally and personally in a supportive environment.”

Rutvik Mangukiya, Software Development intern at ImSafeNow

[**Access the Complete Blueprint for Successful Internships Here**](#)



Appendix: Our Methodology & Survey

Unlike traditional rankings that prioritize company prestige or the number of interns hosted, the VI50: Global Leaders in Mentorship 2025 is built on insights from interns, host companies, and internal delivery teams. Our methodology focuses on support, learning, and human connection rather than just task completion.

What Makes This Report Different?

Grounded in Experience: Based on insights from over 1,500 interns hosted during that time period across 600+ companies.

Data + Stories: Combines quantitative ratings with open-ended responses to capture the full picture of the intern journey.

Mentorship-Focused: Highlights not only *what* interns worked on, but *how* supported they felt throughout the experience.

Survey Snapshot

Feedback was collected via a comprehensive post-internship survey collected directly from interns and companies between November 2024 and June 2025. Interns and companies responded to both quantitative and qualitative questions designed to assess the full spectrum of their experience.

What We Measured

To evaluate the quality of each internship experience, we looked at three core areas:

1. Intern NPS (Net Promoter Score)

"How likely are you to recommend this internship experience to a friend or colleague?"

This question helps gauge overall satisfaction and the likelihood of interns becoming advocates for their host companies.

2. Project Satisfaction

This section explores whether interns found their work meaningful, manageable, and aligned with their expectations. Interns responded to a series of targeted questions designed to measure the value of their experience and how closely the internship matched the original offer.



Key Indicators:

- **Skills and Experience Gained** – “How would you rate the skills and experience gained from your internship placement?” (1–5 scale)
- **Weekly Workload** – “How would you rate the appropriateness of your weekly workload during the internship?” (1–5 scale)
- **Offer Alignment** – “How accurately did your Offer align with the actual tasks and responsibilities of your placement?” (1–5 scale)

To complement the ratings, interns were also asked some open-ended questions, including:

- What was the most valuable part of your internship experience and why?
- How has this internship impacted your confidence in securing a job in this career field?

3. Mentorship Quality

Beyond the project itself, we asked interns to evaluate the level of support they received from their supervisors. This section focuses on the quality of mentorship—one of the strongest predictors of a positive internship experience.

Key Indicators:

- **Supervisor Responsiveness** – “How would you rate the responsiveness of your internship supervisor to your questions and needs?” (1–5 scale)
- **Guidance and Feedback** – “How would you rate the guidance and feedback provided by your Host Company supervisor throughout the internship?” (1–5 scale)

Qualitative insights were gathered through questions such as:

- How would you rate the guidance and feedback provided by your Host Company supervisor throughout the internship?
- How would you rate the responsiveness of your internship supervisor to your questions and needs?

Additional Data Points

- **Host Company NPS:** Their likelihood of recommending the Virtual Internships program to other companies.



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