



MEMORANDUM

TO:

FROM: Caroline Gonzalez Scott, Vice President, Programs

Cc: Marco A. Davis, President & CEO
Daniela Fernandez, Vice President, Development and Corporate Relations

Date:

Subject: Changes to the Congressional Internship Program

Since 1986, the CHCI Congressional Internship Program (CIP) has provided promising Latino college students from across the country with a paid work placement in a congressional office and leadership development training.

While we continue to see a growing number of applications for CHCI programs holistically, over the last five years, we've noticed a trend of receiving significantly less applications for the Spring term, in comparison to our Fall and Summer programs. We currently receive **30%-75% less** applications for our Spring program, making selection more difficult. Despite employing a number of recruitment strategies, we've received feedback from many applicants that the Spring semester is more challenging to step away from, given that it's the end of the academic year for most students.

For these and other logistical reasons (application processing windows, etc.), in order to respond to the trends while continuing the same quality and standard for CHCI Programs, we will no longer conduct a Spring Congressional Internship Program, **effective January 2023**. CHCI will increase cohort sizes for both Fall and Summer and continue implementing effective recruitment strategies to ensure the program attracts the most promising emerging Latino leaders, and maintain roughly the same annual number of program participants. Please note that the Public Policy and Graduate Fellowship Programs will remain the same, placing Fellows in congressional offices during the months of August through May.

CHCI's close partnership with Congressional Hispanic Caucus Members and congressional staff is critical to our ability to achieve our goal of Developing the Next generation of Latino leaders. If you have any questions or would like to discuss further, please contact Caroline Gonzalez Scott, Vice President of Programs at cgonzalezscott@chci.org.