

Black Interns Project

**Unlocking Potential
& Empowering Diversity**



Introduction

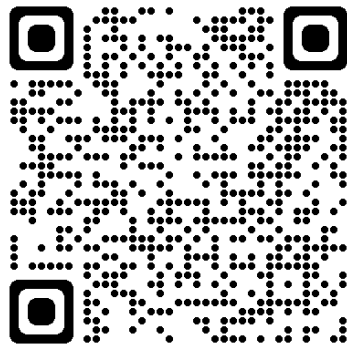


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(PFL - Talent Team)



LinkedIn

Talent Team: What We Do...

Teams

- Business Development
- Global Mobility
- Graduate Talent
- Student Talent
- Thefutureworks

Sectors

- Business, Finance and Government
- Engineering, Technology and Creative Industries
- Health and Life Sciences, Education & Sport
- International
- London:
 - Accounting Finance and Economics
 - Marketing, Fashion, Hospitality and Tourism
 - Management and Human Resources



About the Black Interns Project

Coventry University Group's Black Interns Project is designed to help kick-start our Black learners' futures in their chosen industries and ***influence diverse employment in organisations through paid work experiences.***

This program is open to both undergraduate and postgraduate students from across the Coventry University Group who identify as **Black, Black Caribbean, Black African, and/or Black British** - including those who are from **mixed Black backgrounds** who are looking to take an active role in their professional development, in an inspiring environment.



Our key strategies for empowerment include:

- Leveraging the offering of various strands of the Talent Team
- Provide the following for students who are the hardest to reach within the target group:

Training and professional development

Broaden students' perspectives and boost their ambition

Paid work experiences

Confidence-building skills and techniques to advance professional careers

An opportunity to network and work with industry mentors



Black Interns Project:

Coventry University paid internships for Black learners

Register your interest today!



Data shows that the UK consists of only 2.63% Black working population compared to 88.5% of white employees, with Black people almost 3 times more likely to be unemployed than their white counterparts.

Source: Office for National Statistics (2021); Statista (2022), GOV.UK (2023)

1 The Problem

Lack of diversity

Low retention rate

The increasing cost of training new staff

Significantly few organisations are building the talent pipeline.



2 The Solution

Recruit diverse talent

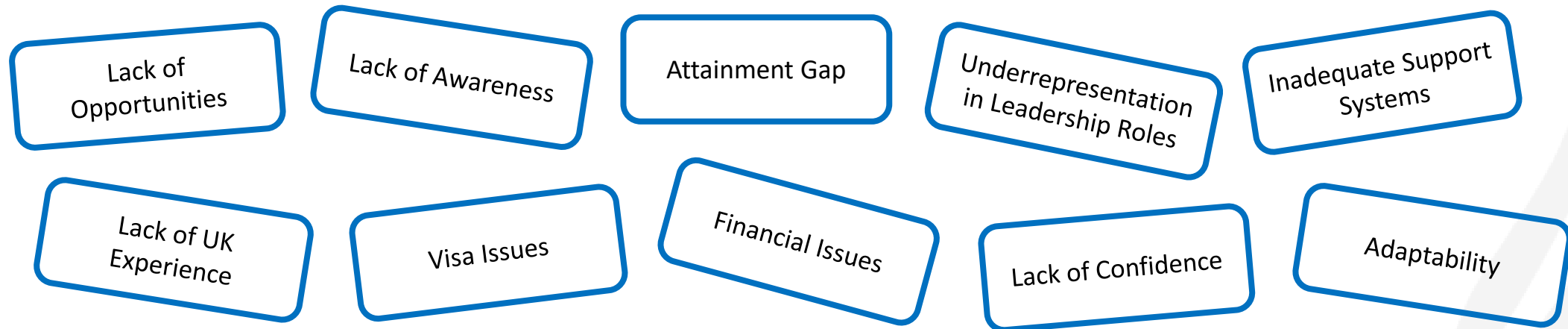
Fit organisational culture to be more inclusive

Address barriers that may inhibit certain groups from performing optimally

Barriers to Entry

Aspiring black professionals encounter a range of challenges and barriers in their pursuit of meaningful employment opportunities.

Based on a survey conducted among the BIP students pool, here are some common challenges they've identified as barriers to entering the world of work.



Outcomes & Achievements

Since the project launch in January 2022, we have:

Kellogg's

RALPH  LAUREN

 Grant Thornton

 Playground
Games™

Morgan Stanley

INVESTMENT MANAGEMENT



Secured 8 – 12 weeks internship opportunities for students across diverse organisations and course areas.

Knocked down some barriers to entry e.g Internships leading to full-time permanent positions, Visa Sponsorships for Int' students

Achieved repeat engagement from employers 2 years in a row & a projected internship offering increase in 2024

Supported students through their application and interview phases

Ongoing assistance for students still in search of opportunities or graduate positions.

Value to Businesses



Outperform industry competition

Diversify talent pipeline and meet amazing candidates

Be at the forefront of improving representation in the UK workforce

Provide opportunities to individuals that might otherwise face barriers to entry

Do the right thing

Bring new voices and perspectives to organisations





“

“The chance to intern at **Morgan Stanley**, a renowned institution in the financial industry, is a dream come true for me”.

I am incredibly grateful to **Playground Games** & Coventry University Black Interns Project for providing the platform to allow me to grow learn and adapt.

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- Program Re-evaluation
- Widen Opportunities & Participation

- Enhance support networks for students
- Increase Partnerships & Collaborations





For more information, please contact:

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Thank you
and any
questions?

