



2024

Internship Program

Firm Brochure



[BLXINTERNSHIP.ORG](https://blxinternship.org)

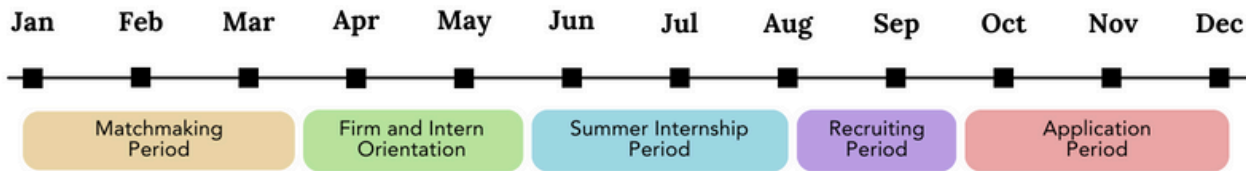
About BLX

Our mission is to increase awareness and access to the financial planning industry for systemically excluded communities and create opportunities, resources, scholarships and a community for aspiring financial planners. Our internship program provides an entry point to the profession for Black and Latinx individuals. It also provides a talent pipeline to financial planning firms who want more diverse team members.

We aim to provide exposure to real financial planning by partnering with vetted fee-only and fee-based financial planning firms who commit to providing a safe space for these individuals to grow and thrive. By requiring paid internships, we make exposure to the industry more accessible, connect firms with talent they might otherwise overlook, and increase opportunities to offer financial planning services to systemically excluded communities. We want to make the demographics of our profession more closely match the demographics of our country and believe that by increasing the diversity in our industry we can help to change the complexion of wealth.



Program Timeline



Application Period Oct-Dec

- Interns and firms apply to join the BLX Internship Program.
- BLX offers Career Development Webinars for Intern Applicants to support them with resume writing, interviews, and navigating the initial stages of financial planning.
- BLX provides firm-focused webinars to define internship best practices and offer recommendations for optimal results.

Matchmaking Period Jan-Mar

- Our partners at Advisor Business Solutions screen and interview intern candidates.
- Firms undergo an onboarding process to determine their desired intern candidate qualities.
- Interns who pass the screening and meet the firms' criteria are then referred for interviews. Firms choose the candidates that align best with their requirements and make offers accordingly.

Intern and Firm Orientation Apr-May

- Interns successfully paired with a firm are invited to participate in orientation webinars organized by BLX. These webinars highlight the resources and certifications accessible to them throughout their internships.
- Firms attend orientation webinars to discuss best practices and get familiar with internship schedules, sample syllabi, onboarding paperwork, and resources for background checks.

Internship Period Jun-Aug

- Interns commence their roles at their respective host firms.
- BLX offers certification opportunities to all interns successfully paired for eMoney Certification and/or Envestnet Institute On-Campus.
- Both firms and interns are invited to participate in the BLX Summer Speaker Webinar Series.

Recruiting Period Aug-Sept

- BLX recruits candidates from partnering colleges and universities.
- Firms wishing to hire in-person interns for the following summer contact BLX regarding their hiring needs.

What We Offer

Built-In Talent Pipeline

BLX has cultivated relationships with over 50 Historically Black Colleges and Universities (HBCUs) and Hispanic-serving institutions (HSIs) throughout the United States. In addition, we partner with several organizations to recruit career changers. Your firm will have the opportunity to tap into a new wave of diverse talent eager to kickstart their careers in the financial sector.

Personalized Candidate Screening

We collaborate with your organization to identify your needs and find the most suitable candidates for your internships. We also interview each intern candidate and offer one-on-one coaching to ensure a high-quality matching process. This allows us to present you with a concise list of pre-screened candidates saving you time.



Internship Hiring Resources

Whether you have an established internship program running or are hiring for the first time, we can help you every step of the way. The BLX Internship In A Box resource is a comprehensive guide with detailed instructions and a framework firms can use when hosting interns. Some of the resources include a sample 8-week syllabus, an intern task list, an onboarding checklist, and more!

Future Recruiting

Interns participating in our program have access to continuing education and scholarship opportunities. We maintain relationships with our interns beyond their internship period, allowing them to take advantage of opportunities to build their resumes. Hiring an intern through BLX means gaining access to our pool of candidates for potential future hires.

Requirements for Participation



Firm Requirements

Firms wishing to host an intern must be fee-only or fee-based with a focus on comprehensive financial planning. Firms must also agree to the following:

- Pay interns at least \$20 per hour
- Be open to accepting virtual interns
- Provide interns with 20-40 hours of work per week
- Host interns for at least 8-12 weeks

Intern Requirements

Interns interested in participating in summer internships through the BLX Internship Program undergo a thorough screening process and must meet the following requirements:

- Have a GPA of 3.0 or higher
- Be eligible to work in the US
- Be a college Junior, Senior, graduate student, or career changer

Firm Participation Fees

A key differentiator of our internship program is the thoughtful approach we employ to match interns with firms. We believe this hands-on approach will result in as many successful placings as possible and will benefit the interns, firms, and industry at-large.

As a 501c(3) organization, BLX depends on philanthropic support to continue operations. To guarantee a high-quality matching process and financial stability of the program, we charge a fee to participating firms at the designated levels below.

ENTERPRISE FIRM

Financial Planning Team with 20+ team members or \$1 billion AUM.
Local, Regional, or National Offices

1-2 Interns	\$5,000
3-4 Interns	\$7,500
5+ Interns	\$10,000

For firms hosting more than 5 interns, we ask for \$2,000 per additional intern.

LARGE FIRM

Financial Planning Team with 10-20 team members, Local or Regional offices

1-2 Interns	\$3,500
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SMALL TO MID SIZE FIRM

Financial Planning Team with less than 10 team members, Local Area Office

1 Intern	\$2,500
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SOLO PRACTICE

Independent Financial Planner, Local Area Office

1 Intern	\$1,000
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Contact Us



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Social Media

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