



# **GAIN and Level 20 Empower Investment Internship Programme Informational Session**

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15 May 2025

# Agenda

- 01** / Empower Investment Internship Programme, what is it?
- 02** / The candidate journey: application and selection process
- 03** / How can my firm participate in the 2025 Programme?
- 05** / FAQs



*I gained more confidence during my internship and met many strong women who were very inspirational.*

01

# Empower Investment Internship Programme, what is it?

2025/2026

# What is the GAIN Empower Investment Internships Programme?

Since the successful **launch in 2021**, Level 20 UK has partnered with GAIN on the Empower Investment Internship Programme, matching young women and non-binary students with private equity firms for summer internships.

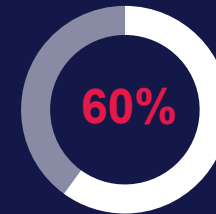
- > A UK programme\* designed to give young women and non-binary people an opportunity to learn about the investment management industry
- > Provides training and mentoring together with hands-on experience and investment decision making exposure, to students or recent graduates with the right to work in the UK.
- > Internships are a great way for young talent — who may otherwise have not considered a career in private equity — to experience the sector. 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**.

## How it works

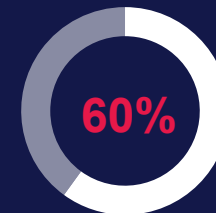
- > GAIN (Girls Are INvestors) is a charity set up by investment professionals to improve gender diversity in investment management by building a talent pipeline of entry-level young women and non-binary candidates through early engagement with school, sixth form and university students.
- > The GAIN team oversees the whole programme, with **Level 20 supporting** with the private equity-focussed applicants and firms in the programme.
- > Level 20 will work **directly with our sponsor firms** to coordinate their journey with the programme.
- > There is a programme **fee** from GAIN, if a successful candidate is placed at a firm.

## RESEARCH SHOWS:

Outcome of the GAIN 2025 Programme.



Of GAIN Intern Alumni secured a further role in investment management industry\*\*



of applicants to 2024 programme studied at a state school or independent school with a bursary.

# Internships on the programme

1. Full time
2. Summer Placement (June – September)
3. A minimum of 4 weeks in length
4. Funded by the participating firm

