

GAIN and Level 20 Empower Investment Internship Programme Informational Session

May 2024



Agenda

Empower Investment Internship Programme – What is it?

The Candidate Journey: Application & Selection Process

Pinpoint Platform

How Can my Firm Participate in the 2025 Programme?

FAQs

Q&A



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

Level 20 Outreach and GAIN

- > Internships are a great way for young talent — that may otherwise have not considered a career in private equity — to experience the sector. Industry insight programmes attract a breadth of talent from a wide range of backgrounds.
- > 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.
- > 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.
 - 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.



Empower Investment Internship Programme

2024/2025

What is the GAIN Empower Investment Internship Programme?

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.

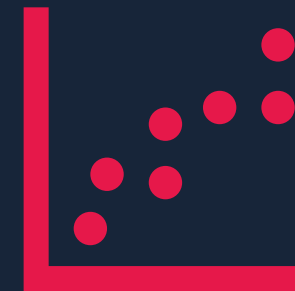
Firms who participate are invited to showcase both their organisation and the industry in order to build a strong and diverse pipeline of talent for future investment roles.

There is a programme fee from GAIN, if a successful candidate is placed at a firm.

* If your firm has offices in Sweden, watch this space!



70% increase in applicants year on year



60% of applicants to 2024 programme studied at a state school or independent school with a bursary

Internships on the programme are:



Full time



Summer placements (June - September)



A minimum of 4 weeks in length



Funded by the participating firm



The Candidate Journey: Application & Selection Process

Candidate pipeline and process

- Candidates apply to the GAIN programme by November 2024
- Expectations are set that successful applicants will be placed in internships by January 2025
- 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.

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

GAIN Candidate preparation

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 or Level 20 network



Networking opportunities with other participants on the programme

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.

Pinpoint



We use Pinpoint to track candidate application processes.

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Candidate



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VIEW CANDIDATES



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.

How can my firm participate this year?



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

Key dates

2024

20th May – 12th July:

Firm applications open

9th September – 27th October:

Student applications open

6th November – 17th January:

Firms receive candidate shortlist and conduct assessments

9th December:

Clearing pool phase opens for firms who are unable to start assessment processes until after 16th December*.

* This will also include any firms who miss the original application deadline.

2025

17th January:

Deadline for offers made to successful candidates

February – June:

Training programme for interns (*organised by GAIN and delivered by AmplifyMe*)

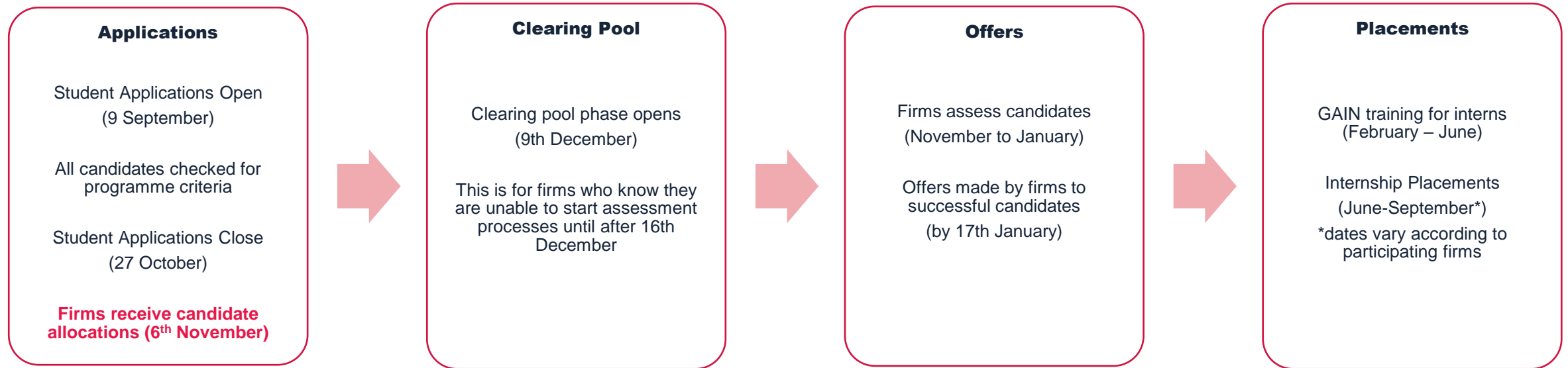
June – September:

Internship placements (dates vary)

Mentors allocated to support every intern

Please note: all notification and pairing deadlines are subject to change and programme timelines may vary

Candidate Timeline



Please note: all notification and pairing deadlines are subject to change.

Candidate Expectations

- > 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
- > 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 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

What we ask of participating firms:

From firm application to offer

- > Prior to completing the firm application, HR and Investment Teams align on business needs and candidate criteria
- > After allocation, candidate CVs and applications are reviewed promptly
 - > We encourage firms to **interview as many of the candidates 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 first allocated candidates forward in their assessment process
 - > Each firm receives candidates who are only allocated to them until the candidate is no longer under consideration
 - > Please process allocations as quickly as possible, as unsuccessful candidates can only be reallocated– and have the chance to gain an internship at a different firm - once you have decided not to proceed with them.
- > The Pinpoint platform is kept regularly updated with every candidate's status in the firm's assessment process
- > Candidates are communicated with directly 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

Firm Expectations

What we ask of participating firms:

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



FAQs

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> 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 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.

FAQs

> 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.

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

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



Q&A