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Welcome to

The Internship Manual

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[TOP MINORITY & DIVERSITY INTERNSHIP PROGRAMS _ \(HTTP://SHARISEKENT.COM/INTERNSHIPHQ/\)](http://sharisekent.com/internshipq/)

(<http://sharisekent.com/paid-minority-internship-recruitment-programs-youre-missing-out-on/>)

Paid Minority Internship Recruitment Programs You're Missing Out On

Paid minority internship recruitment programs are out there ready to help you reach your internship and career goals. When searching for internships, many students limit ...

Read More (<http://sharisekent.com/paid-minority-internship-recruitment-programs-youre-missing-out-on/>)

Non-profit organizations and industry sponsored programs promote diversity through internships, professional development and employment opportunities.

This list is updated regularly as we find out about new programs.

Please check the eligibility requirements and deadlines for each organization or program.

Most of these internships are **paid**.

For diversity internship listings by company (Facebook, NBA, Google etc.) [click here](http://sharisekent.com/programs-by-company/)
(<http://sharisekent.com/programs-by-company/>).

Diversity Internship Program Organizations

● **T. Howard Foundation (THF)** (<http://www.t-howard.org>)

The T. Howard Foundation's mission is to promote diversity in media and entertainment by increasing the number of diverse and underrepresented groups and underserved communities within the industry. Diverse, underrepresented, and underserved students are recruited from colleges and universities nationwide for media internship placements in New York, Los Angeles, Philadelphia, Chicago, Washington, DC, Atlanta, Charlotte and other locations.

Notable companies: ESPN, HBO, CNN, Viacom Media Networks, Comcast NBCUniversal, Facebook

Deadline: Early Deadline: October 31, 2019 Final Deadline: December 1, 2019

● **INROADS (<http://www.inroads.org>)**

INROADS seeks high performing students for internship opportunities with some of the nation's largest companies. Our rigorous career development training process will challenge you to commit to excellence and raise the bar on your personal expectations. INROADS is an international organization with over 28 offices serving nearly 2,000 Interns at over 200 companies.

Notable Companies: Pepsi, Ernst & Young, Fed Ex, AT&T, Bank of America, Unilever

Deadline: March 31st, 2020 (Priority)

● **Hispanic Association of Colleges & Universities: National Internship Program (HNIP)**
(<https://www.hacu.net/hacu/HNIP.asp>)

Since 1992 the HNIP has recruited college students for paid summer- and semester-long internships at federal agencies and private corporations in Washington, D.C. and throughout the country. These ten and fifteen-week internship programs give college students direct experience in a diverse array of careers in the federal and corporate sectors.

Notable Companies: Department of Defense, Federal Aviation Administration, Internal Revenue Service, Environmental Protection Agency, Ford Motor Company, Coca-Cola

Deadline: Summer internship, 11/15/19 – EARLY, 2/14/20 REGULAR

● **The Emma Bowen Foundation (<https://www.emmabowenfoundation.com/>)**

The Emma Bowen Foundation is a nonprofit organization that is building a more diverse media and tech industry by recruiting promising students of color like you and placing them in multi-year paid internships at some of the nation's leading companies.

Notable Companies: Discovery Communications, Hearst, Fox, Bloomberg Media, A+E Networks, BMI

Deadline: Rolling, Check website

● **Sponsors for Educational Opportunity (SEO) (<http://www.seo-usa.org/>)**

SEO Career is the nation's premier pre-professional development and internship program providing Black, Hispanic, and Native American undergrads with coaching, training, and access

to internships across multiple lines of business. SEO Career connects talented undergraduates with internship opportunities at more than 40 partner companies.