**LEVEL**  
**20**

**02**

**The Candidate  
Journey: Application  
& Selection Process**

# Candidate pipeline and process

**The candidate assessment process is determined by the firm**

**\*but\***

**should be completed within the timeframe set**

**Firms need to keep the Pinpoint platform updated with their candidate review and assessment progress**

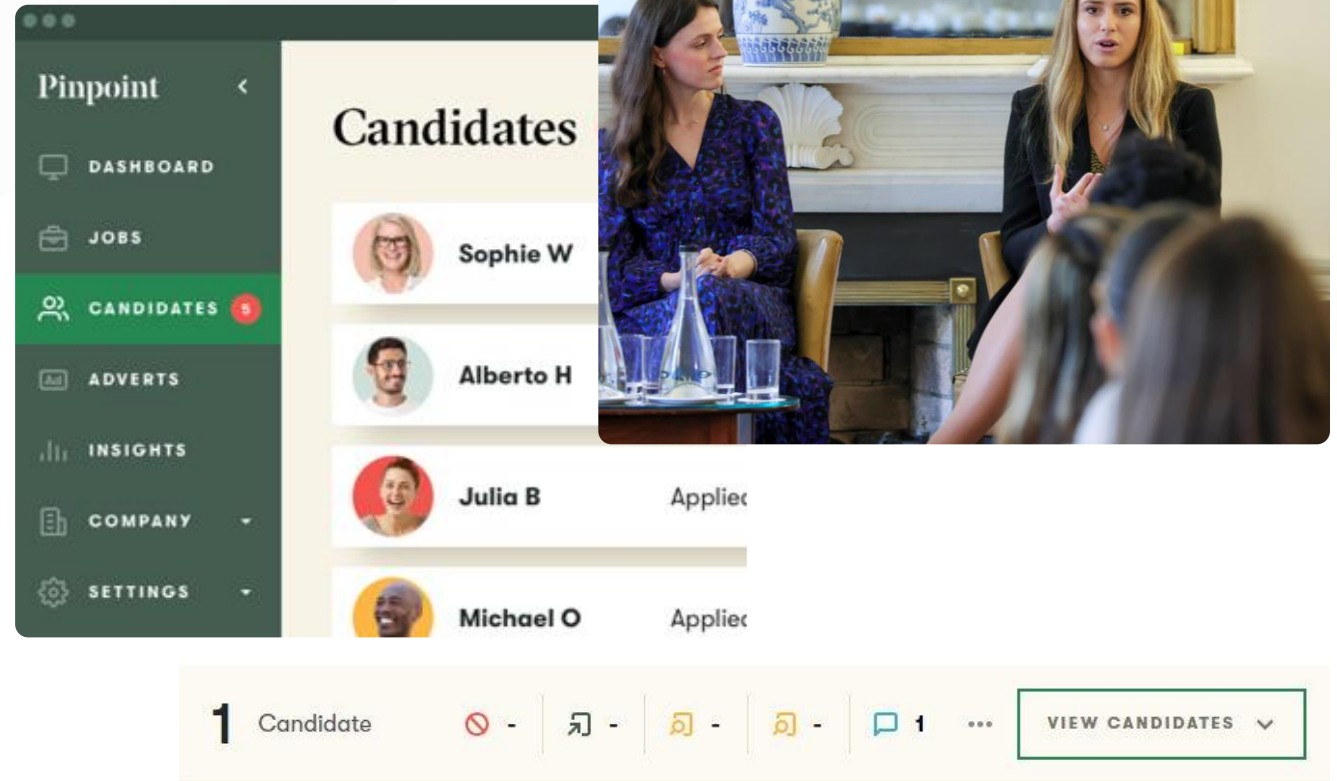
## **Programme Overview:**

- > Candidates apply to the GAIN programme by October 2025
- > Expectations are set that successful applicants will be placed in internships by January 2026
- > GAIN screens all applications to the programme for eligibility
- > Manual matching of internship candidates with participating firms
- > Any specific criteria provided by firms is considered (e.g. preferred year of study, degree subject area)
- > Overall objective – preparing a diverse, programme-exclusive slate of candidates for firms to review

# Pinpoint

We use **Pinpoint** to track candidate application processes.

- > Once allocated to a firm each candidate's journey from allocation through interview to hired is updated by firms.
- > Offers are also tracked through the system.







The image shows a screenshot of the Pinpoint software interface on the left and a video of an interview on the right. The Pinpoint interface has a dark green sidebar with navigation options: DASHBOARD, JOBS, CANDIDATES (highlighted with a red notification badge), ADVERTS, INSIGHTS, COMPANY, and SETTINGS. The main content area is titled 'Candidates' and lists four individuals: Sophie W, Alberto H, Julia B (labeled 'Applied'), and Michael O (labeled 'Applied'). Below the list is a summary bar showing '1 Candidate' and a 'VIEW CANDIDATES' button.

**Pinpoint** <

- DASHBOARD
- JOBS
- CANDIDATES** 5
- ADVERTS
- INSIGHTS
- COMPANY
- SETTINGS

### Candidates

-  Sophie W
-  Alberto H
-  Julia B Applied
-  Michael O Applied

1 Candidate [filters] [actions] [1] ... [VIEW CANDIDATES](#)



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 AmplifyMe



Soft skills training from GAIN and their partners



A dedicated mentor from the GAIN alumni network



Networking opportunities with other participants on the programme

## GAIN Candidate preparation

> Throughout the candidate application period, there are a number of events run by GAIN to support potential applicants with making their best application. **These are not mandatory.**

03

How can my firm  
participate this year?

