

# How Do You #InspireDEI?

ONE  
SEARCH

## Young Women Into Finance Scholarship Programme

The overarching goal of the program is to help redress the gender imbalance in the finance industry by developing strong, capable and confident young women who aspire to a career in finance.

Every year, YWIF takes in Year 12 and Year 13 female students from state-funded schools, in particular those from disadvantaged and non-financial backgrounds. We equip the candidates with the requisite knowledge, skills, and experience, vis-a-vis a 5-year scheme.



**Catherine Goodhind,**  
Program Director &  
Trustee, YWIF

### Successes and Achievements

- Since YWIF was founded by Dan McCarthy in 2018, our candidate pool has grown from around 20 students to 170 students, and the program initially comprising students from one school in Ealing, now has students from more than 40 schools across England and Wales.
- Following the popularity of the program in the UK, in late 2023, YWIF set up a similar scholarship program in the US. This currently remains in its early stages, with applications still ongoing for the first cohort.
- Our 2018 pilot cohort completed the program last year, with our candidates now employed by well-known financial companies.
- Year after year, we also have candidates invited to the CISI Award Ceremony, as a result of getting perfect scores on the exams.

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## Become a Mentor!

We are always in need of mentors, particularly at the start of the academic year (September), when we take in new candidates. In brief, the role of the mentor primarily entails supporting the candidates whilst they are on the program. This includes:

- Regular contact with the mentee/s (every 6-8 weeks)
- Helping them with the Chartered Institute for Securities & Investment (CISI) modules that they are studying.
- While they are in Sixth Form (Year 12 & 13), giving them guidance on post-Sixth Form pathways, university courses, etc. and encourage/help the mentee find work experience, insight days, etc. on the internet.
- When they start university, giving them advice on what to expect in the workplace and helping them find opportunities that would help enrich their CV
- Overall, helping them develop self-confidence and strong communication skills.

If you are interested in becoming a mentor for the programme, please reach out at [catherine.goodhind@one-search.com](mailto:catherine.goodhind@one-search.com).

IPFA is committed to driving and supporting change with respect to Diversity, Equity and Inclusion (DEI) in the infrastructure and energy industry. In support of this we will be holding events, sharing thought leadership and conducting interviews with leading figures in our global network who are championing and taking action through DEI initiatives.