

Sharing our impact with Britain

Progress to March 2023



MIGRANT LEADERS

connections • capabilities • courage

Contents

The problem	3
Our charity mission	5
Words from our Patron	6
Our vision and outcomes	7
Key impact numbers	19
Our story and future	21
Our story	21
Income & charity effectiveness	37
A bright future through collaboration	38
About the Founder	39
Thank you	42
Appendices	43



The problem

PARKER REVIEW 2017

Citizen Directors of colour represent

2%

of FTSE 100 Boardrooms
compared to

14%

of UK population
A further 6% are non-British whites

MIGRANT LEADERS REVIEW

Citizen Directors of colour who
migrated to Britain represent only

1.3%

of FTSE 100 Boardrooms

ALL PRIVATELY EDUCATED

Citizen Directors of colour who
migrated and grew up in Britain
who made it into that 1.3% were all

privately
educated

apart from one person

WE ARE GOING TO CHANGE THIS ...

2022

THE POSITION IN 2022 HIGHLIGHTS FURTHER PROGRESS NEEDED

PARKER REVIEW 2022

Citizen Directors of colour represent

16%

of FTSE 100 Boardrooms

*Progress will next need to focus
on key executive board roles and
maintaining pipeline momentum
across organisations. Only six CEOs
and 12 other executive directors
across the FTSE 100 come from a
minority ethnic group.*

FTSE 250

FTSE 250 Boards which have
no ethnic minority Directors:

45%

ONE BY 2021

89

of FTSE 100 achieved One
by 2021. Target now for
FTSE 250 to have One by 2024



The problem

Our charity
mission

Words from
our Patron

Our vision
and outcomes

Our story
and future

About the
Founder

Thank you

Appendices



Inclusion needs to start early in life

The Institute for Fiscal Studies Deaton Review 2021

Immigrant children outperform in attainment of higher education despite less advantaged economic backgrounds but this success is not reflected in the employment market



ATTAINMENT OF UNIVERSITY DEGREE

Overall second generation ethnic minorities*

39-55%

White British majority

26%

*Across a range of ethnic minority groups, gender and social classes. The four ethnic minority groups reviewed include Indian, Pakistani, Bangladeshi and black Caribbean



EMPLOYMENT RATES

Overall 1-7% lower than white British majority*

1-7% ↓



PROFESSIONAL OR MANAGERIAL OCCUPATIONS

Varies across ethnic minority groups and gender. Among second generation Pakistani and Bangladeshi women 39-50% attained a university degree.

39-50%

But overall the same group performed 9-12% lower in attaining professional or managerial occupations than white British majority.



We have a targeted approach to address the root causes of ethnic inequality...



The problem

Our charity mission

Words from our Patron

Our vision and outcomes

Our story and future

About the Founder

Thank you

Appendices



Our charity mission

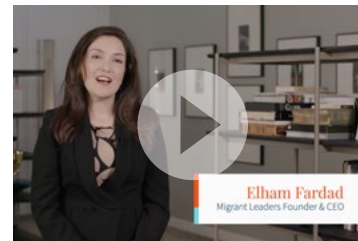
“There is an endless source of energy to use to the advantage of the UK economy and communities: first and second generation migrants are hungry for achievement. They are driven to prove themselves and gain recognition in their host country. I know from my own experience that 30 years after moving to the UK, I still have a strong sense that I want to do something for this country that welcomed me as a young person.”

Elham Fardad,
Migrant Leaders Founder & CEO



About Migrant Leaders

Migrant Leaders is an independent UK registered charity programme, which works directly with young people from deprived backgrounds, educational institutions, communities and large corporates to inspire and develop disadvantaged young people and in particular young migrants. Our aim is to provide bespoke support to equip talented young migrants with the knowledge, skills and confidence to enter and take on leadership roles in major public and private sector organisations.



Beyond 1000 Mentors

Our mission

Our mission is to equip every young migrant regardless of their background, with the leadership mindset and capabilities they need to capture opportunities to fulfil their potential. Concurrently they will feel productive and valued members of British society, thereby boosting social mobility, tackling discrimination and strengthening communities.

About The Fardad Foundation

The Fardad Foundation's aim is to support ethnic minorities and social mobility in Britain. The foundation comprises of Migrant Leaders and also includes Mentee Mentor which aims to bridge the gap that starts early in the lives of disadvantaged families, through this scheme we provide role model tutors who the young children can relate to and aspire to emulate their life and educational success and EduTech Kids which helps alleviate digital poverty by providing digital equipment.



The problem

Our charity mission

Words from our Patron

Our vision and outcomes

Our story and future

About the Founder

Thank you

Appendices



Words from our Patron

“As a patron of Migrant Leaders it gives me enormous pleasure to provide a message of support of the work that our charity carries out to develop and help young migrants fulfil their potential.

The valuable Parker Report highlighted that citizens of colour represent only 2% of FTSE100 Boardrooms compared to 14% of UK population. Migrant Leaders carried out further research and looking at the same population this number goes down to only 1.3% who migrated to Britain and almost all were privately educated. Migrant Leaders sets out to change this.

The value of this diversity to the growth of the British economy and the benefit to everyone in British society is immense. I wholeheartedly believe in the Migrant Leaders mission and the intelligence and resilience it has taken to bring it to where it is today.”

Dr Yvonne Thompson CBE FKCL,
The Parker Review Steering
Committee Member



A dynamic, entrepreneurial, award winning Top 100 BAME Leaders in Business, Yvonne has a proven record for building high performing teams. Since starting her own PR company over 30 years ago she has been involved in many successful firsts in the UK. She also has over 20 years' experience for which she is well known on public sector boards, which includes, Chairing, DTI's Ethnic Minority Business Forum, African Caribbean Business Network, and many others to where she brings energy and experience. Often called upon for media interviews, on issues concerning small businesses, women and minorities; Ms Thompson is no stranger to engaging with Prime Ministers, Ministers, and high profile personalities in business.



The problem

Our charity
mission

Words from
our Patron

Our vision
and outcomes

Our story
and future

About the
Founder

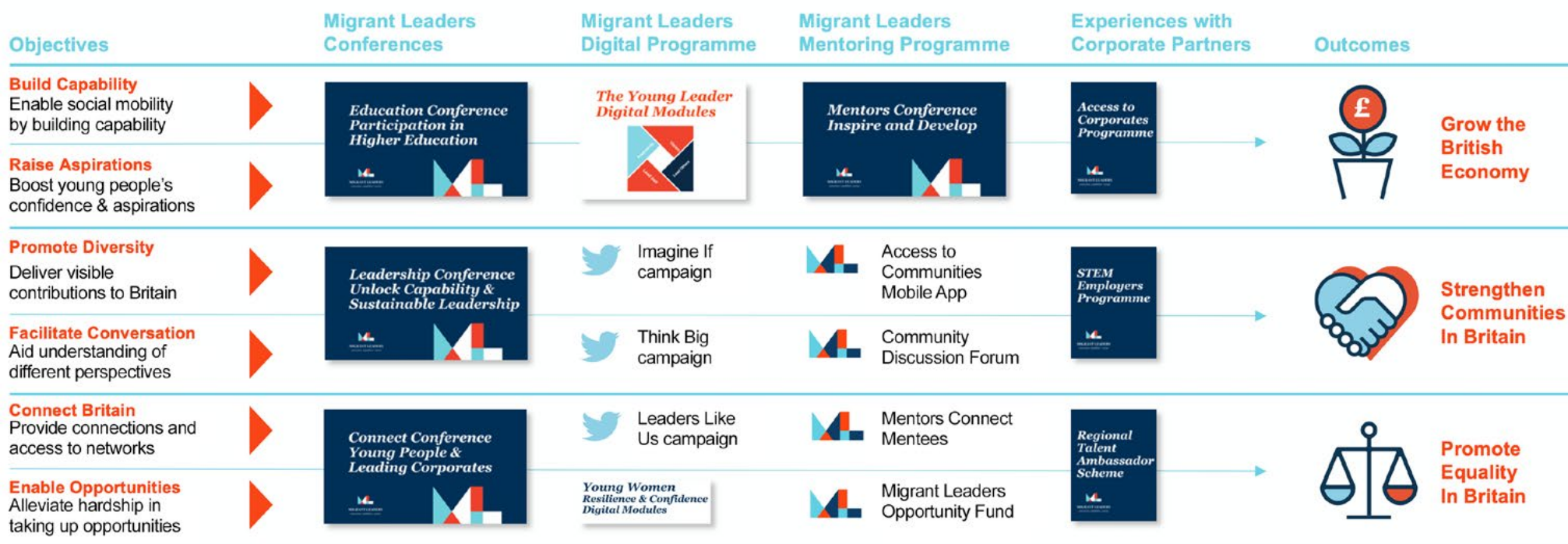
Thank you

Appendices



Our vision and outcomes

Our programme aims to 'Give Back to Britain' by sharing the programme with all young people from under-represented and deprived backgrounds. We deliver this development programme at no cost to young people or educational institutions:



The problem

Our charity mission

Words from our Patron

Our vision and outcomes

Our story and future

About the Founder

Thank you

Appendices



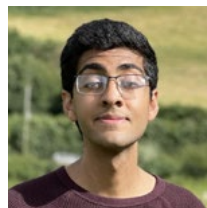


Mentee: Yulin Chen
University Student

Mentor: Uzma Sattar
Senior Director, Motorola Solutions

“It’s been over a year now since I became a mentee at Migrant Leaders, I just want to say a big thank you for running the programme. With the help of my mentor, I had more courage to break outside my comfort zone, try out jobs I never thought I was capable of doing, and make informed decisions. I’m now a software engineer and I enjoy every aspect of my job.”

