



GAIN EMPOWER INVESTMENT INTERNSHIP PROGRAMME 2024

IN PARTNERSHIP WITH



A GUIDE FOR FIRMS

GAIN - Girls Are INvestors
gainuk.org
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WHAT IS THE GAIN EMPOWER INVESTMENT INTERNSHIP PROGRAMME?

Designed to give young women and non-binary people an opportunity to learn about the investment management industry, our internship programme provides training and mentoring together with hands-on experience and investment decision making exposure, to students or recent graduates studying at a UK university. Firms who participate are invited to showcase both their organisation and the industry in order to build a strong and diverse pipeline of talent for future investment roles.

Internships on the programme are:

- Full time
- Summer placements (June – September)
- A minimum of 4 weeks in length
- Funded by the participating firm



GAIN screens all applications to the programme for eligibility and manually matches internship candidates with participating firms, considering any criteria provided by the firm, with the overall objective of preparing a diverse, programme-exclusive slate of candidates for the firm to review.

The candidate assessment process is determined by the firm but should be completed within the timeframe set by GAIN. We ask firms to keep GAIN updated on their candidate review and assessment progress via a platform called Pinpoint.

Candidates who accept an internship offer from a participating firm will join the GAIN Empower Investment Internship Programme and benefit from:

- Pre-internship training from Training The StreetSM
- Introduction to PE Training from BVCA (for those interning at a PE firm)
- Soft skills training from GAIN & our partners
- A dedicated mentor from the GAIN or Level 20 network
- Networking opportunities with other participants on the programme

WHO IS ELIGIBLE TO APPLY TO THE PROGRAMME?

Eligibility extends to undergraduates currently studying at a UK university in their penultimate or final year as well as Masters and MBA students. UK citizens studying abroad and recent graduates (within the past 12 months) may also apply.

International students studying in the UK must hold a visa that gives them the right to work full time during the internship.

Applicants should be predicted, or have attained, a minimum of a 2:1, but this can be in any degree discipline.

WHAT ELSE DO I NEED TO KNOW?

- In addition to the assessment process, the participating firm decides the successful candidates' rate of pay and benefits such as holiday, the internship start date and the length of internship.
- We recommend the internship offer made to candidates is competitive for the industry. GAIN can provide relevant benchmarking data on request.
- A fee of £1,250 (+ VAT) is payable to GAIN upon successful hiring of an intern to cover our administration costs of running the programme and the cost of your intern's training programme. GAIN Platinum sponsors are exempt from this fee.
- GAIN promotes the programme extensively via our social media channels and website, and via societies and careers fairs at universities across the UK, highlighting participating firms as diverse employers.

149%
increase in
applicants year
on year

HOW CAN MY FIRM PARTICIPATE IN THE 2024 PROGRAMME?

Our application window for firms who would like to take part in our summer 2024 programme is open 22nd May – 14th July 2023.

[PLEASE CLICK HERE TO APPLY](#)

GAIN will review applications and notify firms who have a place on the programme by 11th August 2023.

Key 2024 programme dates:

2023:

- **6th September – 29th October:** Student application window
- **8th November – 12th January:** Firms receive shortlist of candidates and conduct candidate assessments. Offers made by firms to successful candidates
- **15th December:** Clearing pool phase involving firms who missed original application deadline or who are unable to start their assessment process until after 15th December.

2024:

- **February – June:** Training programme for interns (organised by GAIN)
- **June – September:** Internship placements (dates vary according to participating firm). Mentor allocated to support every intern.

60 DIFFERENT UK UNIVERSITIES AND BUSINESS SCHOOLS REPRESENTED IN 2023 PROGRAMME APPLICANTS

IS THERE AN EXPECTATION THAT A PERMANENT ROLE WILL BE OFFERED TO THE INTERN AT THE END OF THE INTERNSHIP?

There is no expectation of a permanent position at the end of the internship. Applicants understand they are applying to the programme to benefit from a solid foundation of training, industry experience and mentoring with which to move on and secure a graduate position. There are however some firms who take part in the programme who use the internships as an 'extended interview' and key part of their graduate recruitment process.

70%

of applicants to 2023 programme studied at a state school or independent school with a bursary

ARE WE REQUIRED TO TAKE AN INTERN, EVEN IF WE THINK NONE OF THE CANDIDATES ARE SUITABLE?

You are not required to take an intern or pay a programme fee if you decide that none of the candidates GAIN send you are suitable for an internship with your firm.

Please note that we encourage firms to interview as many of the candidates they are allocated as possible however we will send replacement candidates to firms if they are certain they do not wish to take one (or more) of the candidates forward in their assessment process.

CAN APPLICANTS STATE A PREFERENCE FOR THE FIRM THEY ARE ALLOCATED TO?

We invite applicants to tell GAIN if they have a preference for a firm or investment area, but the applicant must provide good reasoning if they do so, and GAIN make no guarantee they will be matched with their preference.

WHAT ARE THE EXPECTATIONS OF A PARTICIPATING FIRM?

We ask that:

- HR and Investment Team align on business needs and candidate criteria prior to completing the GAIN Application Form
- Candidate CVs and applications are reviewed promptly, and the Pinpoint platform is kept updated with every candidate's status in the firm's assessment process
- Candidates are communicated with directly to arrange interviews using the contact information in their application, and if an interview is completed but the candidate unsuccessful, brief, constructive feedback is provided to them via an e-mail or call
- Timely, industry competitive offers are made to candidates and firms manage any candidate background checks required together with the issuing and signing of contracts
- GAIN is informed of internship dates and intern salary
- Firm keeps in touch with intern periodically between offer acceptance date and internship start date, and where possible ahead of the internship, invites the intern into the office to meet the team

Please visit our www.gainuk.org for further firm FAQs

ABOUT GAIN

GAIN (Girls Are INvestors) is a charity set up by investment professionals to improve gender diversity in investment management by building a talent pipeline of entry-level young women and non-binary candidates through early engagement with school, sixth form and university students. We provide free resources, events & programmes supported by a network of industry role models who speak at events and offer mentorship. Find out more by visiting www.gainuk.org

ABOUT LEVEL 20

Level 20 is a not-for-profit organisation founded with the aim of improving gender diversity in the private equity industry by empowering those who work within the industry, encouraging new talent to join, and supporting firms to take practical steps towards effecting change. Visit www.level20.org for more information.



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GAIN IS PROUD TO BE SUPPORTED BY:

