



National HBCU Talent Development Internship Program

The Challenge

Community development financial institutions (CDFIs) provide critical access to capital and services for under-resourced communities that are not well served by mainstream finance. The work of the CDFI industry touches practically every aspect of community life such as housing, schools, health care centers, small businesses and more.

Too often, the people who staff and lead CDFIs do not look like the communities they serve, which are largely comprised of people of color. As one of the nation's largest CDFIs, LISC is partnering with Historically Black Colleges and Universities (HBCUs) on a new internship program that builds a diverse talent pipeline for CDFIs while offering paid professional experience to diverse undergraduate students of color.

LISC

Our goals

This initiative will work to:

- 1 Increase the diverse leadership and staff at CDFIs nationwide to be more reflective of the nation's demographics and the communities served by the CDFI sector.
- 2 Create a diverse talent pool of qualified candidates experienced in the CDFI sector through on-the-job training as a component of their HBCU undergraduate experience.
- 3 Expand opportunities for diverse talent to gain long-term employment at CDFIs and work to reduce racial and social inequities.

Why partner with HBCUs?

HBCUs are an [important resource](#) for meeting the needs of low-income students who are often the first in their families to go to college. More than 300,000 students attend HBCUs each year and 80% of those enrolled are Black. More than 70% of HBCU students qualify for federal Pell grants and 80% receive federal loans.

LISC partners with HBCUs to offer paid internship opportunities to young people who historically have been disconnected from career pathways in the CDFI industry, yet who have the insight, life experience and motivation to help ramp up the effectiveness and impact of the industry.

CURRENT HBCU PARTNERSHIPS

LOCAL LISC OFFICE ▶ PARTNERING HBCU/UNIVERSITY

Atlanta	Morehouse College
Charlotte	Johnson C. Smith University
Detroit	Wayne State University
Jacksonville	Edward Waters University
Louisville	Simmons College of Kentucky
Memphis	Lemoyne-Owen College
Philadelphia	Lincoln University
Virginia	Virginia State University
Washington, D.C.	Howard University

“Talent is everywhere, but opportunity is not.”

DENISE SCOTT, LISC PRESIDENT



How it works

- Undergraduate juniors and seniors at HBCUs are eligible for the program, which requires a 15- to 20-hour time commitment per week, for up to two semesters. Each intern is paid \$25 per hour.
- Two types of opportunities available for HBCU students:
 - 1) internships with a local LISC office or a national LISC program; and
 - 2) internships with CDFIs in LISC's national network of partners.
- Interns will support a range of initiatives, from marketing to finance to community engagement.
- Placements are made based on geographic location and alignment with students' academic and professional interests.

Program Sponsors

- Citi Foundation
- MacKenzie Scott

Learn more

Contact hbcuinternship@lisc.org to learn more about LISC's program and how you can help us build a diverse talent pipeline for community development.