

# Sharing our impact with Britain

Progress to December 2022



**MIGRANT LEADERS**

*connections • capabilities • courage*



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# 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



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# 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...*



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# 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.



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# 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.



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# 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:





**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



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**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



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**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



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**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



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**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

Westcon  Comstor



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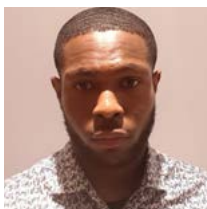
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**Mentee:** Joseph Ezeigbo  
A Level Student

**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.



**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.



*“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®



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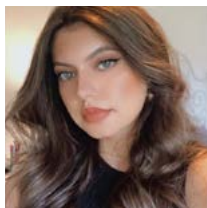
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**Mentee:** Sara Ahmad  
University Student

**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



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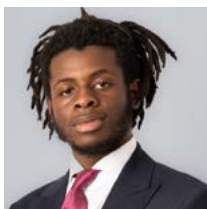
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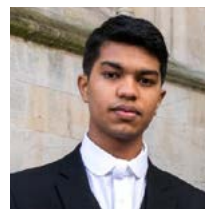


**Mentee:** Elijah Olanipekun  
A Level Student

**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.

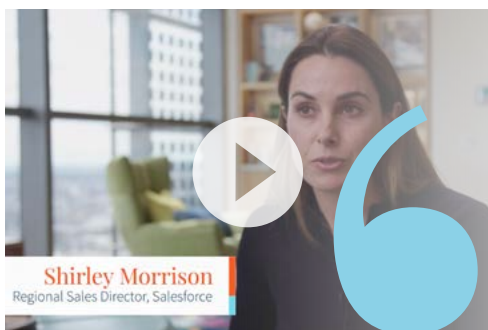


**Mentee:** Maheraj Lian  
A Level Student

**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



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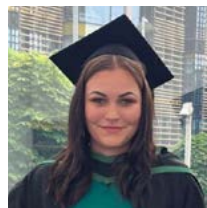


**Mentee:** Ali Shah  
University Student

**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.



**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.



*“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



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**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.

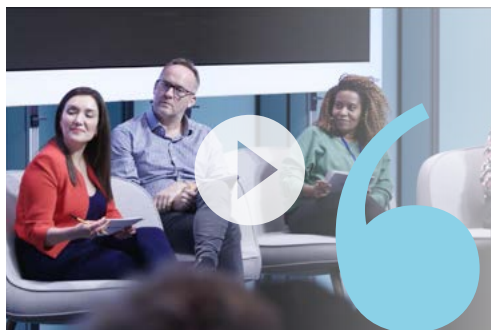


**Mentee:** Dev Patel  
A Level Student

**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).



*“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



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**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.*



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# Key impact numbers:

WHAT WE HAVE ACHIEVED SINCE 2017:

1,200

senior mentors  
from more than 95  
FTSE100 and leading  
organisations



4,900

Corporate experiences &  
workshop participants



98

UK locations



25,500

Digital Modules and Content Views

1,400



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  
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Words from  
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## Our mentors

We have over 1,200 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



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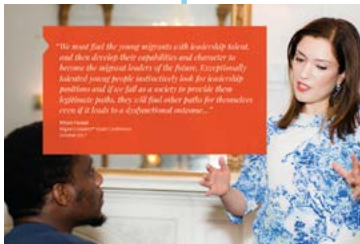




# Our story:

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



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*“It is equally important for ethnic minority talent to hold up a mirror to themselves as it is for organisations to support them. The need for a collaborative approach is greater than ever.”*

Rene Carayol MBE  
Migrant Leaders Patron  
Inclusion Expert & CEO Coach

### Afro-Caribbean Youth:

Commenced drive towards targeting young girls and boys from Afro-Caribbean ethnicity to raise their aspiration and access to opportunities to fulfil their potential.



