

CHANGING

THE

FACE

10000 | BLACK  
INTERNS

Information Deck

OF

BRITISH

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# Our Mission

We aim to champion underrepresented talent by promoting equity of opportunity and offering access to paid internships across a wide range of industries, as well as world-class training and development.



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# The Programme

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- 2000 internships per year
- 35+ workstreams
- 500+ companies
- 5 years

10,000 Black Interns was founded in 2020 to address the underrepresentation of Black talent within Investment Management.

Today, we are a registered charity working with organisations across 35+ workstreams to provide insight into industry for Black students and graduates through paid internships, training and mentoring.

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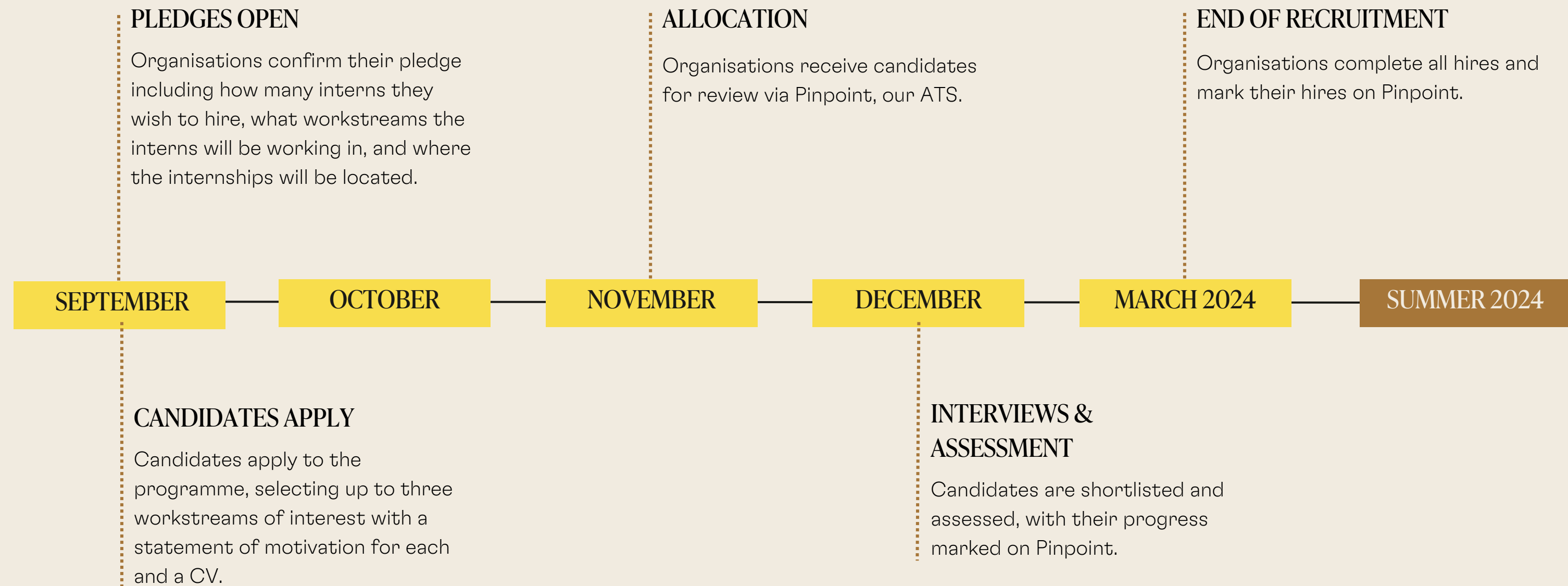
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# The Process

Using our algorithm, we allocate applicants to relevant organisations for review. Please note, candidates do not have a choice in where they are allocated, nor visibility over specific job descriptions



# Our Candidates

We do not filter applicants beyond the stated eligibility criteria, further screening is the responsibility of the host organisation. Organisations will receive a mixture of candidates from our pool that selected relevant workstreams of interest.





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# Our Commitment

## DIVERSITY

A slate of varied candidates for review

## CANDIDATES

Access to further candidates should an organisation wish to hire above their pledge/diversify their original candidate slate

## TRAINING

Workstream-specific and general training sessions to prepare candidates for placements

## SUPPORT

Mentoring and Inclusivity training to prepare organisations ahead of the internships, with ongoing customer service

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# Your Commitment

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## PLEDGES

Hire the number of interns stated in your original pledge (or more)

## TIME

Start internships in Summer 2024

## DURATION

Deliver a minimum 6-week internship

## SALARY

Pay a minimum of Local Living Wage

## TRACKING

Track and update the status of your candidates on Pinpoint

## MENTORS

Offer a mentor to each intern for the duration of their internship

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# Recruitment Tips

## ASSESSING CANDIDATES

Applicants will come from various backgrounds; we advise focusing on assessing a candidate's potential and their trajectory, rather than experience. You will receive a mixture of candidates from our pool.

## FLEXIBLE APPROACH

Some of our candidates may not be accustomed to technical assessments, consider flexibility in recruitment approach, especially if it usually comprises of multiple complex assessments

## VISAS

Roughly 10% of our applicants require a visa. We have partnered with two organisations that are able to assist in visa-related matters.  
BUNAC: [Kate.Howe@bunac.org](mailto:Kate.Howe@bunac.org)  
AIESEC: [tara@aiesec.co.uk](mailto:tara@aiesec.co.uk)



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# Our Impact



IMPACT DATA FROM  
OUR 10KBI PROGRAMME

BASED ON THE 2022/23  
PROGRAMME CYCLE

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2,000 Internship  
Opportunities

for Black/Black heritage students and  
graduates

30+ Sectors

30+ UK industries candidates can  
choose from

500+ Organisations

building inclusive practices and  
culture change

BECOME A CORPORATE MEMBER



OFFER TRAINING



SUPPORT PRO-BONO SERVICE



# Support Us



# Register Now

[Register Here](#)

Although our official bookbuild launches in September 2023, you can register your place early by filling in the Pledge Form now and revisiting your responses in September. When you revisit, you will be asked to additionally provide your recruitment timeline and the interns' salary amount.





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# Thank you

10,000 BLACK INTERNS TEAM

YEJIN SON

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GENERAL QUERIES

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