

# Training & Internship Scheme





# About I have a voice (IHAV)



We're a social enterprise that supports young people from under-represented backgrounds to develop the skills and experience they need to thrive in careers related to the policymaking process.

We work with hundreds of young people, each year, to increase their political knowledge and to raise awareness of the employment opportunities available in the political sphere.

By getting involved with IHAV's initiatives you'll have access to a diverse, highly motivated and competent talent pool.





## The story so far...

In 2022 we launched a training and internship scheme with support from The Walcot Foundation and several public affairs agencies and in-house teams. The scheme includes two-weeks of training to prepare the trainees for careers in policy and public affairs and visits to several offices to hear about different roles and career routes. At the end of the two weeks the trainees pitch their idea for a public affairs campaign on a policy issues that matters to them and the participating institutes invite the interested trainees to interview for their summer internship schemes. We also partner with a specialist recruitment agency that assists them with their CV and cover letter.

Over the past two years, 35 young people have taken part in the scheme - 18 of them are now in permanent employment in the sector (13 of them are still in education).

Over the last two years 74% of participants identified as women, 71% as an ethnic minority, 14% as LGBTQ+, 74% as from a lower socioeconomic background, but only 6% as having a disability.



# Recruitment & on-boarding timeline



## FEB-APRIL

On-board Corporate Partners to determine number of trainees and interns we're able to support.

1

## MARCH-MAY

Start promoting the opportunity to universities, colleges and employment charities.

2

## MAY

Interviews and on-boarding for trainees; and finalise arrangements with partner organisations.

3

## JUNE

Two-week training programme takes place mid-June, followed by interviews. Lots of social media activity and formal launch announced in trade press.

4

## JULY-SEPT

Internships take place. Intern networking and check-in sessions organised by IHAV.

5

## SEPT

Facilitate next steps for interns and evaluate the scheme with partner organisations - promotion and report on outcomes.

6



# Partnership

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## Your resources

Access to your offices and team for 1 day of the training programme.

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## Your finances

Just £2,000 from 6 employers will make this scheme financially sustainable.

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## Your team

Recruit one of the trainees to an internship-style role. ^

^ You will be invited to interview and then recruit one of the trainees who successfully completes the training course. You will be responsible for the employment contract with the trainee and you will commit to paying them no less than the London Living Wage. Ideally the contract will be for a minimum of 3 months, but anything 1 month and above would be great!

# Benefits

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Attract & retain talent

Demonstrate that you're an inclusive and forward-thinking employer, which can boost staff recruitment, retention and business growth.

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Brand recognition

Inclusion of branding across our communication channels demonstrating your proactive commitment to diversifying our profession and developing talent.

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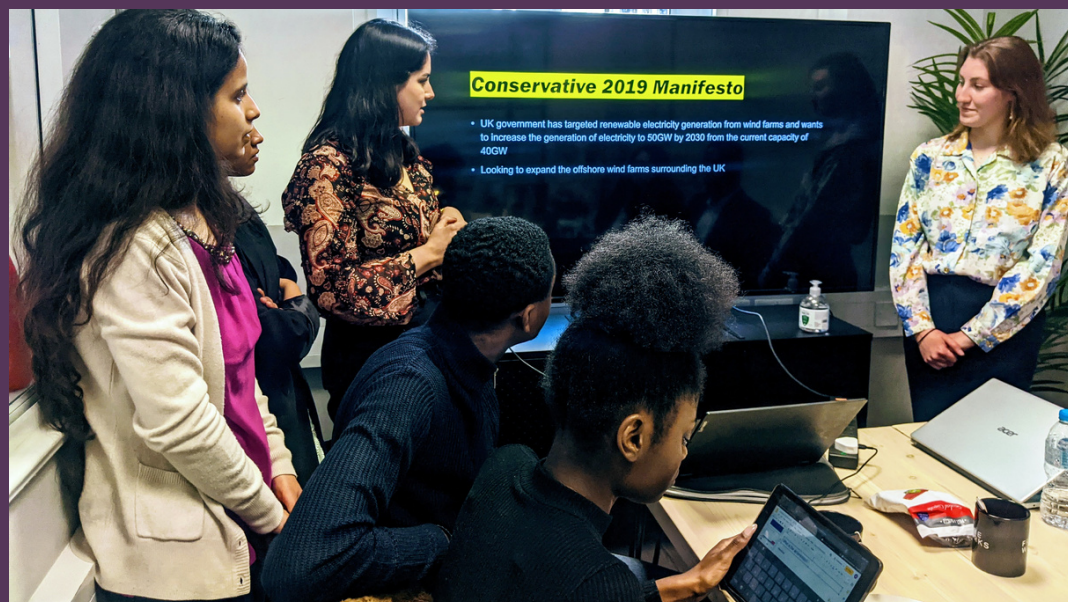
Employee engagement