JULY

SEPTEMBER



### First Mentors Conference:

65 senior Mentors attended the inaugural Migrant Leaders Mentors Conference to hear our Founder Elham Fardad introduce the programme and Patrons Dr Yvonne Thompson CBE and Rene Carayol MBE speak.

### First Education

**Conference:** Migrant Leaders Education Conferences aim to inspire and boost participation at top universities and provide practical expert training on university applications.



OCTOBER

2019

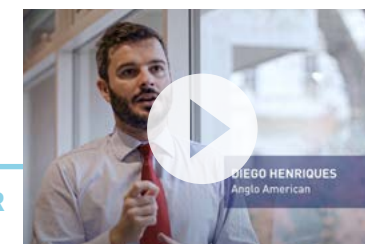
FEBRUARY



**National Coverage:** Engaged with universities and schools across the country to help address regional disparity in youth training and employment.

### Corporate Partner:

Mentees Access to Corporates Mining Conference.



NOVEMBER



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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



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# 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



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**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



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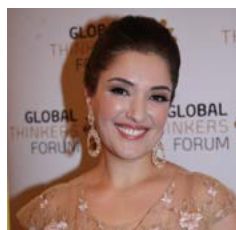
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*"I am proud of our Mentee Mentor programme which aims to bridge the gap that starts early in the lives of disadvantaged families. Through this scheme we provide role models who the young children can relate to and aspire to emulate their life and 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.



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*“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



## First Digital Connect

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



*“The ethnic minority 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



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## 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.

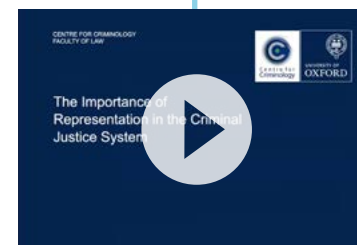
SEPTEMBER



### 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.



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**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

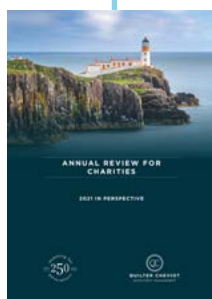


**Migrant Leaders Partners with Sparta Global:** Supporting refugees from Ukraine.

**FEBRUARY**

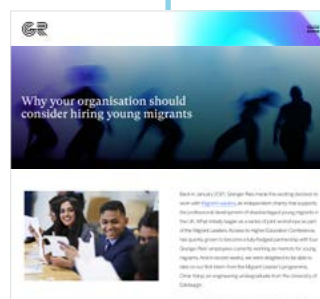
2022

**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.



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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

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



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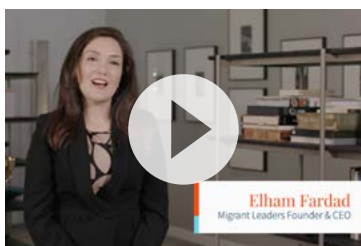
**Corporate Partner:** Salesforce  
Visualisation Workshop and  
Insights into Tech Sector.



*“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



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*“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