Notable Companies: Morgan Stanley, IBM, Citi, HP, Credit Suisse, Johnson & Johnson

Deadline: October 1, November 1, December 1, January 1, February 1, and March 1 (certain programs have earlier deadlines)

● **Management Leadership for Tomorrow (MLT) (<http://www.ml4t.org>)**

Going to college is an important step on the journey to your first full-time job. But the path to figuring out your passion and graduating with an offer can be overwhelming. MLT's Career Prep Program can help you conquer the job search process, maximize your college and internship experience and accelerate your post-undergraduate career.

Notable Companies: American Express, Exxon Mobile, Delta, Microsoft, LinkedIn, Nike

Deadline: January 30, 2020

● **▣ Multicultural Advertising Internship Program (MAIP) (<http://maip.aaaa.org/#home>)**

By combining real-world work experience, training and development, and networking opportunities within the industry, MAIP participants gain a valuable professional credential to better position themselves in the marketplace. In addition to a full-time paid internship, MAIP fellows participate in a series of agency sponsored professional development workshops and seminars, which provide a deeper dive into the various advertising and media disciplines.

Notable Companies: Ogilvy, Dro5a, Edelman, McCann, Saatchi & Saatchi, Y&R

Deadline: October 18, 2019



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● **Minority Access, Inc. National Diversity & Inclusion Internship Program** **(http://www.minorityaccess.org/ndiip_stip.html)**

The Minority Access National Internship Program is designed to allow talented undergraduate and graduate students experience the diversity and scope of career opportunities available in the federal government and other participating entities. The program provides students with the opportunity to merge academic theory with practical application in the workplace.

Notable Companies: Various federal government agencies

Deadline: March 1, 2020

● **International Radio and Television Society Foundation Summer Fellowship (IRTS)** **(<http://irtsfoundation.org/summer-fellowship-program/>)**

The Summer Fellowship Program is the cornerstone program of the IRTS Foundation. Often referred to as a “media boot camp,” this highly selective program teaches a talented group of up-and-coming communicators the realities of the business world through an all-expense-paid internship in New York City, which includes practical experience and career-planning advice.

Notable Companies: Google, AMC Networks, Turner, Sony Music Group, CNBC, CBS Radio

Deadline: Early December 2019 (check website)

🕒 **Year-Up (<https://www.yearup.org/>)**

Year Up is an intensive training program that helps urban young adults increase their technical skills and prepare for a career in information technology. The program combines teaching students valuable IT, communication, and professional skills, plus internships at top companies.

Notable Companies: Bank of America, Microsoft, GE

Deadline: Rolling

🕒 **Gateway to Leadership / UNCF (<https://scholarships.uncf.org/>)**

The Gateway to Leadership (GTL) Internship Program is designed to provide PAID summer internship opportunities to African American college students attending a four year university/college and who are interested and prepared to enter careers in the financial services industry.

Notable Companies: Legg Mason, Nationwide, Northwestern Mutual, Voya

Deadline: Check with organization

🕒 **Walton-UNCF K-12 Education Fellowship/ UNCF**

(<https://scholarships.uncf.org/Program/Details/7ca568a6-90bc-440f-8dc0-8723073404a8>)

The Walton-UNCF K-12 Education Fellowship is a leadership and talent development initiative aimed at building a robust pipeline of high-achieving African Americans engaged in education reform in America. The program selects undergraduate juniors from select historically black colleges and universities (HBCUs) to participate in a leadership development and paid intern placement program that partners with innovative K-12 educational reform enterprises.

Notable Companies: Teach for America, Achievement First, Paul Public Charter School, BUILD

Deadline: Check with organization

🕒 **UNCF Corporate Scholars Program / UNCF (<https://scholarships.uncf.org/?>)**

UNCF's Corporate Scholars Programs provide eligible students with both scholarships and paid internship opportunities at America's leading corporations and national organizations. The goal of the program is to ensure that successful corporations have a ready pool of well-trained, ethnically diverse young professionals who can create the products and services companies need to compete in the dynamic, globally integrated marketplace. The UNCF Corporate Scholars Program is a turnkey solution for both students and employers seeking to find the right professional match

Notable Companies: Dell Corporate Scholars Program, AGL Resources Scholarship/Internship, Hallmark Scholars Program, NCR Corporate Scholars Program, United Water/UNCF Corporate Scholars Program

Deadline: Check with organization

● **Black Retail Action Group (BRAG) Summer Internship**

(<http://bragusa.org/students/internships/>).

