



THE STRIVE INTERNSHIP PROGRAMME

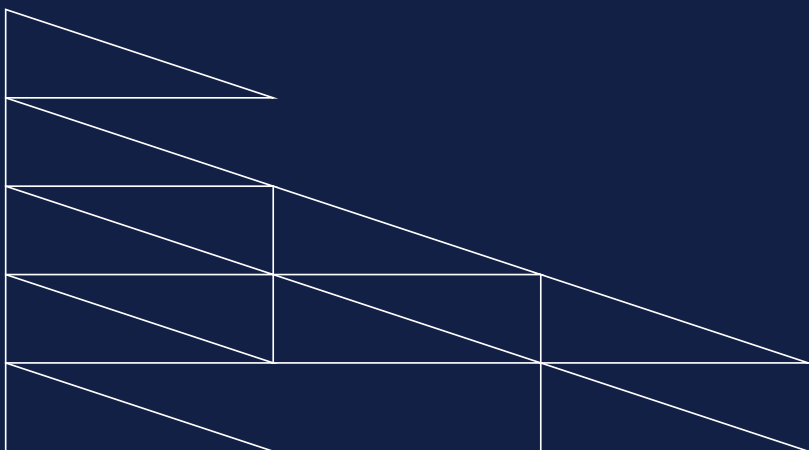
Impact Report November 2023



Marvin Rees, Mayor of Bristol, has described the scheme as a big success:



Interns across the organisations who have taken part have really benefitted from our award-winning programme. For young people, particularly from Black, Asian, and minority ethnic backgrounds, paid internships are big first step into many sectors. For too long, those doors have felt not just shut but bolted – and this initiative is proving transformational for many students. We are proud to have worked with Hargreaves Lansdown and UWE Bristol to deliver this programme – including by offering internships in my own office at City Hall.



INTRODUCTION

In 2020, against the backdrop of rising unemployment amongst Black students and inspired by the simplicity of the #10000BlackInterns initiative, former CEO, Chris Hill of Hargreaves Lansdown and Marvin Rees, Bristol Mayor, identified a need to take action to create opportunities for Black students. The 'West of England Black Interns Pilot', was launched by Hargreaves Lansdown, in partnership with The Mayor's Office, Bristol City Council and UWE Bristol and created 45 paid internship opportunities for Black students across 18 organisations in the West of England.

Building on the success of our pilot programme, the Strive Internship Programme was born, broadening our focus to offer paid internship opportunities to Black, Asian and minority ethnic university students, living or studying in the West of England. To date the scheme has provided over 90 paid internships to students across 25 organisations and in 2022 we were thrilled to receive an Institute of Student Employers award for the scheme.

The programme now offers paid internship opportunities for students across a number of sectors. Interns can fully immerse themselves in 6-8 week summer placements where they gain hands-on experience whilst also attending valuable skill-building sessions designed to enhance their career confidence and connect them with interns across the scheme.



Research has shown that Black, Asian and minority ethnic students are more likely to experience discrimination in workplaces and have poorer graduate outcomes than their White peers (UWE APP- references Rafferty, 2012; McIlwaine and Bunge, 2018; Henehan and Rose, 2018). The Strive programme brings public, private and academic sectors together with the common goal of positively impacting employment outcomes.

Paid work experience provides an opportunity for students to learn practical and transferable skills, build confidence and networks, explore career paths and understand more about themselves and their values.

Objectives and aims

The Strive Internship Programme seeks to help address regional workplace and labour market inequalities and is part of an ecosystem of positive action across the city. The programme working group engages with local employers and students to understand early talent needs, advertise, engage and recruit both interns and organisations. The working group are responsible for achieving the following objectives.

- **Objective 1** – Give young Black, Asian and minority ethnic students a valuable workplace opportunity
- **Objective 2** – Build transferable employment skills
- **Objective 3** – Build students' confidence and networks
- **Objective 4** – Help students decide their future career path
- **Objective 5** – Build understanding of potential sectors and roles

2023 IMPACT

The impact of the programme is measured through pre and post internship surveys, conducted with the interns and the organisations involved. Our aim is to understand the strengths of the project, and areas of development for future years.

OUTCOME 1: Strive gave students a valuable workplace opportunity

100% of interns feel they gained valuable work experience through the internship. Below are some examples of the feedback we received from interns who took part in the 2023 programme:



I was given a lot of responsibility within my department and was able to build on my transferable skills by working with interns from varying departments on the ExCo presentation.



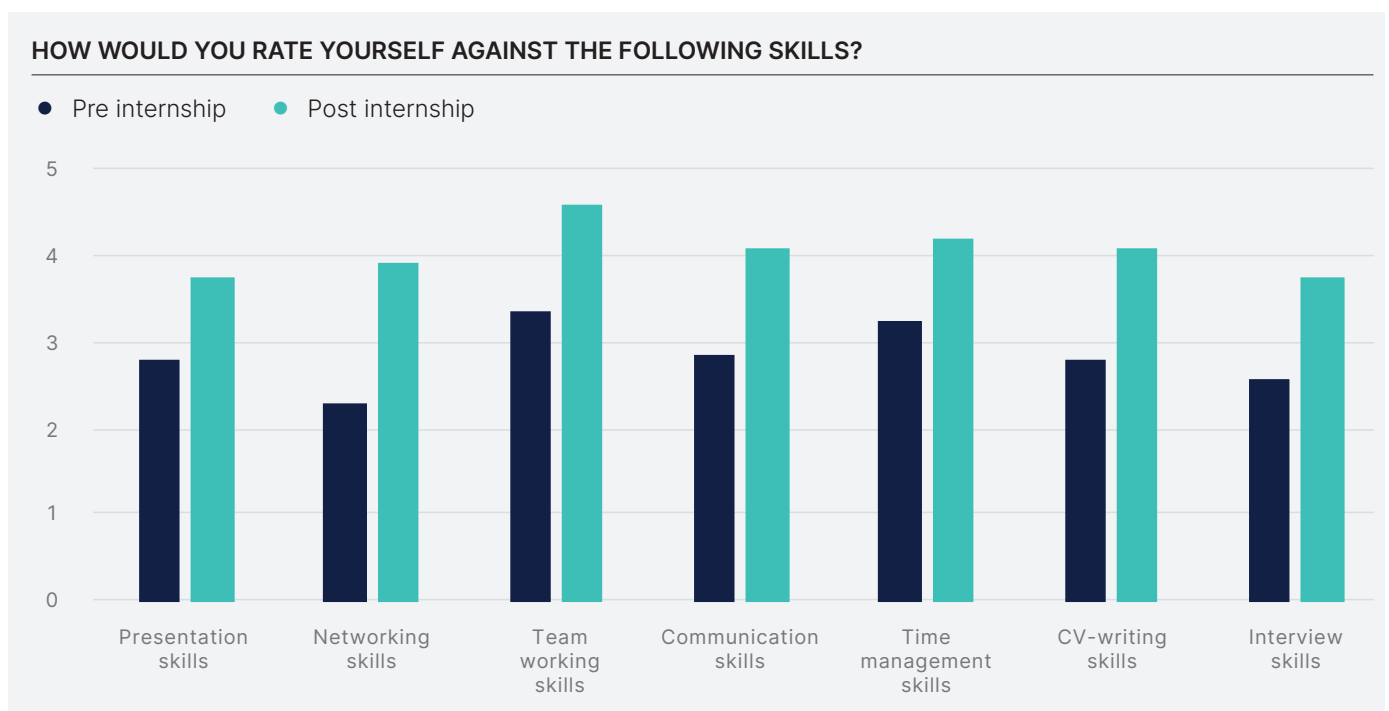
Every day was a learning experience. I was being pushed out of my comfort zone and doing things like networking and leading meetings which is essential for my career development. Hargreaves Lansdown has prepped me for what it's like to work in the real world.

OUTCOME 2: Strive built transferrable employment skills

We asked interns to rate themselves against the following skills both pre and post internship. Post internship feedback showed that interns had increased their skills in all areas.



I've learned so much about the workplace and with the Strive employability sessions I am confident I can achieve whatever I put my mind to.



OUTCOME 3: Strive supported students to build their networks and confidence

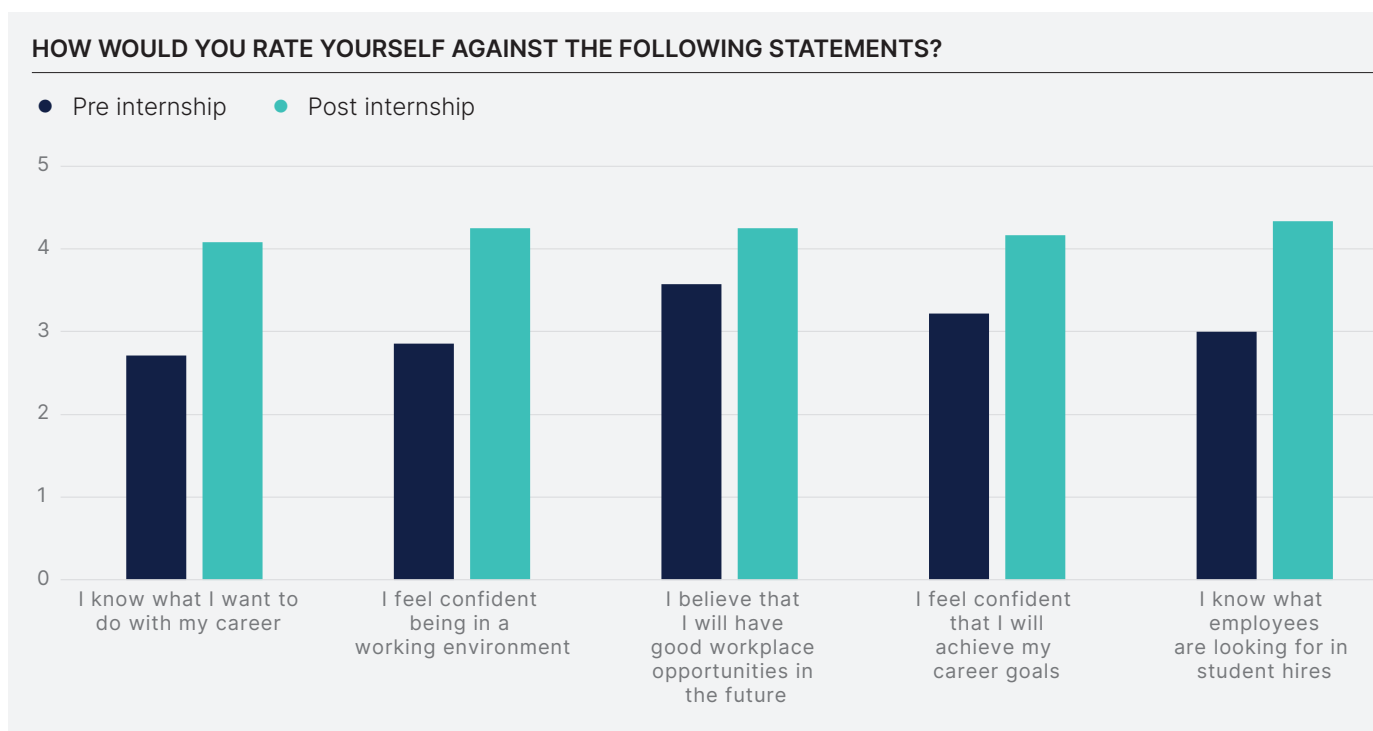
Before the internship, the main barriers interns identified with regards to accessing workplace opportunities were:

- Confidence in being in a workplace
- A lack of meaningful workplace opportunities for them to apply for
- A lack of understanding of where they want to build a career

Following the internship we saw an increase in all confidence metrics.

“

I've managed to score several victories in this internship. Seeing this progress has given me the confidence and motivation to put in the effort to achieve those goals.



“

I feel more confident navigating around the professional world and also communicating with others.

“

This internship has given me so much experience which is directly applicable to what I want to do in the future. I will use this experience to set me apart from others and leverage my position as to why I'm the best candidate for the role.

OUTCOME 4 AND 5: Strive helped build students' understanding of roles, sectors and their potential future career paths

Overall the interns increased their knowledge and understanding of the sector/role they completed their internship in. Intern feedback highlighted the opportunities they had to try and learn new things, build their knowledge and increased clarity around their future career path and goals.



“

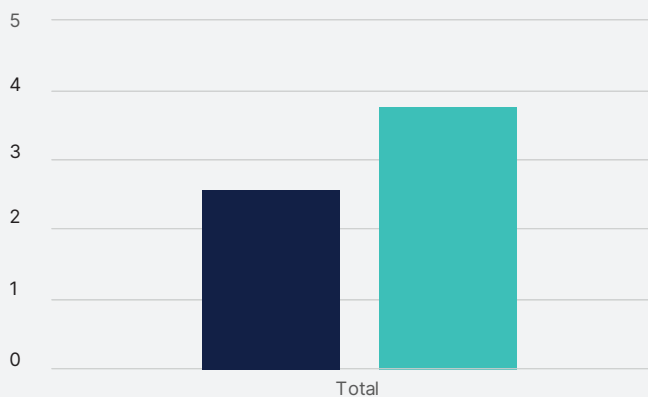
Thanks to the internship, I now realise what I enjoy doing and that I might enjoy tech. I foresee it being an exciting and busy time for HL, especially in that area,

“

Ultimately realised that the industry is not something I wanted to transition into. The things I learnt and experienced I will be able to carry into my future career and studies.

