



# BALTIMORE DEVELOPMENT CORPORATION

## Summer Internship Program 2026

*"Building Tomorrow's Economic Development Leaders"*

### Program Overview

The Baltimore Development Corporation (BDC) Summer Internship Program is an intensive eight-week professional development experience designed to cultivate the next generation of economic development professionals. This program provides emerging talent with hands-on experience in urban economic development, community-centered strategy, and public-private partnerships while contributing to Baltimore's economic transformation.

As Baltimore's dedicated economic development agency, BDC is committed to creating pathways for local talent to enter the field of economic development. Through the "Baltimore Together" comprehensive economic development strategy, we are building an inclusive economy that serves all of Baltimore's residents and businesses. This internship program is a key component of that commitment.

### Program at a Glance

<b>Duration</b>	8 weeks (June 1 – July 24, 2026)
<b>Compensation</b>	\$8,000 stipend + up to \$2,000 performance bonus
<b>Hours</b>	37.5 hours per week (Full-time)
<b>Location</b>	BDC Headquarters, Baltimore, MD (hybrid flexibility available)
<b>Cohort Size</b>	4-6 interns

### Eligibility Requirements

The BDC Summer Internship Program is open to candidates who meet

**one** of the following criteria:

- 1. Current Graduate Students at Baltimore City Business Schools:** Students currently enrolled in MBA, MPA, Master's in Finance, Master's in Real Estate, or related graduate programs at institutions including Johns Hopkins Carey Business School, University of Baltimore Merrick School of Business, Morgan State Graves School of Business, Loyola University Maryland Sellinger School of Business, or University of Maryland Baltimore.
- 2. Graduating Seniors from Baltimore City:** College seniors (graduating by May 2026 or December 2026) who are residents of Baltimore City, studying business, economics, urban planning, public policy, finance, real estate, or related fields at any accredited institution.

3. **Graduate Students from Baltimore City:** Current graduate students who are Baltimore City residents, enrolled in business, economics, urban planning, public policy, finance, real estate, or related programs at any accredited institution.

### **Additional Requirements**

- Minimum 3.0 GPA (or equivalent)
- Authorization to work in the United States
- Commitment to full-time participation for the 8-week program duration
- Demonstrated interest in economic development, community investment, or urban revitalization

## **Program Structure**

The program combines structured learning experiences with meaningful project work, ensuring interns gain both theoretical knowledge and practical skills in economic development.

### **Eight-Week Curriculum**

#### **Weeks 1-2: Orientation & Foundation**

- Comprehensive orientation to BDC's mission, structure, and strategic priorities
- Introduction to the Baltimore comprehensive economic development strategy
- Overview of BDC's core functions: business attraction and development, real estate, and incentive programs
- Baltimore economic landscape briefings and neighborhood tours
- Capstone project topic selection and team assignments

#### **Weeks 3-4: Deep Dive & Project Launch**

- Rotations through BDC departments to understand integrated operations
- Shadowing senior leadership in stakeholder meetings and presentations
- Workshops on economic development tools: TIF, PILOT, enterprise zones, incentive programs
- Capstone project research phase begins

#### **Weeks 5-6: Applied Learning & Project Development**

- Direct participation in active BDC initiatives and projects
- Community stakeholder engagement and site visits
- Data analysis and market research assignments
- Capstone project midpoint review with supervisor feedback

#### **Weeks 7-8: Capstone Completion & Presentation**

- Final capstone project development and refinement
- Presentation skills workshop and rehearsals
- Final presentation to BDC leadership and invited stakeholders
- Program reflection and career planning sessions
- Graduation ceremony and networking reception

# Capstone Project

The capstone project is the centerpiece of the internship experience. Each intern (or intern team) will tackle a real challenge facing BDC or Baltimore's economic development landscape. Projects will be selected based on current organizational priorities and intern interests.

## Sample Capstone Topics

- **Small Business Ecosystem Analysis:** Mapping gaps in support services for black-owned businesses in targeted neighborhoods
- **Downtown Revitalization Strategy:** Research and recommendations for adaptive reuse of underutilized commercial properties
- **Business Development Alignment:** Identifying industry-specific business owner/entrepreneur training needs to connect business owners with the most current training and resources
- **Community Investment Fund Design:** Framework for a neighborhood-based investment vehicle targeting underserved commercial corridors
- **Economic Impact Assessment:** Measuring the economic impact of BDC lending programs on local business growth, tax revenue, and community wealth building
- **Equity Preservation Tools:** Researching best practices, tools, and incentives for reducing and/or eliminating the displacement of African Americans from areas growing in wealth and investment.

## Performance Bonus Criteria

Interns are eligible for a performance bonus of up to \$2,000 based on capstone project quality and overall program engagement. Bonus determination considers:

- **Project Quality (40%):** Rigor of research, feasibility of recommendations, and professional presentation
- **Impact Potential (30%):** Actionability and relevance to BDC's mission and current priorities
- **Professional Growth (20%):** Demonstrated learning, initiative, and collaboration throughout the program
- **Engagement (10%):** Attendance, participation in program activities, and responsiveness to feedback

# Compensation & Benefits

## Financial Compensation

- **Base Stipend:** \$8,000 (paid in bi-weekly installments of \$2,000)
- **Performance Bonus:** Up to \$2,000 upon successful completion of capstone project (paid with final stipend)

## Professional Development Benefits

- Mentorship from BDC senior leadership and experienced economic development professionals
- Networking opportunities with Baltimore business leaders, city officials, and community stakeholders
- Professional development workshops (public speaking, project management, data analysis)
- Letter of recommendation upon successful program completion
- Potential for future employment consideration at BDC or partner organizations

# Application Process

## Required Materials

4. **Resume/CV** highlighting relevant academic work, professional experience, and community involvement
5. **Cover Letter** (500 words max) addressing your interest in economic development and what you hope to contribute to Baltimore
6. **Unofficial Academic Transcript**
7. **Two Professional or Academic References** (name, title, email, phone)
8. **Proof of Eligibility:** Current enrollment verification

## Timeline

Milestone	Date
Application Opens	March 9, 2026
Application Deadline	March 27, 2026
Interviews Conducted	April 6-17, 2026
Offers Extended	May 1, 2026
Program Begins	June 1, 2026
Program Concludes	July 24, 2026

## Selection Criteria

Applications will be evaluated holistically based on:

- Academic achievement and intellectual curiosity

- Demonstrated commitment to Baltimore and/or community-centered work
- Relevant skills and experiences (research, analysis, community engagement, project management)
- Communication skills and professional presentation
- Alignment with BDC's mission of inclusive economic development

## Contact Information

For questions about the Summer Internship Program, please contact:

**Baltimore Development Corporation**

Attn: Summer Internship Program

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*BDC is committed to building a diverse and inclusive workforce.  
We strongly encourage applications from candidates of all backgrounds,  
including those from historically underrepresented communities.*