# Key dates

## 2025

- > 19th May: Firm applications open
- > 22<sup>nd</sup> August: GAIN will notify successful firms
- > 8th September – 26th October: Student applications open
- > 10th November – 21st January: Firms receive candidate shortlist and conduct assessments
- > 8th December: Clearing pool phase opens for firms who are unable to start assessment processes until after 8 December

## 2026

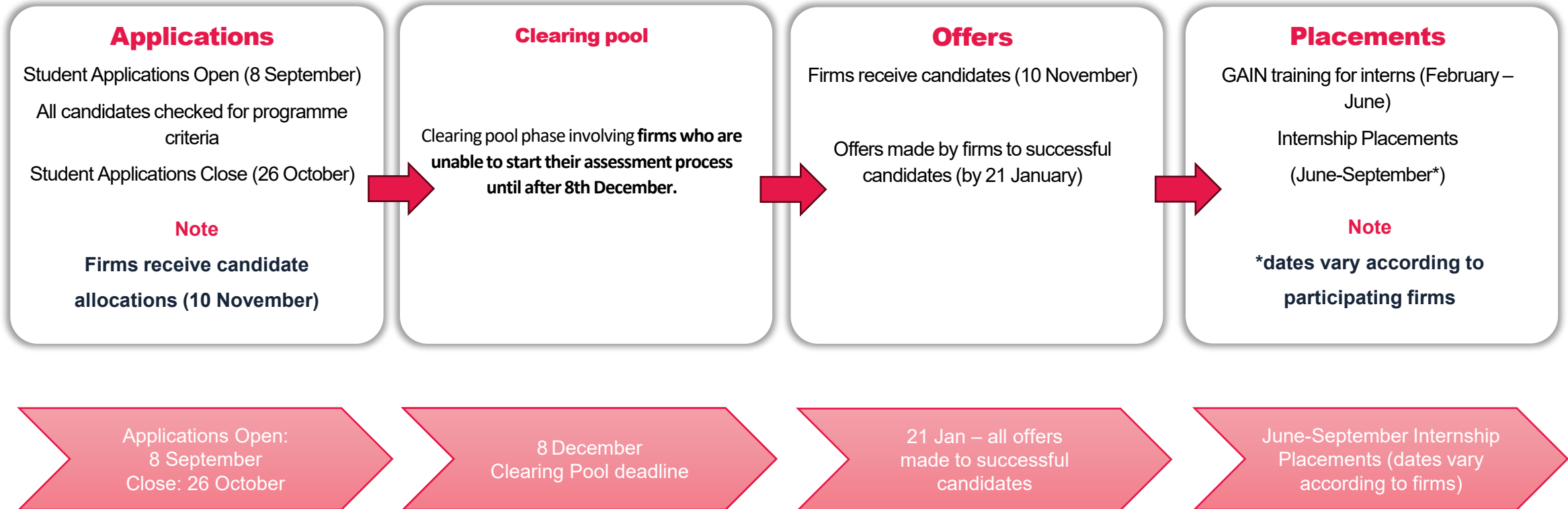
- > 21st January: Deadline for offers made to successful candidates
- > February – June: Training programme for interns (organised by GAIN and delivered by AmplifyMe)
- > June – September: Internship placements (dates vary)
- > GAIN Volunteer Network allocated to support every intern



*It was a pleasure to work with the GAIN team. Their partnership in creating a smooth and efficient process was invaluable. We met several brilliant candidates throughout the process, and we are excited to welcome our interns this summer.*

**The Carlyle Group**

# Candidate timeline



# Candidate expectations

## From firm application to offer

- > A firm will provide them with **an investment internship**, either alone or as part of a rotational internship with an emphasis on investment
- > Candidates express a preference for asset strategy during application and **do not apply directly to a firm**
- > There is **no expectation of a permanent position** at the end of the internship
- > There are some firms who take part to who use the internships as an '**extended interview**' to graduate recruit
- > Candidates **know the deadline** by which internships are expected to be offered
- > Many candidates **apply for other internships** – so expect the GAIN internship process to proceed at a similar pace



# Firm expectations

## From firm application to offer

- > Prior to completing the firm application, **alignment between HR and Investment Teams** on business needs and **candidate criteria**
- > Each firm receives candidates who are **only allocated to them** until the candidate is no longer under consideration
- > After allocation, candidate CVs and applications are **reviewed promptly**. Firms are encouraged to **interview as many of the candidates allocated as possible**.
- > Any unsuitable candidates can then be **reallocated** to other firms where they may be more suited.
- > We can send **replacement candidates** to firms if they are certain they do not wish to take one (or more) of the first allocated candidates forward in their assessment process

