

WEST OF ENGLAND BLACK INTERNS PILOT

Impact Report November 2021



INTRODUCTION:

The West of England (WoE) Black Interns Pilot Programme was launched by Hargreaves Lansdown in partnership with Bristol City Council and the University of the West of England (UWE).

Inspired by the #10000BlackInterns initiative, HL and the Bristol Mayor, Marvin Rees collaborated to launch the regional specific initiative. Aiming to take action for disadvantaged groups at a difficult time in the region's recovery, the WoE Black Interns Pilot was designed to be a long-standing programme that could be built upon each year.

The programme was designed to provide up to 50 students with a paid, cross-sector four-week internship. In 2021, 18 organisations offered placement opportunities to 46 black students living or studying in the region.

PLANNING:

A working group, chaired by HL, was formed to manage the launch of the scheme. This involved the advertising, engagement and recruitment of both the interns and the organisations taking students. This working group will continue to build on the programme with the aim of increasing its impact each year, over the next five years.

The initial objectives of the initiative were:

- **Objective 1** – Give young black students a valuable workplace opportunity
- **Objective 2** – Build transferable skills
- **Objective 3** – Build students' confidence
- **Objective 4** – Help students decide their future career path
- **Objective 5** – Build understanding of potential sectors and roles
- **Objective 6** – Test and learn for the future

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The internship has helped me to gain various hard and soft skills. I improved my communication and my networking skills.

IMPACT:

The impact of the internship programme was measured through a pre and post internship survey conducted with the interns and the organisations involved. This was done to understand both the strengths of the project and to find areas of development for future years.

Objectives 1&2: Build transferable skills and give black students a valuable workplace opportunity

100% of interns believe they have gained valuable work experience through the internship.

Objective 3: Build students' confidence

Before the internship, the two key barriers interns stated they faced were:

- A lack of a professional network
- A lack of meaningful workplace opportunities to apply for

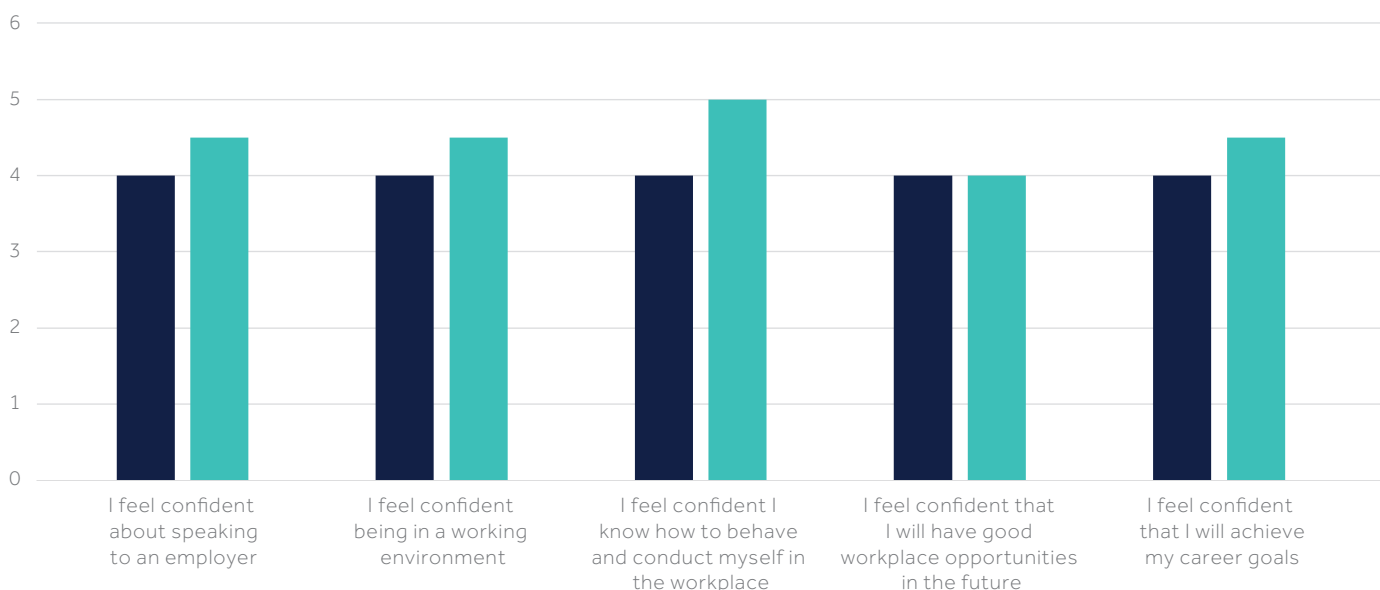
Confidence metrics evaluated to measure the success of the programme were:

- Confidence in overcoming barriers that they may have experienced or perceived in the past
- Confidence in accessing a professional network

93% of interns said they felt more confident in these areas following the internship.

TO WHAT EXTENT DO YOU AGREE WITH THESE STATEMENTS (AVERAGE SCORES)...