Doing something for others feels good. By supporting your employees to give back it shows you're invested in their growth.

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Reflect on your recruitment practices

There is nothing more tangible than working through the barriers someone else is facing to help you consider your own recruitment practices.



Ellwood Atfield

Weber Shandwick

Lambeth Council



Walcot Foundation

Postcode Lottery Trust

UK Finance

GK Strategy

WA Communications

Bradford Council

CIPR

National Citizens Service

Hanbury Strategy

Gemerv

Sovereign Strategy

Electoral Commission

National Grid

NHS Confederation

Goldsmith's University

ABI

Astellas Pharmaceuticals

Welsh Government

# Join our community

Once you're part of our community we can work with you on wider Equality, Diversity and Inclusion initiatives.





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"Things are really starting to fall into place and I mean it from the bottom of my heart when I say I could not have gotten this far without your help and the programme."



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"Thank you so much for all the help and support you have given me - joining IHAV was life-changing for me. I was able to consolidate why I wanted to break into this industry, and get support to secure my first role in the sector."



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"I have a voice creates an atmosphere that is inclusive and allows our voices to be amplified! It has also laid the foundation into a career that I want to soon pursue."

# Testimonials

From the young people we've supported through our existing programmes





# Testimonials from our partners



"So pleased we have had the chance to contribute to what IHAV is doing. We came away yesterday in awe of some of the drive and ambition in that room.

At their age I certainly didn't have such a clear idea of what motivated me." Ellwood Atfield

NHS Confederation

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"I was really impressed with the candidates and it's a great way of both providing young people from different backgrounds with experience to further their careers and develop our talent pipeline for Confed roles in future""

# Our Voices have been Heard



**20,000**

young people have engaged with our voting and elections workshops.



We set-up an Ambassador programme that supports over

**80**

young campaigners.

Delivered climate action to over

**3,000**

people as part of the

# Young Green Britain Challenge



We have run our flagship

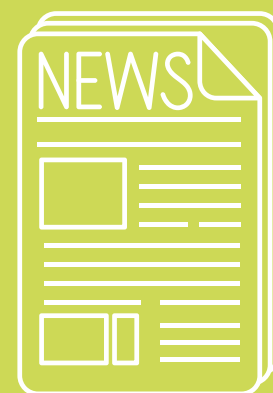
# Putting Politics into Action

courses with over 5,000 students.



Supporting several youth-led social action projects that have:

- Worked with their teachers to diversify their history curriculum and having their research on racism in education referenced in Westminster Hall Debate.
- Organised clothes swaps to educate people about fast-fashion and lobbying MPs to raise parliamentary questions and an Early Day Motion
- Hosted an event in Parliament to launch a report they write on tackling political inequality.



Coverage in The Independent, Times Higher Education, Politico, PR Week, BBC (regional), Telegraph & Argus and SW Londoner.

**5,000**

young people

have met a politicians at one of our events.



We have set-up a careers hub and provided 1:1 career-focused mentoring for over

# 200 university students.





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Let's do this!