The **BRAG** Summer Internship is a comprehensive 10-week work and professional development program designed to expose students of color to retail and related fields. The program includes a one-week orientation consisting of seminars, workshops, retail math classes, and a business case study along with executive level work responsibilities.

Notable Companies: American Eagle Outfitters, Calvin Klein, COACH, Burlington, Macy's

Deadline: December 1, 2019 and February 2, 2020

● **Getty Foundation Multicultural Undergraduate Internship**

(<http://www.getty.edu/foundation/initiatives/current/mui/index.html>).

Aiming to encourage greater diversity in the professions related to museums and the visual arts, the Getty Foundation created the Multicultural Undergraduate Internship program in Los Angeles to support substantive, full-time summer work opportunities for college undergraduates from cultural backgrounds that have traditionally been underrepresented in the arts. Since the program's founding in 1993, 161 local arts institutions, including the Getty, have hosted over 3,200 internships, exposing students to career possibilities in the arts. *Reside or attend college in Los Angeles County.*

Notable Companies: Fowler Museum at UCLA, Inner-City Arts, Museum of Contemporary Art (MOCA), The Hammer Museum

Deadline: Check with organization

● **National Urban League Summer Internship Program** (<https://nul.org/>).

The National Urban League Summer Internship Program provides an insight into the world of non-profit management for college students. Internship will be based in the headquarters office in New York City and in the Washington Bureau office in Washington, DC. The National Urban

League is looking for candidates interested in a career in the not-for-profit sector, or in understanding the connection between non-profits, corporations, and government in the work of our nation. This internship is open to undergrads only.

Notable Companies: New York City and Washington, DC Urban League Offices

Deadline: Early 2020 – Check organization website

● **Talent Development and Innovation and Sciences (TDIS) Summer Internship**
(<http://www.qem.org/qem-internships/>)

TDIS Summer Internship is designed to complement students' academic learning with rich summer experiences that are designed to develop them professionally and instill in them an appreciation for innovation in STEM-related programs, NSF-funded projects, and STEM careers.

The internship also increases a students' awareness of the circumstances that prevent minority students from receiving a quality STEM education; as well as provide them opportunities to conduct research to become familiar with NSF programs and strategies to address issues related to under-representation in STEM.

Notable Companies: New York City and Washington, DC Urban League Offices

Deadline: February 2020 (check organization website)

● **Congressional Hispanic Caucus Institute, Inc. Congressional Internship Program**
(<https://chci.org/programs/congressional-internship-program/>)

CHCI Congressional Interns learn firsthand how the legislative system works, spending four days each week working on Capitol Hill. Usually, interns are placed with a member of congress who serves a district in their home state performing meaningful work. On programming days, interns will have a full day centered on CHCI's four Pillars of Leadership—Civic Engagement, Social Responsibility, Self Empowerment, and Promoting Community and Hispanic Culture.

Notable Companies: Congress

Deadline: Dec 1, 2019

● **Federal Diversity Internship Initiative (<https://www.twc.edu/programs/federal-diversity-internship-initiative>)**

If you want to spend your life serving the public good, consider a satisfying career as federal employee. Join students from a wide variety of backgrounds, exploring potential careers with

select U.S. federal agencies. In this highly selective program, you'll get first-hand insight into working for the federal government, gain valuable professional experience and build a network of fellow public servants.

In partnership with multiple U.S. federal agencies, this program will give you the opportunity to experience what it's like working for the U.S. government.

Notable Companies: various Federal Government Agencies

Deadline: See webiste



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