**North Carolina Governor’s**

**Historically Black Colleges and Universities**

**Internship Program**

Program Overview

**PURPOSE**

The purpose of this initiative is to connect students matriculating at North Carolina’s Historically Black Colleges and Universities (HBCUs) with this state’s Fortune 500 companies. The benefit to the students is work experience that will increase their competiveness in the job market. The benefit to our businesses is access and exposure to an untapped, diverse talent pool. Through this initiative we hope to increase the capacity of North Carolina’s HBCUs to connect their graduates to the private sector thus retaining this talent in North Carolina.

BACKGROUND

North Carolina is home to 13% of the nation’s Historically Black Colleges and Universities (HBCUs). Five of those campuses are publicly funded and the other five are private. The state is home to Shaw University, the first historically black institution of higher education in the South and among the oldest in the nation. It is also home to the first public liberal arts institution for African Americans in the nation, North Carolina Central University; and home to the largest HBCU in the nation, North Carolina A&T State University.

**PARTICIPATING INSTITUTIONS**

Bennett College

Saint Augustine’s University

North Carolina Central University

North Carolina A&T State University

Livingstone College

Shaw University

Fayetteville State University

Winston Salem State University

Elizabeth City State University

Johnson C. Smith University

**RATIONALE**

Internships are the most effective way for students to gain work experience before graduation. In fact, studies show that 7 out of 10 internships turn into full-time jobs. The hope of gaining an advantage for future employment has increased both the number and quality of internship applications. Companies that devote time and resources to finding, selecting and training interns are looking for a return on their investment. The benefit might be in the present (using the services of talented individuals without having to make a hiring commitment), or it might be in the future (the added ability to choose a person who will work out well as an employee). Many of the state’s HBCU’s do not have direct relationships with the largest corporate entities and therefore their students miss out on opportunities for internships at these organizations. The ability to guarantee internships would give these institutions an opportunity to develop long term partnerships with critical industry allies.

ABOUT THE PROGRAM

In the recently approved state budget recurring funds were included to create and sustain a program that would provide additional opportunities for North Carolina’s HBCU students to participate in paid internships in North Carolina’s top companies. These funds will cover salaries for forty-six (46) students. The program will be held May through August of each year.

The student’s salary will be covered by this state appropriation. Each student will be paid $15 @40hrs/week for 8 weeks. Employers may pay an additional amount on top of the $15/hr.

Internships allow students to apply principles and theory learned in the classroom in a professional environment. Through an internship students are provided an opportunity for career exploration and development as well as a chance to learn new skills. An internship is not an unsupervised, part-time job with tasks unrelated to career experience and growth.

PROGRAM BENEFITS

Internships provide employers with:

* Highly motivated students
* Quality work and new perspectives
* A pool of potential full-time employees to hire once the internship ends and the student graduates
* Increased visibility of your company, nonprofit organization, or agency on our campus

Internships provide students with:

* Work experience
* Increased competitiveness in the job market
* Potential opportunity for employment after graduation

PROGRAMMATIC OVERVIEW

The UNC System Office will serve as the oversight agency for the program with primary responsibilities for budget oversight, compliance, assessment, and reporting.

UNC System Office will:

* Provide leadership and oversight for program
* Distribute funds to each student
* Distribute funds to each corporation
* Assess and evaluate program
* Ensure institutional compliance for budget and program policies and procedures
* Retrieve any unused funds from corporate partners and return to UNC System Office by September 1st of each year.
* Report annually to Governor’s office

Institutions will:

* Recruit, select, and match applicants with approved corporate partners. Applicants must meet minimum standards as outlined in the MOU.
* Select corporate partners based on the established criteria
* Complete all reports and data requests from UNC System Office and/or the North Carolina Governor’s Office
* Require all students and participating corporate partners to complete assessment and evaluation instruments
* Require all students to participate in all activities including orientation and closing programs

Successful applicants will at minimum have the following attributes: U.S. citizen, rising junior or rising senior, minimum cumulative GPA of 2.8, active in student and national organizations, ability to write well, and speak well, familiarity with common software platforms, including but not limited to Windows, Microsoft Office: Word, Excel, PowerPoint, Publisher, Access, Outlook, and Adobe Acrobat.

Successful applicants will participate in an orientation program in mid-to late May. This multi-day event will include instruction on workplace etiquette, financial management, networking and job search skills.

Selected companies can be a well-defined reputable fortune 500 corporation within the state of North Carolina. Selected companies will participate in an orientation in mid-to-late-May. This orientation will cover program expectations. Companies are encouraged to provide an orientation opportunity for their interns.

**CONTACT INFORMATION**

e-mail: [HBCUinternship@northcarolina.edu](mailto:HBCUinternship@northcarolina.edu)

website: <https://www.northcarolina.edu/offices-and-services/government-relations/north-carolina-governors-historically-black-colleges-and-universities-internship-program/>