- > The **Pinpoint platform is kept regularly updated** with every candidate's status in the firm's assessment process
- > Firms will **communicate directly with candidates** to introduce the firm and internship opportunity, and to arrange interviews using the contact information in their application
- > If a candidate is interviewed but unsuccessful, brief, **constructive feedback is provided** to them

## From offer to internship

- > **Timely, industry competitive offers** are made to candidates
- > Firms manage any **candidate background checks** required, together with the issuing and signing of contracts.
- > GAIN and Level 20 are **informed** of internship dates and intern salary
- > Firms **keep in touch with interns** 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

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04

FAQs

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# FAQs

## What is the cost related to participating?

- > A fee of £1,250 (+VAT) is payable to GAIN upon successful hiring of an intern to cover their administration costs and cost of your intern training programme.

## Pay and remuneration

- > 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 (e.g. PE firms averaged a pay of £700 - £799 per week this year and in 2023).

## Where should an intern be placed?

- > Given that this Internship Programme focusses on exposure to Investment roles we require that interns are placed in an investment team for the whole placement, or if necessary, at least part of it (revolving placements are perfectly fine).

## Can I fit this into my wider internship/recruitment process?

- > Yes, as long as the GAIN deadlines are adhered to.

## 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.

## Why this programme and not apply directly?

- > We believe GAIN interns are a great choice for firms to hire, as they have joined the Empower Investment Programme on their own initiative to learn more about investment roles. GAIN interns also receive pre-internship training and a dedicated mentor as part of their successful candidacy. Involvement in the GAIN programme also aligns with firm's commitments to diversity and the programme is promoted extensively across social media, GAIN and level 20 websites, and in universities across the UK.

## What kind of work should I give my intern?

- > We recommend that interns are given a project to work on through the course of their placement. GAIN provide support guides with suggestions for the type of projects that have been successful in previous years available.



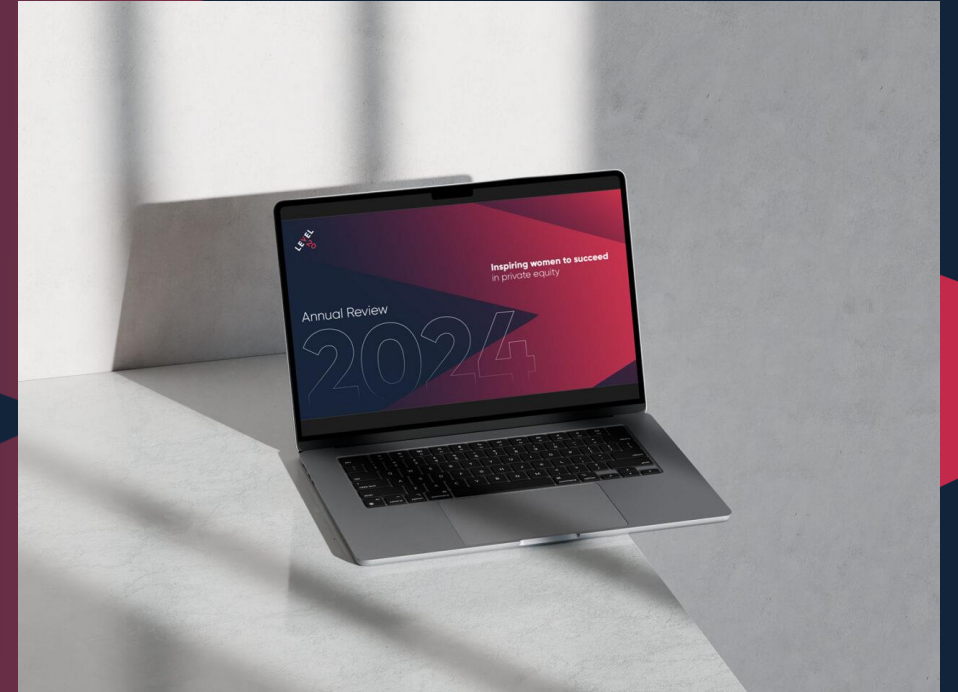
# Thank you

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If you have any questions,  
please do contact the team



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Have you seen the Level 20 Annual Review 2024?

Find it online [here](#)