

10000 | BLACK  
INTERNS

# Programme Guide

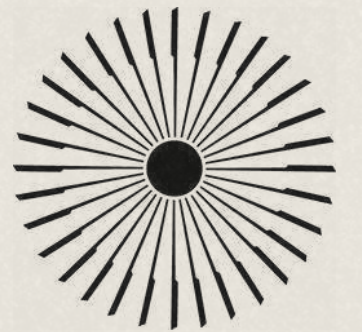


[10000internsfoundation.com](http://10000internsfoundation.com)



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# We're on a mission ...

To transform the workplace by offering access to paid internships (7,000 in 4 years and counting). We believe in equity of opportunity and experience because talent is everywhere and so are we!

*changing the  
face of British  
business*





# The (iconic) programme

2,000 Internships Per Year

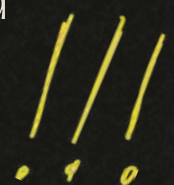
35+ Industries

500+ Organisations

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 41 workstreams to provide insight into the industry for Black students and graduates through paid internships, training and mentoring.





# This is how it works

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.

## CANDIDATES APPLY

Candidates apply to the programme, selecting up to three workstreams of interest with a statement of motivation for each and a CV.

AUGUST

SEPTEMBER

## PLEDGES OPEN

Organisations confirm their pledge including how many interns they wish to hire, what workstreams the interns will be working in, and where the internships will be located.

## ALLOCATION

Organisations receive candidates for review via Pinpoint, our ATS.

OCTOBER

## INTERVIEWS & ASSESSMENT

Candidates are shortlisted and assessed, with their progress marked on Pinpoint.

NOVEMBER / DECEMBER

## END OF RECRUITMENT

Organisations complete all hires and mark their hires on Pinpoint.

MARCH 2025

SUMMER 2025



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# Our talented 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.

**BLACK OR BLACK HERITAGE**

including mixed heritage

**STUDENT AND GRADUATES**

UK university student, in any year of study; or Recently graduated (from 2021 onwards); or Over 18, on a gap year, with a confirmed place at a UK university







# 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





# Your commitment

## PLEDGES

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

## TIME

Start internships in Summer 2025

## DURATION

Deliver a minimum 6-week internship

## SALARY

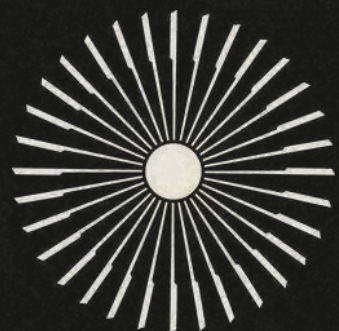
Pay a minimum of Local Living Wage

## TRACKING

Track and update the status of your candidates on Pinpoint

## MENTORS

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







# 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 15% of our applicants require a visa. We have partnered with two organisations that are able to assist in visa-related matters.

BUNAC: [info@bunac.org](mailto:info@bunac.org)

AIIESEC: [tara@aiesec.co.uk](mailto:tara@aiesec.co.uk)





# Our impact

7,000+ Internship created  
for Black/Black heritage students and  
graduates

35+ Sectors

Organisations from 30+ UK industries  
take part in the programme

40+ Workstreams

40+ workstreams applicants can choose from

700+ Organisations

building inclusive practices and culture change



*Impact Data  
from our programme  
since inception*



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SUPPORT IN KIND

OFFER TRAINING

BECOME A CORPORATE MEMBER

# Support Us

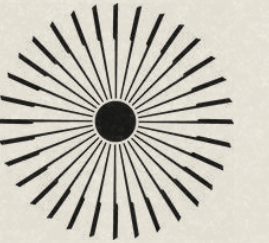


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# Pledge Now

[Link to Pledge Form](#)

Our pledge form is open for organisation who wish to join us now. Depending on when you submit the form, we will be able to allocate candidates to you within a week on average.







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**Got a programme related enquiry?**  
Reach out to the Account Manager

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

