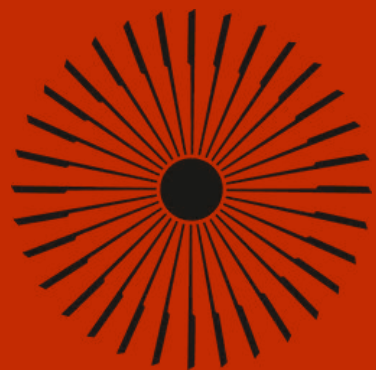


CHANGING

THE

FACE



# 10000 | INTERNS FOUNDATION

Information Deck

OF

BRITISH

BUSINESS



# INDEX

CHANGING

THE

FACE

1. Our Mission
2. The Programmes
3. The Process
4. Our Candidates
5. Our Commitment
6. Your Commitment
7. Recruitment Tips
8. Our Impact
9. Support Us

OF

BRITISH

BUSINESS

# 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.



CHANGING

THE

FACE

# The Programmes

10000 | BLACK  
INTERNS

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.

OF

BRITISH

BUSINESS



CHANGING

THE

FACE

# The Programmes

10000 | ABLE  
INTERNS

The 10,000 Able Interns Programme was launched in 2022 following the success of the 10,000 Black Interns programme to address the underrepresentation of disabled talent within UK industries.

Starting with a pilot cycle of 100 internships in 2022/23, the 10KAI programme has now expanded to provide 500 internship opportunities for the 2023/24 cycle.

OF

BRITISH

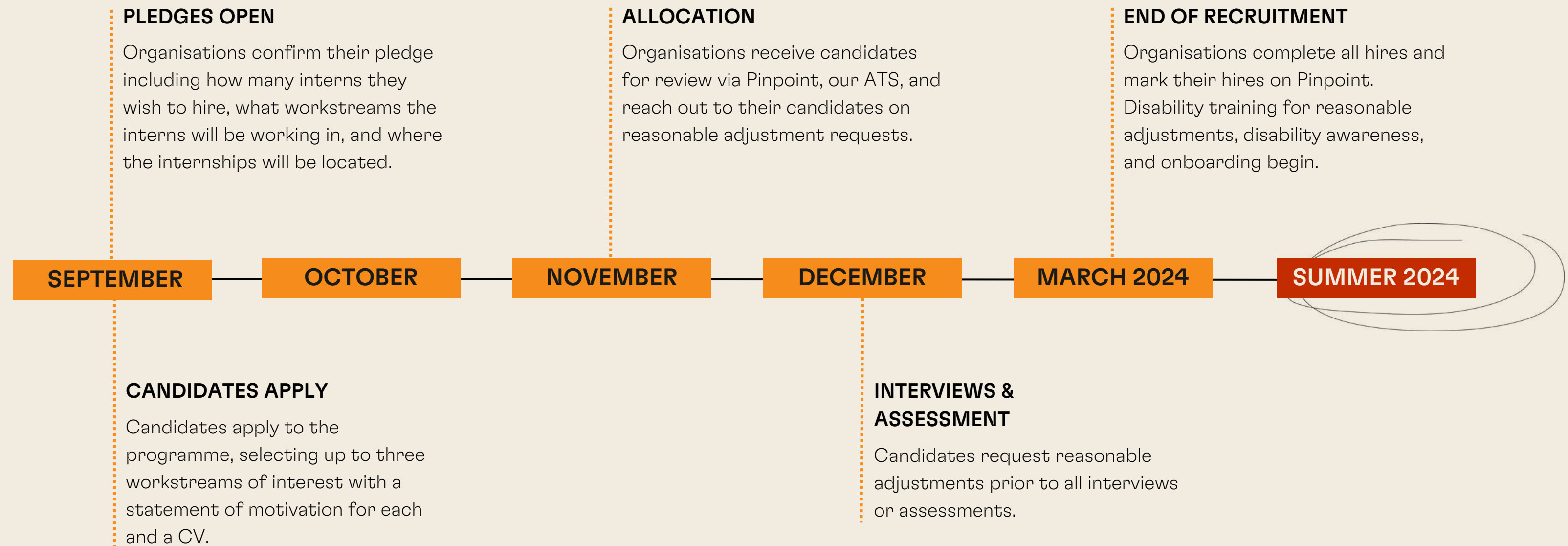
BUSINESS

SAMI DAR, CO-FOUNDER



# 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.

## 10KBI



### BLACK OR BLACK HERITAGE

Including mixed heritage



### STUDENTS AND GRADUATES

UK university student, in any year of study; or Recently graduated (from 2020 onwards); or Over 18, on a gap year, with a confirmed place at a UK university



### DISABLED

Disabled talent experiencing social and physical barriers



### STUDENTS AND GRADUATES

UK university student, in any year of study; or Recently graduated (from 2020 onwards); or Over 18, on a gap year, with a confirmed place at a UK university

## 10KAI





CHANGING

THE

FACE

# 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

OF

BRITISH

BUSINESS



CHANGING

THE

FACE

# Your Commitment

## 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

OF

BRITISH

BUSINESS





# 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)



CHANGING

THE

FACE

# OUR IMPACT



IN JUST THREE YEARS,  
WE ARE ALREADY  
HALFWAY TO CREATING  
A COMMUNITY OF  
10,000 INTERNS.