Impact: Guidance, advice and coaching support. Now working as a software engineer at Atos and completed a Masters Degree in Physics at Imperial College London.



Mentee: Rishi Shah
A Level Student

Mentor: Jasvir Virk
Director, HSBC Asset Management

“My Migrant Leaders mentor Jas has given me a lot of advice in navigating which industry to choose and how to go about the application process as well as many essential interview tips. After a lot of thought and brainstorming with Jas, I decided to enter consulting and applied to BCG and McKinsey. I received summer internship offers from them both. I definitely wouldn’t have been able to get here without this advice and support, so this initiative means a lot!”

Impact: Guidance on career choice, training, advice and coaching support. Now completing a summer internship at McKinsey and studying for a Bachelors Degree in Economics at University of Cambridge.



“The leadership in the FTSE100 is not as diverse as it should be. That is why I chose Migrant Leaders to be my programme of choice.”

Diego Henriques,
General Manager, Anglo American



The problem

Our charity mission

Words from our Patron

Our vision and outcomes

Our story and future

About the Founder

Thank you

Appendices





Mentee: Adrienne Larmond
A Level Student

Mentor: Zeynep Arat
Strategy Director, Essence WPP

“My parents are from Jamaica. I can confidently say I am proud of the progress that my parents achieved immigrating to England, however, I felt that I lack the cultural capital needed to achieve my future goals. When I joined Migrant Leaders, they introduced me to different mentors to make sure I find a mentor I feel connected to and trust. My mentor Zeynep from Migrant Leaders, really encouraged me to aim high and reach for my dreams. This support and coaching together with the Migrant Leaders workshops and programme meant that I applied for Oxford feeling safe, and I got in!”

Impact: Guidance, training, advice and coaching support. Now studying for a Bachelors Degree in History at University of Oxford.

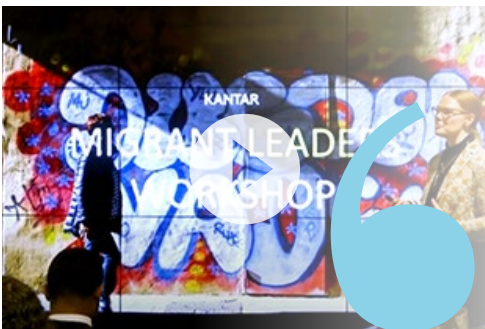


Mentee: Sumuhan Santhiranesan
A Level Student

Mentor: Anna Heltmann
Associate Director, Kantar Public

“My parents came to the UK in the late 90s and were fleeing the brutal Tamil genocide in Sri Lanka. Both my parents had to stop their studies due to the persecution they faced. I am proud to be my family’s first-generation university student and to have achieved straight As for my GCSEs. The problem I faced was that I had no contacts to guide and connect me. Migrant leaders have provided me with the perfect pathway to excel in my future as I am being mentored by Anna Heltmann at Kantar Public. Not only has she shared her career advice but also how to overcome these obstacles I have by lacking these connections. I was able to also complete a 1-week Migrant Leaders internship with Kantar Public providing me the perfect insight into social research and public policy which will prove to be an invaluable experience for my career. Leadership skills and confidence are skills you naturally develop being a part of Migrant Leaders as you know you are supported and guided through your career.”

Impact: Guidance, training, advice and quality work experiences. Now studying for a Bachelors Degree in International Relations at Queen Mary University of London.



KANTAR

“There are so many high potential people who come from circumstances which makes it hard for them to fulfil their potential. The Migrant Leaders programme is a perfect example of how to bridge this gap and we look forward to continuing this partnership.”

Philip Smiley,
Chief Executive Officer, Kantar Consulting



The problem

Our charity mission

Words from our Patron

Our vision and outcomes

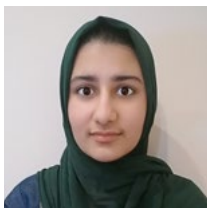
Our story and future

About the Founder

Thank you

Appendices



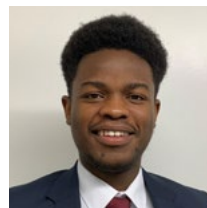


Mentee: Wasifa Khalid
A Level Student

Mentor: Dr Sayee Papineni
NHS Consultant

“This development programme and my mentor have given me opportunities by visiting the UCL campus with me before my interview where my mentor graduated from herself and she did a mock interview with me which led to UCL offering me a place. She even worked with Migrant Leaders to arrange for an afternoon of talks by doctors from different specialities including the first female black orthopaedic surgeon appointed in the UK who was born in Guyana. The Migrant Leaders special development programme has made me realise I can achieve my dream of helping people and developing countries through my career in medicine.”

Impact: Providing insights and access to inspirational relatable role models in chosen field. Now studying Medical Sciences at University College London (UCL).



Mentee: Israel Johnson
A Level Student

Mentor: Rachael Winter
Senior Director, Head of Global Clinical Operations,
Smith & Nephew

“My story began when I moved to the UK in 2010 with my family when we sought safety from the violence of Boko Haram in Nigeria. I want to dedicate my life to the field of science and being ineligible for student finance, Migrant Leaders is giving me that opportunity by paying for my tuition fees to study Biomedical Science at the University of Warwick. I feel so lucky that my Migrant Leaders mentor is actually a Biomedical Science alumnus herself and working in a clinical role at Smith & Nephew. Elham Fardad is currently connecting me to top people at GSK and other pharma companies and getting me ready for my industrial placement opportunities.”

Impact: Career insights from senior mentor in chosen technical field and sector. Connections to coach and provide industry opportunities. Now studying Biomedical Science at University of Warwick and obtained industrial placement in Reckitt.



“I really believe in the cause that Migrant Leaders supports which is to create a landscape where there is equality of opportunities for 1st and 2nd generation migrants to really succeed.”

John Ashworth,
Senior Vice President, Smith & Nephew



The problem

Our charity
mission

Words from
our Patron

Our vision
and outcomes

Our story
and future

About the
Founder

Thank you

Appendices



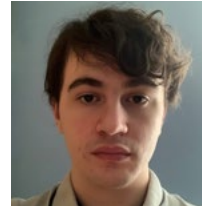


Mentee: Kanav Moudgill
A Level Student

Mentor: Lester De Leon
Vice President, Standard Chartered Bank

“I moved to the UK at the age of 11 with hopes and dreams of becoming an Aerospace Engineer. I knew that I may not be able to afford to go to university and that I should explore different career options. Migrant Leaders matched me to a mentor I could relate to and when I decided to explore degree apprenticeships Elham personally connected me with her senior contacts in GSK, Airbus and GKN Aerospace. I was even one of the 6 Migrant Leaders mentees who were selected for the ABB Engineering Internship. The mentoring, experiences, advice and contacts the Migrant Leaders programme has given me has been incredible. I hope that I can give back to the programme by fulfilling my potential.”

Impact: Connecting to senior leaders in top companies in the chosen field. Now completed a Bachelors Degree in Aerospace Engineering with 1st class honours at University of Manchester and accepted a graduate role at Accenture.



Mentee: Drilon Ferra
University Student

Mentor: Fawaz Aslam-Pervez
Business Development Leader, ABB

“I am a second generation immigrant who was interested in a career in engineering since secondary school, however I was unfamiliar with what this entailed as I did not have any family members or friends in the UK working in this industry. Many of my friends from school were in a similar position to me and were also lacking in contacts. The area I live in is deprived and many people are lacking in opportunities, with most working in different careers to the one I was interested in. Migrant Leaders has been an amazing experience. Immediately upon applying, I was offered an interview for a one-year paid internship at ABB, and with their guidance and support was able to land the position. In addition, I was coupled with my mentor Fawaz, who has a unique insight into both the company and the industry as a whole, and as a result my horizons have been greatly expanded thanks to our regular meetings and his great enthusiasm in shaping me into a leader. Because of Migrant Leaders, I feel my career has been spring boarded and am hopeful for a bright future ahead.”

Impact: Guidance, connections, advice and coaching support. Now working in one-year paid internship at ABB and completed Masters Degree in Mechanical and Electrical Engineering at University of Bristol.



*“Diversity & Inclusion is hugely important to ABB.
We need the broadest range of thinking so that we
can follow markets and change things for the better.”*

Troy Stewart,
Lead Manager, ABB Process Automation UK



The problem

Our charity
mission

Words from
our Patron

Our vision
and outcomes

Our story
and future

About the
Founder

Thank you

Appendices





Mentee: Iqra Moalin
University Student

Mentor: Muna Suna
Director Corporate Strategy, EY-Parthenon

“As a Black Muslim woman, I know how important representation is in the technology sector and other industries. We have inherited a quickly changing world, and technology is driving this change. As a first year Geography student at the University of Cambridge, I enjoy learning about the makings of our world, and increasingly I have discovered that I would like to work in a stimulating role in a sector that is at the forefront of the changing world. I am so pleased to represent Migrant Leaders on their Westcon-Comstor internship.”

Impact: Guidance, connections, advice and opportunities. Now studying for a Bachelors Degree in Geography at University of Cambridge.