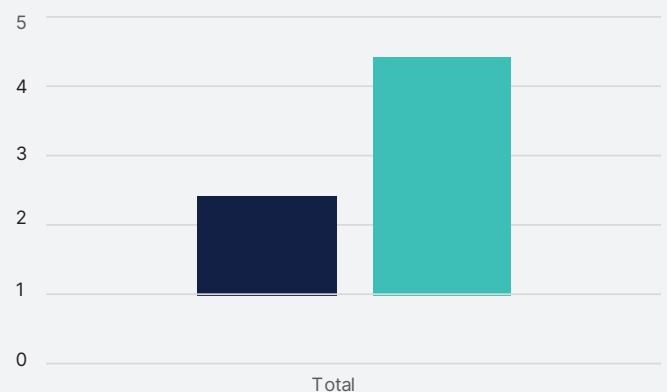
HOW WOULD YOU RATE YOUR LEVEL OF UNDERSTANDING OF THE SECTOR YOU ARE GOING TO BE WORKING IN AS PART OF THIS INTERNSHIP PROGRAMME?

● Pre internship ● Post internship



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

● Pre internship ● Post internship



Other success measures:

- 100% of interns would recommend this internship to other students
- 100% of organisations who responded to the survey would like to be involved in the programme again next year
- 100% of interns achieved most or all of their internship goals
- 90% of interns stated they would want to work for the organisation they completed their internship in. 10% of interns realised this wasn't the role/sector/company for them but it was a useful opportunity to build skills, grow network and understand more about potential future career paths

Looking ahead

This year we placed all interns to an organisation within their top 3 choices, which led to an increase in overall satisfaction with their experiences. Building on the feedback we received from interns, we will aim to expand the programme next year by increasing the number of placements across a range of sectors, and focus on increasing the quality of matched placements by providing job descriptions in advance of the matching process.



During my time at Bishop Flemming to work on special projects which were data and IT driven within the Audit space, an area I am passionate about. I utilised some of the knowledge I learnt during my Financial Technology master's degree and have since with several teams on audits, building considerable experience in auditing different clients.

Integrating into a new working environment can be quite challenging. I applied for various financial jobs that played to my skillset, but I had a lot of rejection emails despite being fully

A journey of growth and opportunity

Audit Assistant, Joshua Ejenobo, started his accounting career at Bishop Fleming through the Strive Internship Programme. He shares his inspiring journey and showcases the personal growth, development and potential that can be reached through the programme.



qualified. I decided to take a chance at applying through the Strive programme that was focused on providing equal opportunities for people like me from an ethnic minority background and I was delighted to receive a job offer.

Starting as an intern gave me the opportunity to start small and it provided me with an avenue to prove myself despite the earlier rejections. The Strive internship was a really great opportunity for me, and I will encourage everyone to take advantage of it.

Joshua Ejenobo, Audit Assistant

ORGANISATIONS THAT HAVE PARTICIPATED IN STRIVE SINCE THE 2021 PILOT

A big thank you to all of the organisations that have supported this programme. It would not have been possible without the time and effort you invested.

- Avon and Somerset Police
- Avon Fire and Rescue
- Ambitious PR
- Bishop Fleming
- Bray Leino
- Bristol & Bath Regional Capital (BBRC)
- Bristol City Council
- Bristol Magistrates Court & Tribunal Hearing Centre (HMCTS)
- Bristol Waste
- Burges Salmon
- Business West
- City of Bristol College
- Diocese of Bristol
- Environment Agency
- Ghyston
- Hargreaves Lansdown
- Intellect Books
- Lloyds
- NHS Bristol
- Nomensa
- PeopleScout
- Plimsoll Productions
- South Gloucestershire Council
- UWE
- West of England Sport Trust

The Strive Internship Programme is a great example of the public and private sectors coming together to work to help improve our communities. The only cost to the participating organisation is the salary cost of the internships.

If you're interested in getting involved please email StriveInterns@hl.co.uk