



2026 INTERNSHIP IMPACT REPORT

Youth Internship & Career Pathways + College Internship Programs

Learning by doing. Serving while learning.

In 2026, Go Local FXBG connected high school and college students with hands-on projects, mentorship, career development, and community-facing work.

12

Students Started

10

Program Completers

83%

Combined Completion

2

Internship Programs

6

Universities

2

School Divisions

3

College Tracks

5

Youth Nonprofit Partners

Spring / Summer 2026 | Fredericksburg Region + Remote

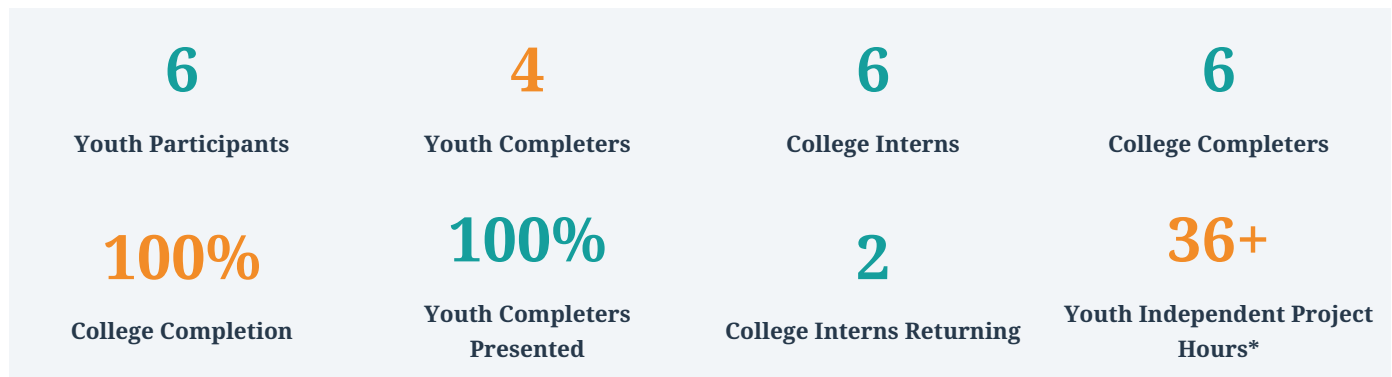
EXECUTIVE SUMMARY

A connected pathway from career exploration to applied experience

Go Local FXBG operated two internship programs in 2026: a Youth Internship & Career Pathways pilot for high school students and a four-month College Internship Program. Together, the programs served 12 students and combined structured skill-building with practical assignments, mentorship, and work connected to real organizations and community initiatives.

The programs were designed for different stages of career development. High school participants moved from guided education into nonprofit client projects and professional presentations. College interns worked across specialized tracks and contributed to active websites, campaigns, community resources, event promotion, and organizational systems.

2026 at a glance



**Conservative documented minimum during the July project phase, based on 20 independent-work progress check-ins.*

What the programs delivered

- Applied learning through real nonprofit, community, and organizational projects
- Mentorship, feedback, presentations, and professional communication practice
- Digital, marketing, design, AI, CRM, website, research, and project-management experience
- Portfolio- and resume-relevant work tied to tangible deliverables
- Community capacity support through campaigns, websites, event promotion, nonprofit proposals, and resource development

Impact in context

The strongest evidence from 2026 is participation, completion, documented work products, survey feedback from youth completers, partner feedback, and observed skill development. Future cohorts will use more consistent hour tracking and pre/post measurement to strengthen longitudinal reporting.

Two programs, one workforce-development approach

Both internship models centered on the same principle: students build stronger career readiness when they can apply skills to work with a real audience, purpose, deadline, and feedback loop.

Program	Youth Internship & Career Pathways	College Internship Program
Timing	April-July 2026	May-August 2026
Participants	6 started; 4 completed	6 started; 6 completed
Typical participation	Approx. 2-6 hours/week	Approx. 10 hours/week
Primary model	Education + nonprofit client project	Track-based organizational projects
Core experience	Research, AI, marketing, design, pitching, career readiness	Web/brand, social/content, CRM/systems, mentorship
Culminating evidence	100% of completers presented a nonprofit proposal	100% completed portfolio-ready work
Progression	Guided learning -> independent client work	Guided participation -> greater project ownership

Shared learning cycle

01	02	03	04
Learn	Apply	Refine	Translate
Build foundational knowledge through workshops, instruction, research, and demonstrations.	Use skills on assignments and active projects connected to real organizational needs.	Present work, receive mentor or stakeholder feedback, revise, and strengthen deliverables.	Connect completed work to portfolios, resumes, interviews, career interests, and future leadership.

PROGRAM SPOTLIGHT

Youth Internship & Career Pathways Program

The Spring/Summer 2026 pilot introduced high school students from Stafford and Spotsylvania County Public Schools to workforce development, career exploration, mentorship, and nonprofit project work. Students built skills in responsible AI, marketing, graphic design, professional communication, presentations, project management, nonprofit strategy, and career readiness.