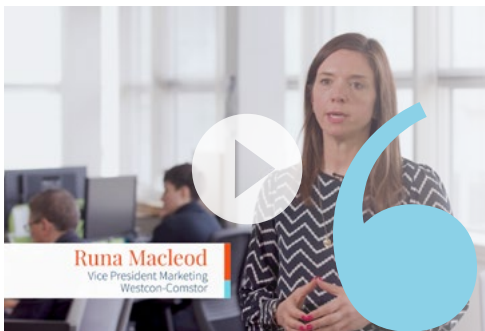


Mentee: Khadija Khatun
University Student

Mentor: Runa Macleod
Vice President Marketing, Westcon-Comstor

“My name is Khadija and I am a 3rd year Mathematics student from UCL. Throughout my years at university, I struggled a lot with the application process regarding spring weeks and internships. There would be constant rejections from every company and I didn’t know where I was going wrong. This made me extremely anxious about the future as well as bringing my confidence down. Right from the beginning, I experienced direct support from Migrant Leaders who ensured that they would do everything they can to help me out. Migrant Leaders offered me their 3-day onsite internship with ABB and I developed many skills and acknowledged which career would best suit my skill set. I truly believe that without the mentoring scheme, I would not have gained the confidence and detailed plan to start applying for graduate roles. I am delighted to say that I have been offered a graduate role from Deloitte in the Tax team. I truly believe that without Migrant Leaders support, I would not be where I am today!”

Impact: Guidance, training, advice and quality work experiences. Now on the Deloitte Tax team graduate scheme.



“I have been really impressed by the Migrant Leaders team and their work supporting young migrant adults.”

Runa Macleod,
Vice President Marketing, Westcon-Comstor



The problem

Our charity mission

Words from our Patron

Our vision and outcomes

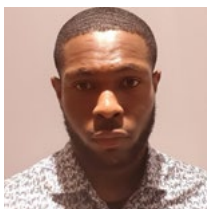
Our story and future

About the Founder

Thank you

Appendices





Mentee: Joseph Ezeigbo
A Level Student

Mentor: Drew Kendrick
Human Centred Designer & Consultant,
Hippo Digital

“I am so grateful for the opportunities Migrant Leaders and Elham Fardad has provided me. Being connected to my mentor, Drew Kendrick, I was able to grow my professional network and learn how to become a successful engineer. The guidance and support I have received is invaluable. When I needed an internship, Elham provided me with an engineering ABB internship. Here I developed effective communication methods for interviewing and further grew my professional network. My eye has been opened to the career possibilities an engineer can take. My plans for a future I did not realise was attainable have been heavily influenced by this internship. I currently have just finished my 3rd year of Mechanical Engineering at the University of Leeds and will be starting a year industrial placement with MBDA for Missile Lethality. The experience Migrant Leaders has given me helped me secure this role.”

Impact: Guidance, advice, connections and quality work experiences. Now studying for a Bachelors Degree in Mechanical Engineering at University of Leeds.



“We are delighted to be welcoming the Migrant Leaders mentees whose aspirations we want to help achieve. Together we can make a difference to the world.”

Cheng Eng Ang,
Director Revenue Operations, Illumina

illumina[®]



Mentee: Dhyey Ghetia
A Level Student

Mentor: Giovanni Sobrero
Senior Program Manager Operations, Amazon

“Migrant Leaders has allowed me to explore many different industries, to find out what career path best fits me. I have also had the opportunity to visit some of the companies Migrant Leader works with to provide excellent work experience and have opened my eyes to so many possibilities. I have taken part in the Migrant Leaders Illumina, ABB, Salesforce, Meta, Ipsos and Kantar internships allowing me to improve my professional skills and gain better insight into the companies. I would also like to highlight the importance of my mentors, they have provided me with so much support in my personal and professional development. I wouldn’t have some of the skills without their help. Their impact has changed my view and the trajectory of my career. Studying engineering at the University of Manchester has been a dream of mine, that was only made possible because of the migrant leader’s opportunity fund. This has inspired me to give back to the community that helped me succeed in the future.”

Impact: Widening horizons to identify an inspiring career, and quality work experiences across sectors coupled with advice from multiple mentors. Now studying for a Bachelors Degree in Mechanical Engineering at University of Manchester.



The problem

Our charity mission

Words from our Patron

Our vision and outcomes

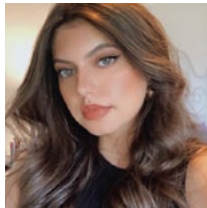
Our story and future

About the Founder

Thank you

Appendices





Mentee: Sara Ahmad
University Student

Mentor: Rena Patel
Senior VP of Marketing, NielsenIQ

“I would like to extend a very big thank you for all the opportunities provided by Migrant Leaders, the mentorship and also the internships. I interned with Kantar Consulting having applied through Migrant Leaders which as a result interested me in a career which I had no previous opportunities to experience. It was through this that sparked my interest in consulting, hence securing a graduate role due to the skills gained through the internship. It would not have been possible without Migrant Leaders.”

Impact: Guidance on career choice, training, advice and coaching support. Now promoted to consultant position at Cap Gemini after working in a graduate role at PA Consulting.



Mentee: Emily Bassalian
University Student

Mentor: Rosie Parr
Consultant, Boston Consulting Group

“Migrant Leaders has enabled me to explore a vast array of job careers and opportunities. Having expressed an interest in strategy houses, I was paired with a brilliant mentor at BCG. Additionally, Elham Fardad introduced me to two additional advisors at different investment management firms who helped me explore the best future career choices for me. The Migrant Leaders internship with Kantar Public was also super interesting and a great experience, leading me to land two longer term internships at their offices. Having received seven summer internship offers this coming summer, I owe a lot to the help, guidance and support Migrant Leaders have provided me with.”

Impact: Guidance, advice, connections and quality work experiences. Now studying for a Bachelors Degree in Political Sciences at University of Cambridge.



“We need people from such a diverse range in society to do the research if we are going to give that understanding to our clients. Diversity underpins who we are and what we do.”

Kelly Beaver MBE,
Chief Executive, Ipsos UK



The problem

Our charity mission

Words from our Patron

Our vision and outcomes

Our story and future

About the Founder

Thank you

Appendices



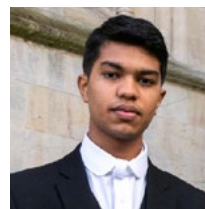


Mentee: Elijah Olanipekun
A Level Student

Mentor: Allan Mazura
Portfolio Implementation Manager,
Kleinwort Hambros

“I joined Migrant Leaders during my A Levels and the opportunities, mentoring and support they have given me has been amazing. Elham Fardad even personally invited a group of us to an awards ceremony at the Black Cultural Archives and introduced us to influential people. The recent Migrant Leaders event at Meta really topped it up with my team winning among multiple teams pitching to the Meta judges. We will be going back to Meta with the Migrant Leaders team to actually implement the marketing campaign we came up with!”

Impact: Connections, advice and quality work experiences. Now working as a Functional Consultant at Salesforce on a degree apprenticeship programme.

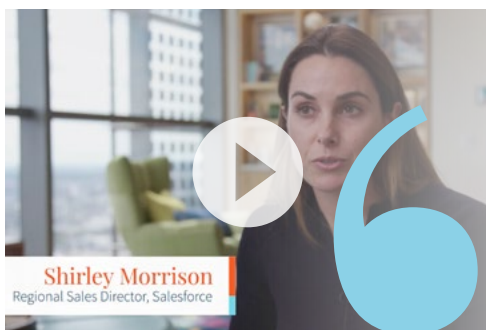


Mentee: Maheraj Lian
A Level Student

Mentor: Ismael Saifo
Senior Software Engineer, Smith & Nephew

“I received a full academic scholarship for my A level education and wanted to leverage this but lacked the connections to do so. My Migrant Leaders mentor Ismael Saifo has been inspirational and when I found that I was unable to go to university as I could not access student loans due to my status, Elham Fardad connected me with MDs in top firms to get more advice from. Outside of my Migrant Leaders mentor I didn't know anyone else in tech who I could speak with. I have now signed my contract to join UBS on their Chief Digital and Information Office Apprenticeship Program in partnership with the University of Exeter and hope to start this summer. I am now even more optimistic about my future career prospects and will continue to aim high. I am extremely grateful for the support of everyone partnered with Migrant Leaders including Paul Vohra who have supported me and plenty of others like me, with our journeys.”

Impact: Guidance, advice, connections. Now on the UBS software engineering degree apprenticeship and University of Exeter.



“Our CEO says ‘use business as a platform for change’ and we are so pleased to be partnering with Migrant Leaders. We want the mentees to feel excited about the future and to believe that they can achieve anything.”

Shirley Morrison,
Regional Sales Director, Salesforce



The problem

Our charity
mission

Words from
our Patron

Our vision
and outcomes

Our story
and future

About the
Founder

Thank you

Appendices



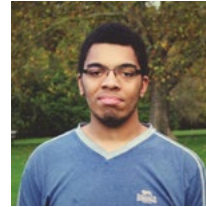


Mentee: Izabella Végh
University Student

Mentor: Gaia Caruso
Head of ED&I, Sparta Global

“Recently I graduated with first class honours in Sociology & Criminology. Attending university, let alone this achievement has been a dream of mine ever since I was a little girl. Coming from a working class immigrant background, and as the first person in my extended family to ever have the privilege to attend higher education, I knew this will be a challenging journey. The support from Migrant Leaders has been incredible. I was really happy with the introduction to my Migrant Leaders mentor Gaia Caruso and from their Migrant Leaders Kantar Public Internship to their Connect Conference, I felt sponsored, supported and connected.”

Impact: Guidance, mentoring and quality work experiences. Now completed a Bachelors Degree in in Psychology with 1st class honours at University of Ulster.