OCTOBER

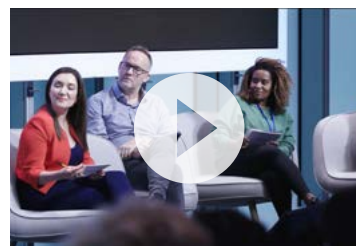


**SPARTA**  
GLOBAL

**Corporate Partner:**

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

 **Meta**



**Corporate Partner:**

Meta Emerging  
Technologies Day

DECEMBER

2022



**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.

*“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



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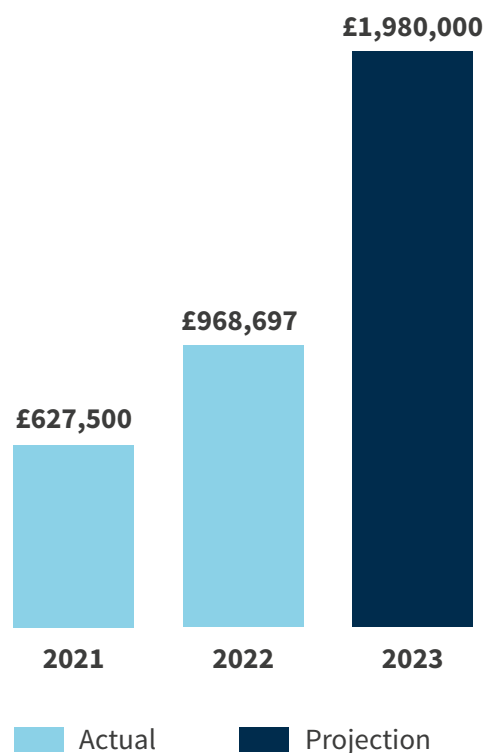
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# Income & charity effectiveness:

In the 12 months to March 2022 the charity increased its income by 54%, 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 2022 the charity increased the number of young people it supports by

83%



In the 12 months to March 2022 the charity increased the number of mentors by

67%

We expanded our Migrant Leaders Opportunity Fund to enable exceptional migrant students to attend top universities.



Westcon Comstor

KANTAR

smith&nephew



AngloAmerican

ABB

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



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# *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.



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# About the Founder



*“Have courage and your capabilities will connect you”*

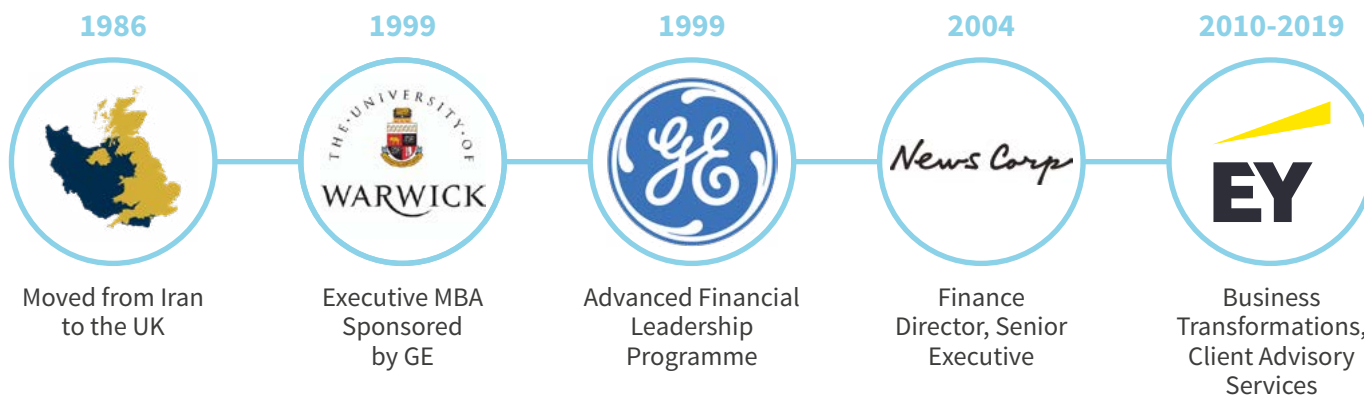
Elham Fardad,  
Accelerated Leadership Conference  
The O2 London March 2017

## 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.



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### 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



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## Featured:



**Charity Times**  
Leaders Forum

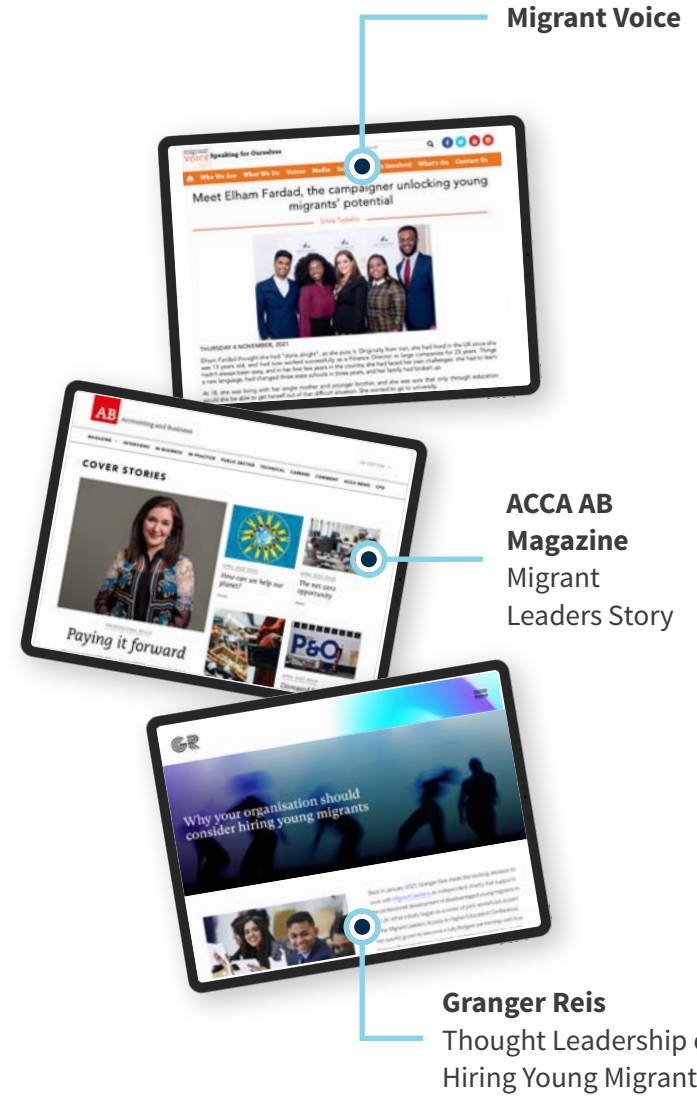
**Charity Times**  
CEO Diary



**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



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# 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](mailto:enquiries@migrantleaders.org.uk)



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# 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

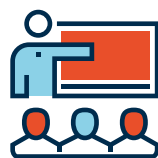
YEAR 2

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



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# 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

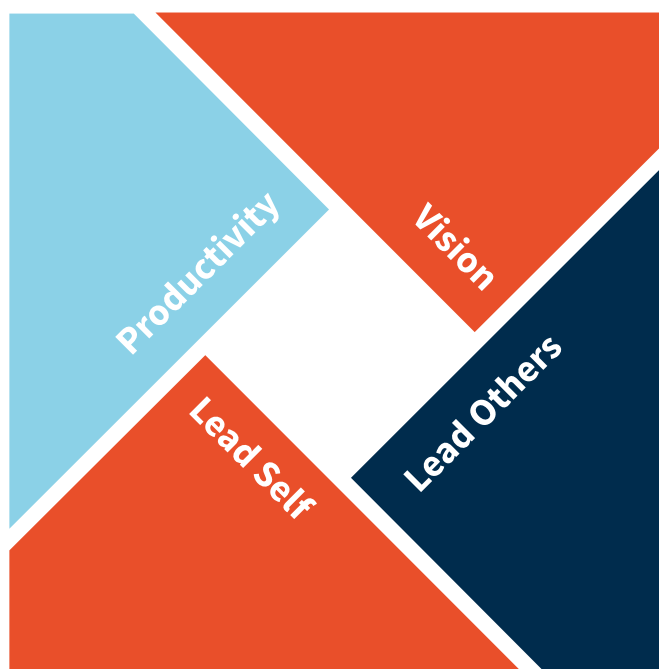
Develops self awareness and gains an understanding of own needs in order to achieve happiness. Maintains a positive attitude, builds resilience and patience in achieving own personal objectives.

## 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.



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## MIGRANT LEADERS

*connections • capabilities • courage*

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[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.

