



## Internship Connection Program

A PROGRAM of KBA

# PROGRAM GUIDE FOR BANKS

### PURPOSE

The Kansas Bankers Association (KBA) Internship Connection Program connects member banks with in-state college students for internships. The program is designed to be simple and flexible for KBA member banks, with no cost to sign up or hire interns. Banks can set wages, duties, and internship dates, with the only requirement being a minimum pay of \$15 per hour.

### LEARNING OPPORTUNITIES

Students will gain hands-on experience in a bank's operation and could specialize in a specific banking area. Potential areas could include:

*Agricultural lending, Bank Administration, Commercial banking, Human Resources, Information Technology, Operations, Personal Banking, Public Relations/Marketing, and Trust Banking.*

Students can also meet bankers in their area of interest through networking at a KBA conference. A complimentary registration will be provided for one conference listed below. A student's host bank is encouraged to cover travel and hotel expenses. Visit the KBA website for conference details.

*Bank Technology and Operations Conference & Showcase*

*Kansas Ag Bankers Conference*

*Women in Banking Conference*

*Young Bank Officers of Kansas Conference*

*Economic Outlook and Risk Management Conference*

*KBA Trust Conference*



### APPLICATION & PLACEMENT PROCESS

Banks can sign up for the program anytime throughout the year on the KBA website; however, signing up in the Fall is highly recommended. Students can apply between September 13th and March 31st, 2025.

Banks are connected with students based on two factors: 1) where a student has housing and 2) what institutions the student preferences within their housing area. Students can request that their application materials be sent to an institution that provides housing.

Once a student's application is received, KBA staff sends it to a participating bank for review. Banks and trust companies have two weeks to review and decide whether to proceed with an interview. If an institution does not communicate within two weeks of receiving the student's materials, staff will proceed with connecting the student with their other preferences.



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### MARKETING

KBA staff promote participating banks' internships by engaging directly with students at career fairs, posting on online job/internship marketplace platforms like Handshake, meeting with academic faculty, and maintaining an updated list of participating banks on the KBA website.

### BANK RESPONSIBILITIES

Banks are recommended to assign a senior officer to mentor interns, help them set learning goals, and expose them to various banking functions. Banks are encouraged, but not required, to provide housing. Participating banks providing housing will allow them to be more competitive with students.

### CURRENTLY PARTICIPATING KBA MEMBER BANKS

The KBA website is regularly updated with participating bank's internship opportunities.

<b>ASTRA BANK</b>	Abilene, KS; Belleville, KS
<b>BANK OF THE FLINT HILLS</b>	Wamego, KS & Manhattan, KS
<b>CAPITOL FEDERAL SAVINGS BANK</b>	Topeka, KS
<b>CARSON BANK</b>	Mulvane, KS
<b>CENTERA BANK</b>	Sublette, KS
<b>COMMUNITY NATIONAL BANK &amp; TRUST</b>	Augusta, KS
<b>CONWAY BANK</b>	Argonia, KS; Conway Springs, KS; Wichita, KS
<b>EQUITY BANK</b>	Wichita, KS
<b>EXCHANGE BANK &amp; TRUST</b>	Atchison, KS
<b>FARMERS &amp; DROVERS BANK</b>	Council Grove, KS
<b>FARMERS BANK &amp; TRUST</b>	Atwood, KS
<b>FARMERS STATE BANK</b>	Lindsborg, KS & Galva, KS
<b>FIRST NATIONAL BANK</b>	Scott City, KS
<b>FIRST NATIONAL BANK &amp; TRUST</b>	Phillipsburg, KS
<b>FNB BANK</b>	Goodland, KS
<b>GNBANK, N.A.</b>	Girard, KS; Pittsburg, KS
<b>GOLDEN BELT BANK</b>	Hays, KS; Fort Morgan, CO
<b>GUARANTY STATE BANK &amp; TRUST CO.</b>	Beloit, KS
<b>IMPACT BANK</b>	Caldwell, KS & Wellington, KS
<b>INTRUST BANK, N.A.</b>	Wichita, KS
<b>KAW VALLEY BANK</b>	Topeka, KS
<b>LANDMARK NATIONAL BANK</b>	Dodge City, KS; Kansas City Region; Lawrence, KS; Southeast Kansas Region
<b>RCB BANK</b>	Arkansas City, KS; Claremore, OK
<b>SOLUTIONS NORTH BANK</b>	Stockton, KS
<b>STOCKGROWERS STATE BANK</b>	Ashland, KS & Meade, KS
<b>THE BENNINGTON STATE BANK</b>	Abilene, KS; Bennington, KS; Lucas, KS; Minneapolis, KS; Salina, KS; Sylvan Grove, KS; Topeka, KS; Wamego, KS; Wichita, KS
<b>VINTAGE BANK KANSAS</b>	Benton, KS; Conway Springs, KS; El Dorado, KS; Hillsboro, KS; Leon, KS; Mulvane, KS; Peabody, KS; Towanda, KS; Whitewater, KS; Wichita, KS

### CONTACT

For questions, email J.W. Wells at [jwells@ksbankers.com](mailto:jwells@ksbankers.com) or call the KBA office at (785) 232-3444.