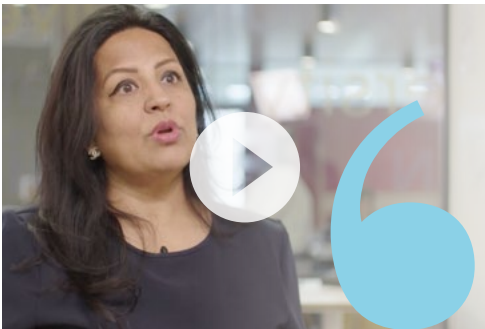


Mentee: Gregory Bent
University Graduate

Mentor: Jose De Sales Zunino
Group Manager, Avande

“Since Graduating from Goldsmith’s, I realised that I wanted to be a Software Developer and to get my foot into the industry. This ended up becoming a struggle with an extra wrench to my efforts being put in place due to the pandemic from March 2020. I’ve been a mentee at Migrant Leaders for two years since I met Elham Fardad at a community conference, and with my Mentor Jose Zunino’s assistance and help throughout the process, I was able to grow my confidence and not give up when finding jobs and opportunities in IT. I was also given lots of useful advice on how to put myself out there when looking for work online, how to prepare for interviews and how I can keep a positive attitude when going through the application process. I eventually managed to find an opportunity through Migrant Leaders from Sparta Global for a C# Automation Developer Role which I will be trained for. I just wanted to say a big thanks for always believing in me and providing all the help and support and that I definitely wouldn’t be where I am today without being a part of Migrant Leaders.”

Impact: Guidance, mentoring and quality work experiences. Graduated from Goldsmiths, University of London.



“Talking to them individually has brought home to us the barriers that they have faced. The UK has a tech skills gap and they can use Sparta Global as a platform to set up their careers.”

Purnima Sen
Chief People & Compliance Officer, Sparta Global



The problem

Our charity mission

Words from our Patron

Our vision and outcomes

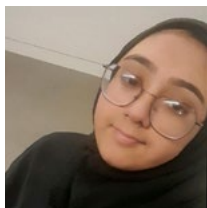
Our story and future

About the Founder

Thank you

Appendices



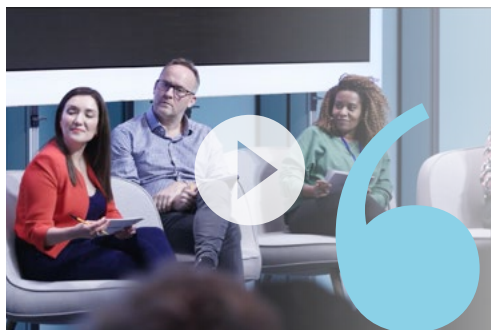


Mentee: Laiba Waseem
A Level Student

Mentor: Professor Jo Clarke PhD
Managing Director, Petros

“I am a young carer for my beautiful siblings and my mum. Today I received an offer to study Psychology at the University of Manchester, which makes me both excited and nervous. Moving out to university has never been an easy option for me. It has taken a lot of confidence to explain to those around me why I wanted to study at Manchester and why I loved it so much. I really would like to thank my mentor from Migrant Leaders, Professor Jo Clarke PhD for the help with UCAS and my personal statement. We made it, thank you for your support. Migrant Leaders even nominated me for a youth award, and then Elham and Fauzia took me to the House of Commons to celebrate the award and hear my speech.”

Impact: Guidance, support and mentoring. Now offer holder to study for a Degree in Psychology at University of Manchester.



“Our partnership with Migrant Leaders is really important to us at Meta because we want to work with the younger generation and bring different backgrounds to the work that we do.”

Riccardo Scotti
Global Business Marketing Lead, Meta



Mentee: Dev Patel
A Level Student

Mentor: Mudassir Nazir
Vice President, Barclays Investment Bank

“My name is Dev Patel and I am a 2nd year BSc Economics student at The London School of Economics and Political Science. I joined Migrant Leaders as a mentee back in Year 12 and have since had regular interactions with the mentor provided, Mudassir Nazir (Barclays VP). Elham Fardad personally also introduced me to senior leaders at multiple other investment banks recently. Given that I am now making my first steps into the world of Investment Banking, I would like to thank Elham, Fauzia, and the team more widely - it has only been possible due to the support and guidance you provided early on. I just wanted to take this moment to show my appreciation for everything Migrant Leaders has done for me.”

Impact: Guidance, support and connections. Now studying Bachelors Degree in Economics at The London School of Economics and Political Science (LSE). Sir Robert Worcester Prize for Exceptional Academic Attainment and LSE100 Award for Outstanding Academic Achievement. Ranked 1st/1750 (all LSE undergraduates in LSE100).



The problem

Our charity mission

Words from our Patron

Our vision and outcomes

Our story and future

About the Founder

Thank you

Appendices





Mentee: Sara Renmiu
A Level Student

Mentor: Amer Hassan
Research Manager, Kantar

“I have always aspired to gain opportunities through which I could thrive. I joined Migrant Leaders Development Programme during my A levels at school and it has been elemental in helping me widen my horizons early on with great work experience opportunities. I was thrilled to be accepted onto Kantar’s Virtual Industry Internship which was made possible due to the hard work of Elham Fardad, Migrant Leaders and the Kantar team.”

Impact: Widening horizons to discover application of mentee’s greatest strengths and providing opportunities for quality work experiences and connections in those roles and sectors. Now working as Assistant Psychologist at South London and Maudsley NHS Foundation Trust.



Mentee: Jeevana Thavarajah
University Student

Mentor: Sara Radenovic
Director, Managed Access Programs, GSK

“My parents ran away from their home country Sri Lanka due to civil war. They could not complete their studies and had to risk their lives to have a better and safer life in the UK. I am forever grateful and proud for what my parents have done but it was difficult trying to gain support from them with my studies and I had to work on my own to follow my future aspirations. I had to work really hard to get where I am today with many obstacles along the way. Migrant Leaders has been so beneficial in gaining new connections and has encouraged me to achieve my future goals. My mentor is Sara from GSK and Elham also gave me a great opportunity to come and see the Illumina company which will be something I will never forget. The programme has helped with my self-confidence, work-ethic, understanding more about how I want to achieve my future goals and not give up. As a Sri Lankan- Tamil, I think about how to stand out from the rest with my determination. This programme has even helped me push myself by starting my own new projects and giving me the drive to succeed and hopefully making my family and Tamil community proud. I would like to thank Elham, Fauzia and my mentor Sara for their support!”

Impact: Guidance, mentoring and quality work experiences. Now studying for a Bachelors Degree in Biology at Queen Mary University of London.



“We are really excited to be partnering with Migrant Leaders who share our vision and our values.”

Kirsten Bradbury
Group President, CBRE Global Workplace Solutions

CBRE



The problem

Our charity mission

Words from our Patron

Our vision and outcomes

Our story and future

About the Founder

Thank you

Appendices





Mentee: Omar Kanyi
University Student

Mentor: Yousif Mohamed
Project Leader, Rolls Royce

“When I joined Migrant Leaders as an inexperienced student, I had a mixed feeling about taking on their internship opportunities such as at Granger Reis, but they proved to me that I am worth all the mentoring and support. I was even invited to all the social events which makes work life balance really cool as a university student. Recently I joined the Migrant Leaders First Mode internship and I could really imagine myself in such an innovative engineering company. The Migrant Leaders programme is a source of inspiration for a lot of young people who would have been otherwise marginalised.”

Impact: Guidance, mentoring and quality work experiences. Now studying for a Bachelors Degree in Electrical and Mechanical Engineering at University of Edinburgh.



“First Mode has decided to partner with Migrant Leaders because we are really passionate about bringing diversity into our business.”

Julian Soles
Chief Executive Officer, First Mode



Mentee: Stella Mortarotti
A Level Student

Mentor: Heerali Shah
Account Controller, Pladis Global

“The extra obstacles of being both a woman and a migrant had worried me as a maturing student. I was increasingly interested in STEM but struggled to see my place within a technical workforce. Even the silly statistic that people with difficult-to-spell surnames tend to succeed less in job applications started to make everything seem more difficult, however hard I worked for my goals.

Being part of Migrant Leaders is teaching me how to overcome that self-doubt and channel that anxiety into constructive action. I have learnt that it is our very differences, increased resilience and strength of character that makes us such valuable, competitive professionals. My fantastic mentor Heerali supported me throughout my sixth form years, connecting me to some of her colleagues when advice became very career-path specific. I was also fortunate to recently take part in a sustainability internship with First Mode which sparked my interest in the engineering side of the green tech industry. Few first year students ever have such opportunities available, and for that I am particularly grateful to Migrant Leaders for seeing the potential in students and encouraging our enthusiasm, despite inexperience in a field.”

Impact: Guidance, mentoring and quality work experiences. Now studying for a Bachelors Degree in Mathematics at University of St Andrews.



The problem

Our charity mission

Words from our Patron

Our vision and outcomes

Our story and future

About the Founder

Thank you

Appendices





Mentee: Ali Shah
University Student

Mentor: Alexa Pluymackers
Digital Business Architect, Bosch

“I am a first-gen migrant, I grew up with very little and sacrificed so much, but I have never let it define me. Since the age of 14 I have been the primary carer for my mother, a role that was both demanding and rewarding, alongside my studies. I worked hard and graduated from University of York, but I hit a wall as I didn’t know how to navigate the corporate world. I’m not privileged to have those skills in my family, and being accepted on the Migrant Leaders programme was a personal and professional turning point for me. It brought back my drive to succeed and equipped me with knowledge and confidence through remarkable mentors followed by client placements at Sparta Global. I now have a job that I love at a company aligned with my values and big aspirations.”

Impact: Guidance, advice, coaching, connections. Now working as a Data Visualisation Analyst at Mars.



“If we could get one or two people thinking that ‘I never thought of myself doing this but now I can see how I could’, that would be really amazing.”

