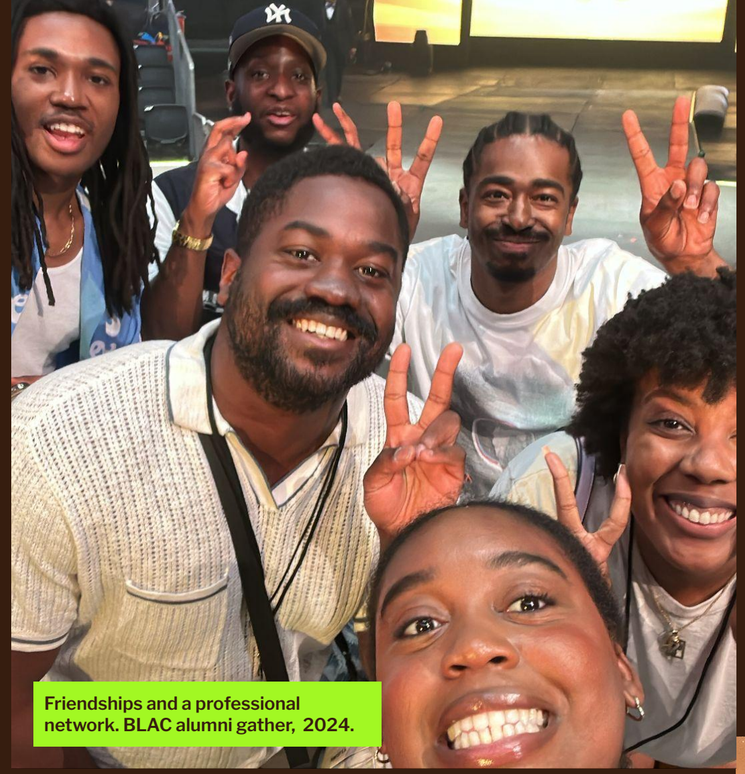
BLAC



2027
Internship Program
Host Agency Information

Our mission

We exist to bring more Black and underrepresented talent into advertising, ensuring they can fully express themselves, find community, and ultimately lead.



Friendships and a professional network. BLAC alumni gather, 2024.

We offer emerging creative thinkers access to the industry, supported by education, inspiration, experience, and community. We support long-term success with continued opportunities, connections, mentorship, and counsel.



Forged connections among emerging talent and industry leaders. Grabbing coffee at Blackweek, 2025.

We offer agencies the inspiration, guidance, and assistance they need to jump into action. We open the door to exciting new talent, providing coaching and training on how to best support and retain them.



A panel at *Meet Me On_____*, our annual in-person community event, 2026.

BLAC launches careers, transforms lives, impacts agency work and culture, and affects broader change in the industry.

Criteria & Commitments



Sophia Eubanks (BLAC ‘25)
Copywriter, VML Health

We are an intentional community that makes a resounding impact. Host agencies must meet the criteria and make the commitments as follows.

01

Have the support and active participation of at least one member of the agency's leadership team, including:

+ Act as executive sponsor, championing the program internally
+ Meeting and engaging with your agency's interns regularly



NYC-based interns and host agency reps gather, 2026.

02

Have a designated agency representative who will act as BLAC's primary point of contact, and will be responsible for:

+ Attending regular calls with the larger community of agencies and BLAC staff, and contributing to collective efforts such as intern recruiting
+ Administering and overseeing the BLAC internship program internally at your agency
+ Acting as the interns' on-site advocate, and a dedicated resource and support

** This role is typically filled by a staff member from Talent Acquisition, People & Ops, or HR*

03

Become educational partners in this process, dedicating resources to support interns' professional development, growth, and success, including, but not limited to:

+ Providing a loaned laptop to interns for the full 12 weeks of the program
+ Providing access to needed programs and equipment for the full 12 weeks of the program
+ Contributing to the building and improvement of interns' resumes and portfolios throughout the program

04

Agree to host two (2) BLAC interns this summer, in roles such as account management, art direction/design, copy, strategy, or production.

+ Providing each intern a dedicated supervisor, of the same discipline, who the intern will work with and learn from

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05

Support each intern financially at 29 hours/week for the full 12 weeks of the program, at a competitive and equitable hourly rate. The minimum rate this year is $18/hour.

+ We encourage an increased hourly rate where possible, and especially in cities with a higher cost of living
+ In markets/locations where there are more than one BLAC host agency, the agencies will agree on the minimum hourly rate to compensate local interns, if higher than $18/hour

06

Be a small to mid-sized agency, with a staff of 20-150 people.