● Pre internship ● Post internship



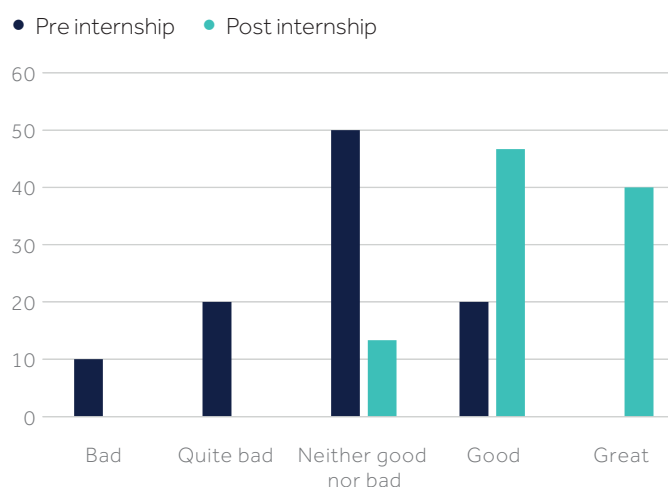
Objectives 4&5: Build intern's knowledge and understanding of the role, sector and their potential future career paths

Overall the interns increased their knowledge and understanding of the sector/role they completed their internship in. Feedback stated that it was a fantastic opportunity for interns to try and learn something new, increase their knowledge and experience, and understand whether the role is or isn't the path they intend to pursue for their future career after graduating.

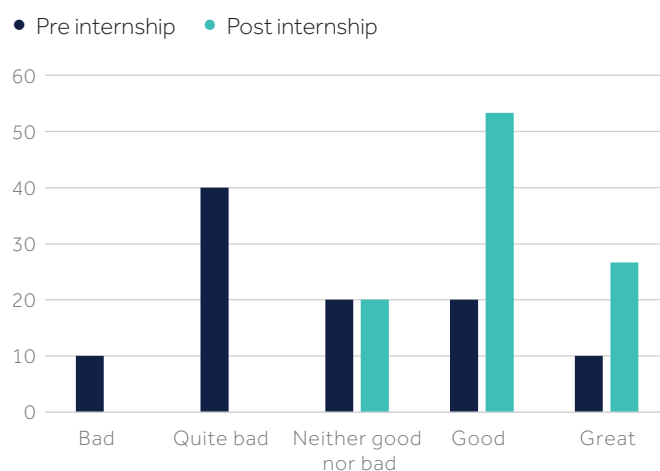
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Schemes like this break down this invisible barrier that sometimes exists between non-white people and these large organisations. There's a lot of people who could have been put off but a scheme like this has opened their eyes to the opportunities that are out there for them.

HOW WOULD YOU RATE YOUR LEVEL OF UNDERSTANDING OF THE ROLE/DEPT YOU WILL BE COMPLETING YOUR INTERNSHIP IN?



HOW WOULD YOU RATE YOUR LEVEL OF UNDERSTANDING OF THE SECTOR YOU WILL BE COMPLETING YOUR INTERNSHIP IN?



OTHER SUCCESS MEASURES:

100%

of organisations who responded to the survey would **like to be involved** in the programme again

89%

of interns stated they **would want** to work for the organisation they completed their internship in

100%

of interns **would recommend** this internship to other students

11%

of interns realised **this wasn't** the role/sector/company for them but that it was a useful opportunity to build skills, grow their network and understand more about potential future career paths next year

Objective 6: Test and Learn

Building on the success of the West of England Black Interns Pilot, the Strive Internship has been created. This scheme takes learnings and feedback from the pilot, expanding both the number of interns and broadening the width of sectors that internships are available in to maximise opportunities for the students. The programme will be opened to a wider pool of participants, including BAME students living or studying in the region.

Interested in getting involved with the new Strive programme for 2022? Please email StriveInterns@hl.co.uk

Feedback	Development
Diversity of the eligible applicants was too narrow	Criteria has been widened to include all BAME candidates to increase the impact of the scheme
Internships in September clashed with university commitments	Timing of the scheme has been moved to the summer months to align with student timetables
Fixed internship length didn't allow for flexibility	Internships can now last longer than four weeks if interns and organisations should wish

ORGANISATIONS WHO PARTICIPATED IN OUR 2021 PILOT

A big thank you to all the people and organisations who were a part of the 2021 pilot. This programme would not have been possible without all the time and effort invested into it, so thank you.

Organisations who participated this year:

- Avon and Somerset Police
- Bishop Fleming
- Bristol & Bath Regional Capital (BBRC)
- Bristol City Council
- Bristol Magistrates Court & Tribunal Hearing Centre (HMCTS)
- Burges Salmon
- Business West
- City of Bristol College
- Diocese of Bristol
- Ghyston
- Hargreaves Lansdown
- NHS Bristol
- PeopleScout
- Plimsoll Productions
- South Gloucestershire Council
- The Ambitious Consultancy
- UWE
- West of England Sport Trust