Andrew Lentin
Partner, Swan Partners



Mentee: Machi Onuorah
University Student

Mentor: Olesya Potorti
Adviser Partner Practice, St James’s Place

“Born in Nigeria and growing up in the UK, as one of the few black individuals in a predominantly white institution, secondary school was a challenge. This has been my source of motivation to apply for the Migrant Leaders Development Programme. The challenge posed by the diversity gap can be overcome through such a programme that strives to connect disadvantaged students to real-life opportunities that expands into the corporate world. Such exposure is the leverage needed to break social barriers and will provide valuable insight into the seemingly inaccessible top firms. I started with no hope of securing internships but my mentor helped me gain the Spring Internship at multiple investment banks including BNP Paribas, Goldman Sachs, JP Morgan and an internship at EY. I just know that my path will pave the way for the next generation.”

Impact: Guidance and advice on attaining top internships. Completed a Bachelors Degree in Chemistry at University College London (UCL). Now working as an Analyst at Goldman Sachs.



The problem

Our charity mission

Words from our Patron

Our vision and outcomes

Our story and future

About the Founder

Thank you

Appendices





Mentee: Emmanuel Adepoju
University Student

Mentor: Neill Forest
Senior Fellow, Rolls Royce

“I have always wanted to earn the opportunities I get in life and have worked in additional jobs to pay for my engineering degree at Imperial. When I joined Migrant Leaders, Elham Fardad convinced me to accept the support and opportunities so that I can reach even higher. She connected me to incredible mentors at ABB, Rolls Royce and Amazon and even invited me to an ABB event to meet their CEO. I know now that I mustn’t let the neighbourhood I came from limit my dreams, and that precisely because of that I must fulfil my potential.”

Impact: Guidance, connections, advice and coaching support.
Now studying for a Bachelors Degree in Mechanical Engineering at Imperial College London.



Permission has been obtained from individuals to use their full names in this report.



The problem

Our charity mission

Words from our Patron

Our vision and outcomes

Our story and future

About the Founder

Thank you

Appendices



Key impact numbers:

WHAT WE HAVE ACHIEVED SINCE 2017:

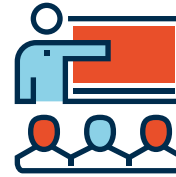
1,300

senior mentors
from more than 95
FTSE100 and leading
organisations



6,900

Corporate experiences &
workshop participants



110

UK locations



26,500

Digital Modules and Content Views

1,500

mentees between
16 and 25 years old



96%

Ethnic minority mentees

£205,000

Migrant Leaders Opportunity Fund

allocated to funding all tuition fees to enable exceptional
migrant students to attend top universities



The problem

Our charity
mission

Words from
our Patron

Our vision
and outcomes

Our story
and future

About the
Founder

Thank you

Appendices





Our mentors

We have over 1,300 volunteer mentors who have joined us to support our programme and the talented young mentees we select. Our mentors work in senior roles in FTSE100 and leading organisations including:

FINANCIAL SERVICES

HSBC
Barclays
Goldman Sachs
Morgan Stanley
JP Morgan
UBS
Citi
RBS
AXA
Mastercard
American Express
Lloyds BG
NatWest
Blackrock
Barclaycard
Moody's
Visa
Lloyd's of London

PROFESSIONAL SERVICES

SAP
Oracle
Microsoft
Salesforce
Cisco
HP
EY
PwC
KPMG
Deloitte
Clifford Chance
Capita
IBM
Accenture
Wipro Consulting
Tata Consulting
GENPACT
Infosys
Grant Thornton
Alvarez & Marsal
Kantar
Ipsos

INDUSTRY SECTORS

GSK
Pearson
Thomson Reuters
IHS Markit
Sky
G4S
Conduent
Anglo American
Experian
Kantar
SAS
Tata
Intertek
Black & Decker
Unilever
Astra Zeneca
Smith & Nephew
Diageo
Whitbread
GKN Aerospace
Vodafone
Jaguar Land Rover
BAT
Emirates
Mind Tree

Uber
The Telegraph
BP
GE
Gartner
BT
Ciena
Travelers
Mitie
Aon Risk Solutions
Nissan
Fujitsu
Travis Perkins
Jacobs
Vodacom
Penguin
Burberry
Chanel
Pfizer
Tarmac
BAE Systems
Airbus Group
Coats Group
JLL
Merlin

Illumina
Rio Tinto
Hitachi
Transport for London
AECOM
NHS
Thames Water
Network Rail
BBC World
Cambridge Uni
Dyson
ABB
Rolls Royce
Ericsson
eBay
Essentra
Balfour Beatty

Royal Mail
Amazon
Direct Line Group
Toyota
Emergen
Dixons Carphone
Boots
Omnicom
Atos
Air Products
KBR
WNS
IBEX
PepsiCo
Westcon-Comstor
Kingfisher
British Land

"I am delighted and humbled to have been asked to support the great work that is being led by Migrant Leaders."

Michael Brennan
Transformation Director, BAE Systems



The problem

Our charity mission

Words from our Patron

Our vision and outcomes

Our story and future

About the Founder

Thank you

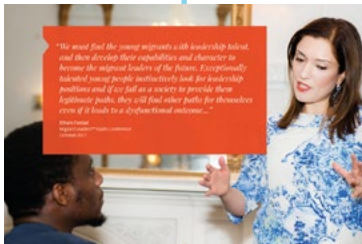
Appendices



Our story:

2017

JULY



Design: Elham developed the charity programme proposal on a family holiday in China. Hit by jetlag, Elham saw this as her luck that the jet lag gave her 5 hours a day to work on this while her children slept.

Consultation: Migrant Leaders Youth Conference to introduce programme and seek feedback from potential participants.



OCTOBER

2018

JANUARY



Launch: Migrant Leaders Leadership Conference with representatives from Accenture, Deloitte and EY among more than 100 attendees from private and public sector to seek further consultation.

"Elham's vision for what can be achieved for young people by working collaboratively and empowering them is highly motivating. Her efforts have seen top business leaders come together to support incredible young people to achieve great things."

Kate Kettle
Migrant Leaders Advisory Board
Kings College Participation Department

Future Britain Young Leaders Workshop:



Opened programme to encourage economic participation from all ethnicities across Britain, in consultation with our Young Leaders Panel and Kings College Widening Participation Programme.

JUNE



The problem

Our charity mission

Words from our Patron

Our vision and outcomes

Our story and future

About the Founder

Thank you

Appendices





APRIL



First Connect Conference:

Connecting our Mentors and Mentees.

Leaders Like Us

Campaign: Interviews with leaders as relatable role models to inspire and share experience with diverse young people across the country.



JUNE



Digital Programme Launch:

To provide further guidance, training and tools as well as inspirations through our Leaders Like Us and Imagine If campaigns.

Charity Times Awards:

Selected as Finalist for Charity Times Awards 2019.



JULY



OCTOBER



Corporate Partner:

Mentees Access to Corporates STEM Conference.



NOVEMBER



KANTAR

Corporate Partner:

Mentees Access to Corporates Marketing Conference.



DECEMBER



The problem

Our charity mission

Words from our Patron

Our vision and outcomes

Our story and future

About the Founder

Thank you

Appendices



Our response to Covid-19 is to scale up our impact and expand the scope of our support of ethnic minority communities:



Mentee: Michas Morris
A Level Student

Mentor: Giovanni Sobrero
Production Leader, Rolls Royce

“My dream is to one day work for BAE Systems, Lockheed Martin or even Rolls Royce. I want to be successful in engineering to ensure my family never have to worry about anything. My mentor, Mr Sobrero has been a fantastic mentor to me, helping me develop and has connected me to opportunities such as work experience at a Rolls Royce site as well as introducing me to the Royal Aeronautical Society. We are working on finalising my university choices and creating a LinkedIn profile. He is really the mentor I needed for the future I had dreamed of and I would not have had these opportunities without the Migrant Leaders programme.”

Impact: Guidance and advice on attaining top university offers, resulting in offer from Imperial College. Quality work experience in chosen sector and company.

2020

APRIL

Resilience & Confidence

Training: Launched Migrant Leaders Resilience digital module followed by live webinar training with Winston Ben Clements on a mission to inspire 1 Billion people.



Migrant Leaders approved for funding by the The National Lottery Community Fund.

JUNE

First Digital Education Conference: Live webinar training in collaboration with Varsity Scholars to support university applications and enhancing mentees' communication skills with Kantar.



STEM Careers Deep Dive:

In collaboration with our corporate partner Smith & Nephew.

JULY

JULY



The problem

Our charity mission

Words from our Patron

Our vision and outcomes

Our story and future

About the Founder

Thank you

Appendices





KANTAR

Marketing & Consulting Virtual Internships:

In collaboration
with our corporate
partner Kantar.

Charity Times Awards:

Selected as Finalist for
Charity Times Awards 2020.



AUGUST

JULY



Founder & CEO Elham Fardad IoD
Director of the Year Awards Finalist
for her work on Migrant Leaders.

AUGUST

SEPTEMBER

Migrant Leaders Opportunity Fund:

Establishment of our
charity's fund to enable
exceptional migrant students
to attend top universities.



"I have always dreamt of studying engineering to solve global challenges, I believe as an engineer I will be able to help countless people. I was born in India and moved to the UK aged 10. After tackling many other challenges, I wasn't able to access student finance, therefore I decided to take a job as a Chef. Migrant Leaders have now given me an opportunity to access higher education, allowing me to study Mechanical Engineering at The University of Manchester."