OF

BRITISH

BUSINESS

5,000 Internship  
Opportunities

for Black and disabled  
students and graduates

30+ Sectors

30+ UK industries candidates can  
choose from

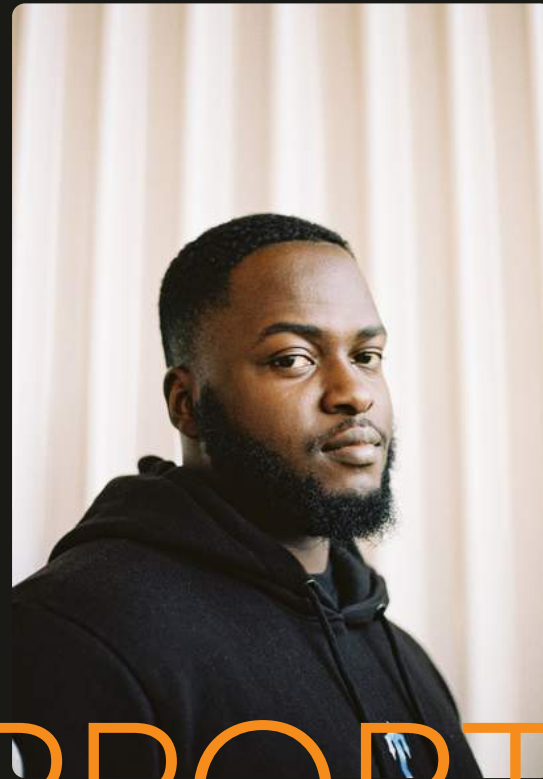
700+ Participating  
Organisations

building inclusive practices and  
culture change

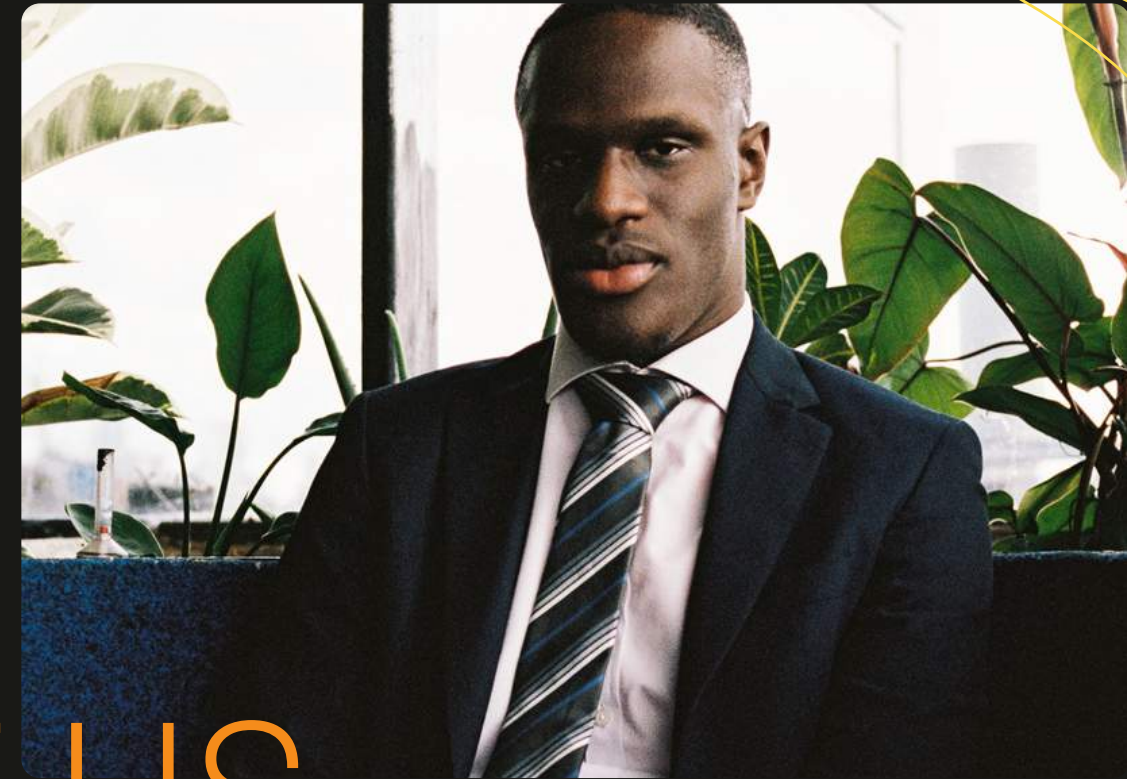
BECOME A CORPORATE MEMBER



OFFER TRAINING



SUPPORT PRO-BONO SERVICE



SUPPORT US



# Register now

10000 | BLACK  
INTERNS

[Register Here](#)

10000 | ABLE  
INTERNS

[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.





CHANGING

THE

FACE

# THANK YOU

[WWW.10000INTERNSFOUNDATION.COM](http://WWW.10000INTERNSFOUNDATION.COM)

**YEJIN SON**

Account Manager

**10,000 BLACK INTERNS**

[company@10000blackinterns.com](mailto:company@10000blackinterns.com)

**10,000 ABLE INTERNS**

[company@10000ableinterns.com](mailto:company@10000ableinterns.com)

OF

BRITISH

BUSINESS