+ If agency has multiple locations, the participating office should be between 20-150 in staff size



07

Be based in the United States.





LA-based interns and agency leaders, 2023.

You'll be in good company.

To date, we've partnered with nearly 70 agencies across 30 markets nationally.
Here are just a few of the agencies who have worked with us.

Anomaly
Archer
barker,
BarkleyOKRP
bvk
CARNEGIE
CIVIC
Cornett
DNA STONE
DONER
HANSONDODGE
HAVAS
JL
lewis
MAJORITY
MKG
Optimism
PREACHER

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Schedule



Robert Castaño (BLAC ‘22)
Account Supervisor, Barker

Mon 5/17	Tue 5/18	Wed 5/19	Thu 5/20	Fri 5/21	Sat 5/22	Sun 5/23	Mon 5/24	Tue 5/25	Wed 5/26	Thu 5/27	Fri 5/28	
Intro Week							In Agency					
Sat 5/29	Sun 5/30	Mon 5/31 *holiday	Tue 6/1	Wed 6/2	Thu 6/3	Fri 6/4	Sat 6/5	Sun 6/6	Mon 6/7	Tue 6/8	Wed 6/9	
Thu 6/10	Fri 6/11	Sat 6/12	Sun 6/13	Mon 6/14	Tue 6/15	Wed 6/16	Thu 6/17	Fri 6/18 *holiday	Sat 6/19	Sun 6/20	Mon 6/21	
Tue 6/22	Wed 6/23	Thu 6/24	Fri 6/25	Sat 6/26	Sun 6/27	Mon 6/28	Tue 6/29	Wed 6/30	Thu 7/1	Fri 7/2	Sat 7/3	
Sun 7/4	Mon 7/5 *holiday	Tue 7/6	Wed 7/7	Thu 7/8	Fri 7/9	Sat 7/10	Sun 7/11	Mon 7/12	Tue 7/13	Wed 7/14	Thu 7/15	
Fri 7/16	Sat 7/17	Sun 7/18	Mon 7/19	Tue 7/20	Wed 7/21	Thu 7/22	Fri 7/23	Sat 7/24	Sun 7/25	Mon 7/26	Tue 7/27	
						Pitch Project						
Wed 7/28	Thu 7/29	Fri 7/30	Sat 7/31	Sun 8/1	Mon 8/2	Tue 8/3	Wed 8/4	Thu 8/5	Fri 8/6			
					Career Fair							

01

Intro Week

May 17 - May 21

Interns kick off the week with an onboarding day at their host agency, before joining the national intern cohort virtually for four days of programming aimed to introduce them to advertising, agency roles, and countless leaders in the industry. Onboarding day will take place at each host agency (in person or remote), and Intro Week programming is hosted and facilitated by BLAC staff.

02

In Agency

May 24 - July 21

Interns get to work in their host agency, training in their role, participating in meetings, listening in on client calls, and helping with pitches to gain exposure and hands-on experience. BLAC staff gathers the national cohort twice a week, virtually, for continued professional development and community-building experiences.

** Observed holidays fall on May 31, June 18, and July 5.*

03

Pitch Project

July 22 - July 30

The interns are briefed by participating brand reps. Working in teams, they'll develop and pitch their creative concepts to leading national brands. The Pitch Project and related work time is hosted and facilitated by BLAC staff.

04

Career Fair

Aug 2 - Aug 6

Two full days of workshops, guest speakers, and work time for final resume and portfolio tweaks help prep the cohort to enter interviews and info sessions with hiring agencies and brands participating in BLAC's Career Fair. The Career Fair and its prep programming are hosted and facilitated by BLAC staff.



Ariel Tavares (BLAC ‘26)
Account Manager, Johannes Leonardo

Participation Fee

$7,000

Includes:

+ Internship program participation, hosting 2 BLAC interns
+ Fee helps offset program-related operating expenses, including educational training, resources, and staff support

Additionally:

+ Each agency agrees to compensate their BLAC interns directly at a minimum rate of $18/hour, at 29 hours/week, for the full 12 weeks of the program

To be considered as a BLAC internship host agency, please submit an application.

Applications will be reviewed on a rolling basis. As participation is limited, we urge interested agencies to apply as soon as possible.
If you have any questions, please contact:

info@blacinternship.org

Thank you.

– BLAC



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