Dhyey Ghetia
Migrant Leaders, Mentee



The problem

Our charity
mission

Words from
our Patron

Our vision
and outcomes

Our story
and future

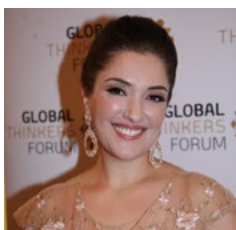
About the
Founder

Thank you

Appendices



"I am proud of our Mentee Mentor programme which aims to bridge the gap that starts early in the lives of disadvantaged families. Through this scheme we provide role models who the young children can relate to and aspire to emulate their life and educational success. This is also a valuable leadership opportunity for our charity's established mentees to become mentors and to earn an income during their time at university. They will build confidence and feel proud of their social impact and giving back to Britain."



Elham Fardad
Migrant Leaders
Founder & CEO

"Mentee Mentor is a unique and hugely valuable scheme that not only bridges the educational attainment gap, but also helps build aspiration in children through mentoring with role models. I am very excited to be part of this team."

Kerry Scott
Migrant Leaders Advisory Board
Headteacher, Ainslie Wood Primary School

Sponsored by
Swan Partners



Mentee Mentor Programme: Launch of our charity's mentoring and tuition programme to support disadvantaged primary school children and help close the educational attainment gap which has widened further due to Covid-19.



NOVEMBER

"EduTech Kids donations to our school is helping families with multiple siblings, giving them access to remote learning during this lockdown and beyond."

Raphael Moss
Headteacher, Elsley Primary School

DECEMBER



EduTech Kids Scheme:

Launch of our charity's scheme to help alleviate digital poverty in education by providing laptops, smart phones and other digital equipment for their homes, by mobilising our network of corporate partners.



The problem

Our charity mission

Words from our Patron

Our vision and outcomes

Our story and future

About the Founder

Thank you

Appendices



“The donations of laptops from EduTech Kids is helping to support some of our most disadvantaged students. This means a lot to them at these difficult times.”

Ian Walsh
Deputy Principal, Oasis Academy

**Migrant Leaders
Featured:** Charity
Times Magazine



2021

FEBRUARY

Strengths Profile

Assessments: Provided to Migrant Leaders mentors and mentees in partnership with Cappfinity.

Cappfinity

MARCH

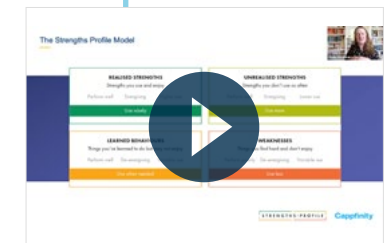


APRIL

Public Sector Strategy Virtual Internships:

In collaboration with our corporate partner Kantar Public.

MAY



“The ethnic minority communities need the allyship of a network that supports and connects them. They need hope that the future will be better than the past.”

Chrisann Jarrett
Migrant Leaders, Young Leaders Panel



First Digital Connect

Conference: Bringing together Migrant Leaders mentees and mentors and training in collaboration with University of Warwick.



The problem

Our charity mission

Words from our Patron

Our vision and outcomes

Our story and future

About the Founder

Thank you

Appendices



Digital Education Conference:

Live webinar training with Varsity Scholars to support university applications and training mentees on social media, internships and graduate jobs in collaboration with Granger Reis.

GRANGER REIS:

JUNE



Charity Leader of the Year:

Founder & CEO Elham Fardad selected as Finalist for Charity Times Awards 2021.

JULY



Corporate Partner:

Engineering Internships in collaboration with ABB.

JULY

KANTAR

AUGUST

Virtual Internships Across Multiple

Divisions: Kantar Insights, Public, Consulting and Marketing.

SEPTEMBER



One Year Upskilling Internship:

In collaboration with Granger Reis.

OCTOBER



First Migrant Leaders Quarterly

Mentors Webinar: Professor Mary Bosworth spoke about representation, in collaboration with University of Oxford.



The problem

Our charity mission

Words from our Patron

Our vision and outcomes

Our story and future

About the Founder

Thank you

Appendices





Roadshow of Schools Visits Across Britain: To speak to disadvantaged young people about opportunities.

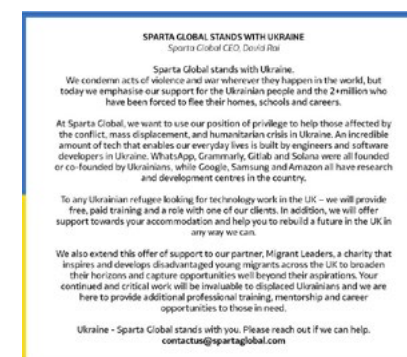
NSPCC

Migrant Leaders Partners with NSPCC: Bringing expert co-developed safeguarding training to Migrant Leaders mentors.

“Migrant Leaders has a real commitment to inclusion and tackling social mobility. It’s inspirational to be working with them on their mission.”

Claire Bennison
Head of ACCA UK

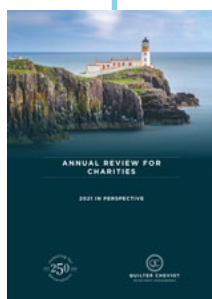
SPARTA GLOBAL



Migrant Leaders Partners with Sparta Global: Supporting refugees from Ukraine.

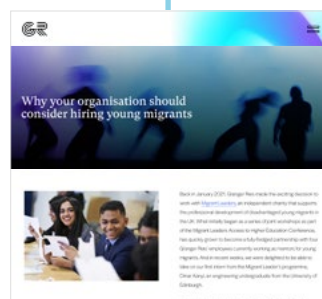
2022

JANUARY



Migrant Leaders Featured: Thought leadership on charity governance, operational agility and financial accountability.

JANUARY



Migrant Leaders Featured: Thought leadership on why your organisation should consider hiring young migrants.

JANUARY

FEBRUARY



The problem

Our charity mission

Words from our Patron

Our vision and outcomes

Our story and future

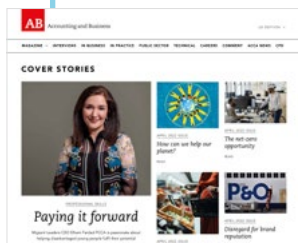
About the Founder

Thank you

Appendices



MARCH



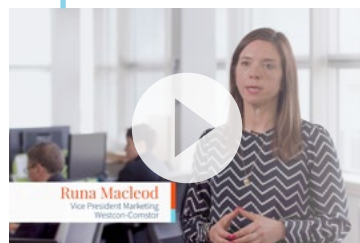
Migrant Leaders Partners with ACCA:
Read AB magazine cover story.



"I have been really impressed by the Migrant Leaders team and their work supporting young migrant adults."

Runa Macleod
Vice President Marketing
Westcon-Comstor

APRIL



Corporate Partner:
Hybrid internships
in collaboration with
Westcon-Comstor.



"We are looking forward to exposing Migrant Leaders mentees to everything that Illumina does and to open their eyes to the many paths and opportunities."

Jason Betley
VP Scientific Research
Illumina



Corporate Partner:
Illumina Day Insights
into Science Sector.

JUNE

"Migrant Leaders should have access to advice and connections in order to realise their ambitions and aspirations."

Trinh Tu
Managing Director Public Affairs
Ipsos UK

Corporate Partner: Ipsos
Insights Day into Marketing
and Social Research.



JULY



The problem

Our charity
mission

Words from
our Patron

Our vision
and outcomes

Our story
and future

About the
Founder

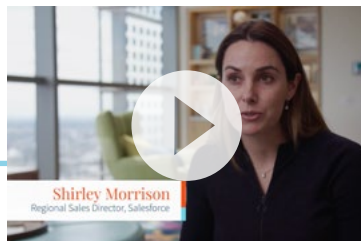
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Appendices





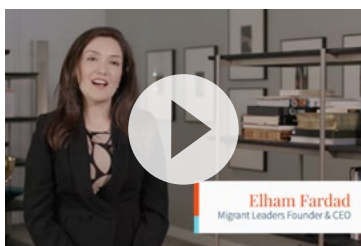
Corporate Partner: Salesforce
Visualisation Workshop and
Insights into Tech Sector.



*“Migrant Leaders has
created a great opportunity
for our UK employees
to mentor Migrant
Leaders mentees.”*

Jenny Shiers
VP Employee Success
Salesforce

JULY



Celebration of 1000 Mentors:
Migrant Leaders Mentors Conference
hosted by Anglo American.



*“My journey shows that
anything is possible by not
giving up and by taking
small steps to change the
world. For me Migrant
Leaders is an organisation
that just gets it and has
the get up and go.”*

Saeed Atcha MBE
Migrant Leaders Trustee

JULY



The problem

Our charity
mission

Words from
our Patron

Our vision
and outcomes

Our story
and future

About the
Founder

Thank you

Appendices



“Refugees bring something special to the British economy. They bring their determination, diverse journeys and problem solving skills so that together we can grow the British economy.”

Elham Fardad
Migrant Leaders Founder & CEO

“Diversity is really important to Meta and one way is this idea of Migrant Leaders to support them to actually bring out their best.”

Fikerte Woldegiorgis
Director of Country Business Marketing EMEA
Meta

OCTOBER



Corporate Partner:
Sparta Global Technology
Internship in partnership with
Migrant Leaders and Migrant Help.

SPARTA
GLOBAL

 **Meta**

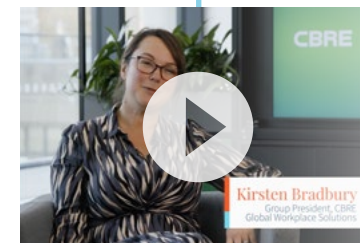


Corporate Partner:
Meta Emerging
Technologies Day.

DECEMBER

2023

FEBRUARY



Corporate Partner:
CBRE Insights & Apprenticeships Day.

CBRE

“Having people from all walks of life is really important to us because we believe that everybody should have a fair chance at any opportunity and be able to belong and thrive.”