6	4	67%	100%
Students Started	Completed	Completion Rate	Completers Presented Final Proposal

From skill-building to nonprofit client work

- Researched nonprofit missions, audiences, needs, and challenges
- Practiced responsible AI prompting, campaign development, brand guides, graphics, and pitch decks
- Participated in workshops covering AI, consulting, grants, philanthropy, resumes, and career readiness
- Developed professional portfolios and learned to translate internship work into transferable resume skills
- Combined work into final nonprofit proposals and presented recommendations to community professionals

Youth feedback

Overall satisfaction	4.67 / 5
Program met expectations	4.33 / 5
Would recommend internship	100% rated 5 / 5
Survey participation	75% of completers

Student voice

“Because of this internship, I have a sharper outlook on my future career.”

Partner value

Partner feedback indicated that student work had value beyond the internship itself. One organization described its intern as “very professional and organized” and planned to present the student’s campaign recommendations to its Board of Directors for consideration. Completed partner evaluations also indicated openness to future student projects.

PROGRAM SPOTLIGHT

College Internship Program

The Summer 2026 College Internship Program gave six students from six universities a four-month, project-based experience in a primarily remote environment. Interns worked approximately 10 hours per week and contributed to active organizational and community-facing projects rather than simulated assignments.

6	100%	6	3
Interns	Completion	Universities	Program Tracks
10	4	100%	2
Hours / Week	Months	Portfolio-Ready Work	Returning Leaders

Three internship tracks

- Web & Brand Development
- Social Media & Content Creation
- CRM & Systems

Projects with organizational use

Go Local FXBG Community Hub: Development, organization, branding, user experience, content, and launch preparation for a community resource platform.

Big Day Productions Website: Website development, branding, competitive and UX research, content creation, web analysis, and presentation.

Campaign & Content Work: Graphics, messaging, content concepts, nonprofit awareness, community engagement, and organizational campaigns.

Community Event Promotion: Promotional support for Trivia for a Cause and Bingo for a Cause, increasing visibility for nonprofits, causes, and sponsors.

Career readiness & leadership

Every college intern completed work that could be discussed or demonstrated in a portfolio, resume, LinkedIn profile, future interview, or professional setting. Two Summer 2026 interns elected to return for Fall 2026 in expanded leadership roles, creating a participant-to-leader pathway within the program.

Student development created capacity for local organizations

Across both programs, students contributed work connected to nonprofit missions, community resources, digital communications, websites, campaigns, event promotion, and organizational systems. This model creates a dual benefit: students gain applied experience while participating organizations receive additional creative and operational capacity.

Organizations and initiatives supported

• Cyber Bytes Foundation • The Knowledge Exchange • Yet Stand • The Healing Station • Community Threads • Go Local FXBG	• Big Day Productions • Monthly Blessings • Trivia for a Cause nonprofits & sponsors • Bingo for a Cause organizations & sponsors • Community partners receiving event/social visibility • Go Local FXBG Community Hub
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Observed outcomes across the internship portfolio

Professional confidence Students practiced sharing ideas, presenting recommendations, asking questions, and responding to feedback.	Digital fluency Participants used AI, design, social media, website, CRM, and project-management tools in applied contexts.
Audience & communication Students learned to adapt messaging, consider user journeys, and communicate ideas for specific audiences.	Project ownership Interns moved from research and planning into creation, revision, presentation, and finished deliverables.
Career translation Projects became material for portfolios, resumes, LinkedIn profiles, interviews, and future professional references.	Community exposure Students gained experience with nonprofit strategy, community initiatives, local events, and cross-sector career pathways.

A practical definition of impact

For Go Local FXBG, internship impact is not only participation. It is the combination of student growth, completed work, partner value, career-ready evidence, and a stronger pipeline for future community and organizational leadership.

LEARNING & NEXT STEPS

What 2026 taught us - and how the model gets stronger

The 2026 programs produced meaningful evidence of engagement and applied learning, while also identifying where stronger systems will improve future measurement. The next phase is to preserve the hands-on, flexible experience while making outcomes easier to track consistently across cohorts.

Priorities for future cohorts

Consistent participation tracking: Weekly hours, attendance, progress updates, and project completion records.

Pre/post outcome measurement: Beginning- and end-of-program surveys, skills assessments, and confidence measures.

Clearer project milestones: Semester-long or cohort-long projects with defined owners, deadlines, deliverables, and documentation.

Stronger portfolio evidence: Screenshots, project samples, before/after examples, campaign assets, and final presentations.

Structured feedback loops: Supervisor evaluations, intern self-evaluations, partner feedback, and testimonials.

Expanded project scope: Continue marketing work while increasing opportunities in grants, partnerships, resource development, nonprofit operations, and systems.

Measurement note

This report combines administrative program records, documented project activity, youth end-of-program survey responses, partner feedback, and program-leadership observations. College-program survey and standardized pre/post measures were not available for Summer 2026, so college skill-growth statements are reported as observed development rather than survey-verified change. This distinction will guide stronger evaluation in future cycles.

2026 Impact Statement

Go Local FXBG's internship programs connected students with meaningful responsibilities, mentorship, and real community-facing work. Across high school and college cohorts, participants built practical skills and tangible work products while supporting nonprofits, community initiatives, events, digital platforms, and organizational projects throughout the Fredericksburg region and beyond.

2026 headline outcomes

- 12 students began across two internship programs; 10 completed.
- High school completers created and presented nonprofit proposals; youth survey respondents reported strong satisfaction and recommendation scores.
- All six college interns completed the summer program and produced portfolio-ready work.
- Two college interns returned for Fall 2026 in expanded leadership roles.
- Student work supported nonprofit partners, community initiatives, websites, campaigns, event promotion, and organizational systems.