Chris Williams
Global Director DE&I,
CBRE Global Workplace Solutions



The problem

Our charity
mission

Words from
our Patron

Our vision
and outcomes

Our story
and future

About the
Founder

Thank you

Appendices



APRIL



Corporate Partner:

First Mode Sustainability Internship.



“To disrupt we need a diverse set of talent, opinions and ideas. The Migrant Leaders interns come with lots of engineering talent and are definitely the sort of people we want to join our business.”

Mark Freed
Chief Commercial Officer, First Mode

“We love working with Migrant Leaders because they are giving young people an opportunity to gain access to professional networks.”

Eva Mulligan
Partner, Swan Partners



Corporate Partner:

Business Consulting
Work Experience.

APRIL

2023



Mentee Development Webinars:

In collaboration with Anglo American, we are delivering a series of workshops on a wide range of topics to boost mentees employability, build capabilities and connections.



The problem

Our charity mission

Words from our Patron

Our vision and outcomes

Our story and future

About the Founder

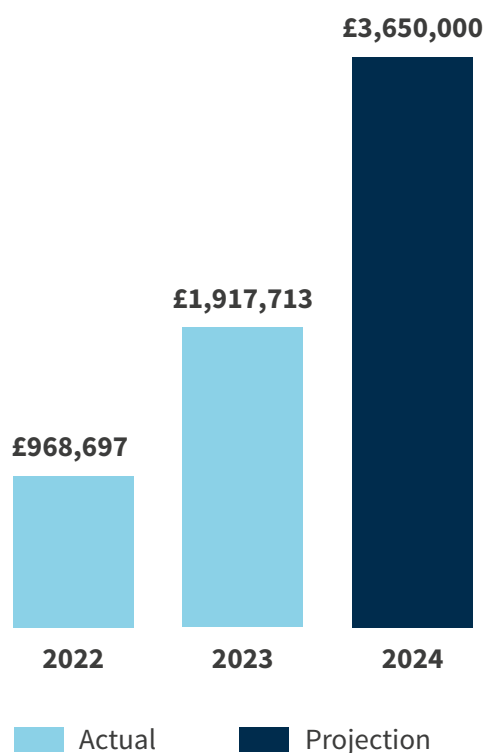
Thank you

Appendices



Income & charity effectiveness:

In the 12 months to March 2023 the charity increased its income by 98%, achieved mostly through corporate partnerships:



We continue to work to deliver our programme as cost effectively as possible, while supporting more young people each year. We are committed to delivering high quality and impactful programmes to even more disadvantaged young people across the UK.

In the 12 months to March 2023 the charity increased the number of young people it supports by

58%



In the 12 months to March 2023 the charity increased the number of mentors by

30%

We formed deep relationships with corporate partners, together delivering workshops, work experiences, internships and opportunities to our young people.

Westcon Comstor

smith&nephew

AngloAmerican

FIRST MODE

SWAN PARTNERS

KANTAR

salesforce

ABB

SPARTA GLOBAL

bp

Meta

Starbucks

Ipsos

illumina

CBRE



The problem

Our charity mission

Words from our Patron

Our vision and outcomes

Our story and future

About the Founder

Thank you

Appendices



A bright future through collaboration:

Our vision is to scale up the charity's impact to reach out to more young people across Britain. We will concurrently continue to build further corporate partnerships to widen young people's horizons and provide them with opportunities and work experiences.



In response to the disproportionate impact of Covid-19 and economic downturn we are addressing the deeper root causes of the challenges migrants and ethnic minorities face by launching a mobile app to deliver further support and connections to the wider economy. Furthermore, in 2020 we launched our EduTech Kids scheme and Mentee Mentor programme to help alleviate digital poverty and to close the educational attainment gap which has widened further for disadvantaged communities due to Covid-19.



Mentee: James Rhodes
University Student

Mentor: Rena Patel
Chief Marketing Officer,
Kantar Consulting

“Born in Derby, I was the first person in my family to go to university. I took the difficult decision of moving down to London to fulfil my aspirations for a career in marketing. Migrant Leaders has given me all the opportunities I needed to seize in order to fulfil my potential. Elham Fardad saw something in me and connected me with Kantar and while at university I spent the next couple of years being mentored by the Kantar CMO Rena Patel, doing the Migrant Leaders Kantar Public Spring Internship and working with the Migrant Leaders team as their Marketing Intern. This really gave me the direction, skills and confidence I needed to do them and myself proud.”

Impact: Identifying greatest talents and passions, devising roadmap to a marketing career and gaining skills in quality internships. Now working in graduate role at Kantar.



The problem

Our charity mission

Words from our Patron

Our vision and outcomes

Our story and future

About the Founder

Thank you

Appendices



About the Founder



“Have courage and your capabilities will connect you”

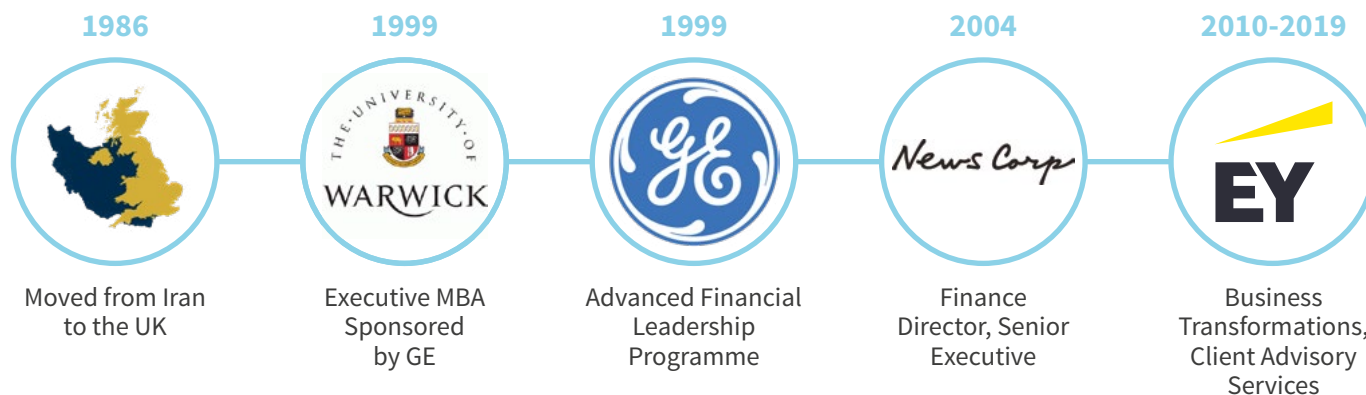
Elham Fardad,
Accelerated Leadership Conference
The O2 London March 2017

Professional career

Elham’s professional career spans 25 years in senior leadership roles in blue chip multinationals including GE, News Corp and Ernst & Young, where she has advised clients on their most challenging operational problems. She is the Founder and CEO of the charity Migrant Leaders and is a member of multiple Advisory Boards. Elham has been selected as Finalist in awards for her work on Migrant Leaders, including Charity Times Charity of the Year, Charity Leader of the Year and the IoD Director of the Year.

Personal values

Her philosophy is underpinned by her enduring personal values and vision for her family. Elham sees her role as helping develop the next generation of leaders both in her professional and personal life. She continues in her personal time to mentor many talented ethnic minorities in the UK from different walks of life to help them fulfil their true potential.



The problem

Our charity mission

Words from our Patron

Our vision and outcomes

Our story and future

About the Founder

Thank you

Appendices



Charity work

In 2017 Elham launched Migrant Leaders™ to identify talented young migrants and help them through a world class programme of bespoke modules, workshops, mentoring and quality work experiences at leading firms. She has designed this programme bringing the best of her experience and the network she has gained throughout her professional career and charitable work.

Commitment to family

Elham also devotes much of her time and care towards her two children who are aged 16 and 13 and she manages a 'dual career household' as her husband works in IT Advisory at Accenture. Elham's inspiration comes from her desire to help leave the world a better place for her children and for others to be able to succeed no matter where they come from.



Interview with
Rene Carayol MBE

2017



Fardad Foundation
Founder & CEO

2017



Migrant Leaders
Founder & CEO

2020



Mentee Mentor
Founder & CEO

2020



EduTech Kids
Founder & CEO



The problem

Our charity
mission

Words from
our Patron

Our vision
and outcomes

Our story
and future

About the
Founder

Thank you

Appendices



Featured:



Charity Times
Leaders Forum

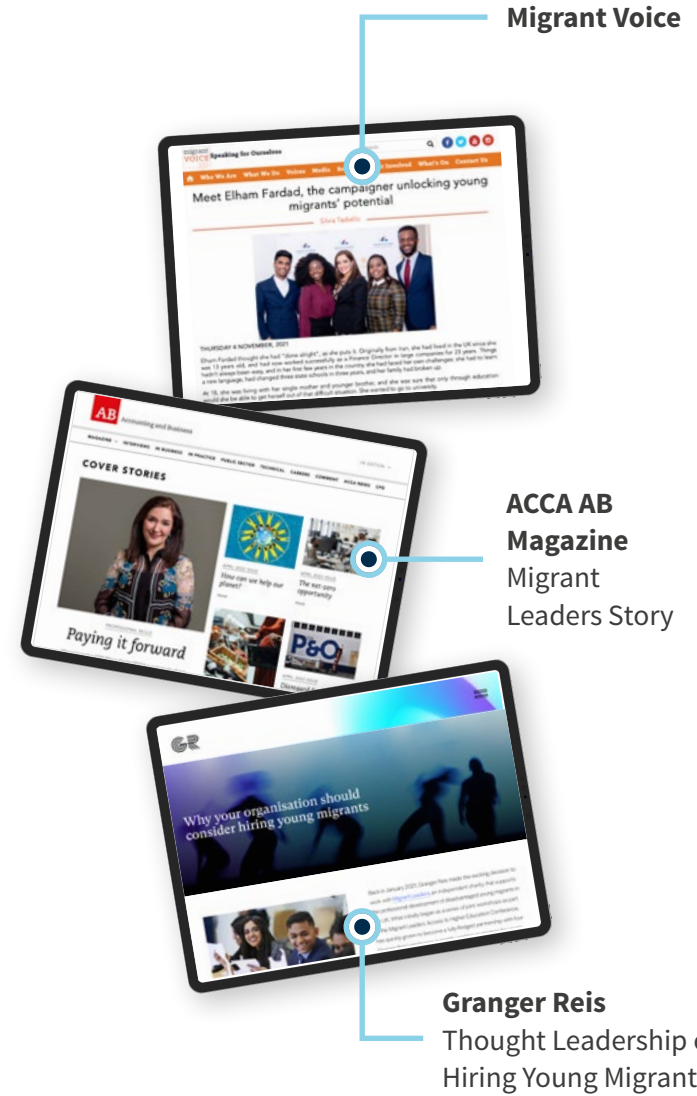
Charity Times
CEO Diary



Quilter Cheviot
Thought Leadership on
Charity Governance



Sparta Global
Thought Leadership
on Youth Employment



Migrant Voice

ACCA AB
Magazine
Migrant
Leaders Story

Granger Reis
Thought Leadership on
Hiring Young Migrants



The problem

Our charity
mission

Words from
our Patron

Our vision
and outcomes

Our story
and future

About the
Founder

Thank you

Appendices



Thank you *Be part of the Migrant Leaders story.*

If you are as passionate as we are about helping young migrants fulfil their potential in the UK, then we want to talk to you about mentoring, sponsorship and partnership opportunities.

Corporates

We work with companies who share our vision of providing opportunities to disadvantaged young people. Our corporate partnerships deliver conferences, workshops, quality work experiences and access to job opportunities. Company volunteers work closely with our experienced team to change young people's lives, learn about the next generation of the workforce and develop by working with us on leading practice programmes. They find new purpose to work with their colleagues through a refreshed sense of common values and belonging.

Public sector

We collaborate with educational institutions, charities and the public sector to provide our programme free of charge to young people. We would like to continue to expand our partnerships with other organisations who would like to, with our support, give opportunity to their 16-25 year old students to apply to our programme.

Volunteers

Become a mentor, facilitator or join us in other volunteer roles. You will make a pivotal difference to the direction of young people's lives, will gain the opportunity for personal development and join our network of connections.

Support us

We are a registered charity with the Charity Commission. If you are a UK taxpayer, the charity will receive up to £250 through Gift Aid for every £1000 you donate to the charity.



Contact us:
enquiries@migrantleaders.org.uk



The problem

Our charity mission

Words from our Patron

Our vision and outcomes

Our story and future

About the Founder

Thank you

Appendices



Appendix A: Our programme

Our programme participants are guided through the learning journey designed to support and build their capability and character:

ORIGINAL HIGH LEVEL PROGRAMME DESIGN

YEAR 1

YEAR 2

YEARS 3-5

BEYOND

Capabilities

Bespoke structured learning modules will address the key factors determining the future success of migrants, delivered in classroom or as interactive online modules.



Workshop/Online Modules and Materials

How to Get the Best Out of Your Mentoring Programme On
Boarding Materials

Raise Aspirations ML
Think Big campaign

Build Confidence & Resilience ML online modules

Build Character & Integrity ML
Character Cards

Enable Education
Participation in Higher Education Conference

Build Future Leaders ML Leadership online Young Leader modules

Build Life Leadership
Life skills workshops and sustainable leadership

Boost Access ML Leaders Like Us campaign

Unlock Capability
Workshops on target topics and Leadership Conferences

Connect Conferences
Networking events with top firms – London & Regions

Show Possibilities
ML Mentees invited to corporate events

Share Leading Practice
Expert top firms speakers

Give Back to Britain ML alumni to mentor British in deprived areas

Strengthen Support ML
Community App for 24/7 support and mental health

Build ML Community
ML website members discussion forum

Courage

To build confidence and the courage to succeed, Migrant Leaders™ development programme is designed to match participants with the right trained mentor given the diverse needs and challenges of young migrants.



Bespoke Mentoring

Remote 1-2-1 Mentor monthly (or as agreed) voice/ video calls

Formal mentoring

Connection to other mentors based on specific personal and professional needs

Formal referrals

Graduation from Migrant Leaders™ Programme and Ongoing Support:

Participants who graduate from the programme successfully based on participation and achievement of individual targets would be given access to the network of contacts of all the registered mentors of the charity

Connections

Providing Migrant Leaders™ valuable network of contacts to enable the participants to gain quality work experiences in leading firms and public sector organisations of relevance to their chosen professional field.



Quality Work Experiences

1 Week formal work shadowing at mentor's or other place of work

Top 10% get further support to accelerate faster

Based on exam results, interview with Super Mentor and other criteria

Other informal work experience opportunities such as a day at a top firm or public sector events

Ongoing learning through formal work placements such as summer internships at top firms and public and voluntary sector organisations



The problem

Our charity mission

Words from our Patron

Our vision and outcomes

Our story and future

About the Founder

Thank you

Appendices



Appendix B: The Young Leader

Our model to develop success characteristics in young people and the sustainable leaders of the future

Adds Value

Attains the motivation and self discipline required for real focus on operationalising a vision, supporting plans and execution of those plans.

Builds Self

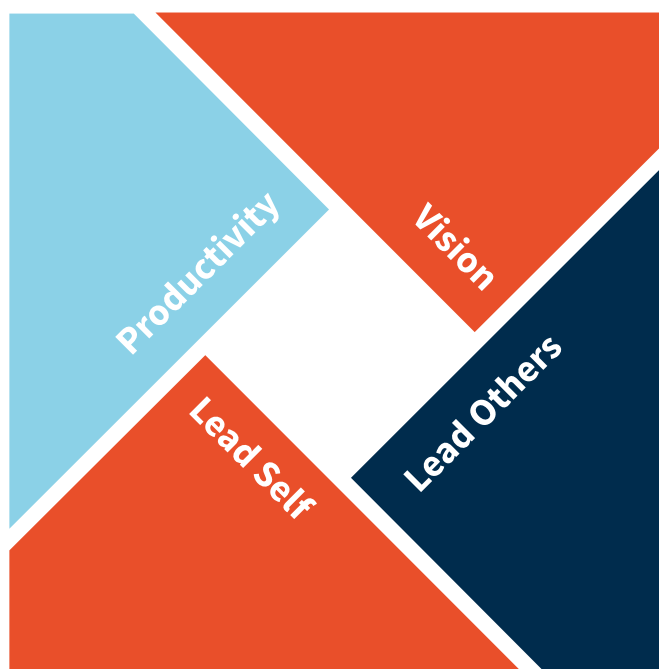
Develops self awareness and gains an understanding of own needs in order to achieve happiness. Maintains a positive attitude, builds resilience and patience in achieving own personal objectives.

Works at Pace

Demonstrates continued determination and the physical and mental endurance and momentum required to see through to the end objective and beyond.

Instils Trust

Demonstrates behaviours and strengths that instil trust in a leader. These include the ability to inspire, confidence, decisiveness and clear communication.



Intense Ambition

Attains a firm belief in own ability to achieve own objectives and has the courage to commit to that responsibility.

Builds Others

Demonstrates gratitude for opportunities and makes positive contributions to society. Sets an example through personal integrity, empathy, compassion and respect for others.

Vision of the Destination

Has the creativity, intuition and proactivity to devise a vision of the end result. Leverages curiosity and adapts vision to the environment and resources.

Trusts Others

Learns to trust others and give people a chance so we place trust in each other and demonstrates this through flexibility of approach, honesty and tact.

These 4 level 1 'capability components' describe our 'Young Leader Model' framework. No leader is the best in all these 8 level 2 traits, though the strongest leaders achieve a good level on all 8 traits while showing exceptional strength in particular traits. This framework aims to balance work and people skills. The critical factor determining young leaders' development is early self awareness and guidance on the level 3 behaviours, capabilities, values, emotional and social intelligence needed to succeed in their life, in Britain and their chosen career. It is assumed that 'technical functional expertise' to enable progression in their chosen career is developed during their education, work experience and employment when they are on the right path leveraging the above traits.



The problem

Our charity mission

Words from our Patron

Our vision and outcomes

Our story and future

About the Founder

Thank you

Appendices





MIGRANT LEADERS

connections • capabilities • courage

www.migrantleaders.org.uk

@ enquiries@migrantleaders.org.uk

[linkedin.com/company/migrant-leaders](https://www.linkedin.com/company/migrant-leaders)

twitter.com/MigrantLeaders

[facebook.com/MigrantLeadersUK](https://www.facebook.com/MigrantLeadersUK)

[instagram.com/migrantleaders_](https://www.instagram.com/migrantleaders_)

Youtube: Elham Fardad



FARDAD
FOUNDATION

The Fardad Foundation (TFF) is a UK registered charity that works directly with young people from deprived neighbourhoods, educational institutions and employers to provide bespoke support pathways towards the fulfilment of their true potential. TFF develops and delivers programmes, working with third parties and volunteers. Incorporated independently, TFF is governed by a diverse Trustees Board.

The Fardad Foundation (TFF) is registered as a charity with the Charity Commission in England and Wales with registered charity number 1176049.

