

# IMPACT REPORT 2023



The Future Leaders  
Programme



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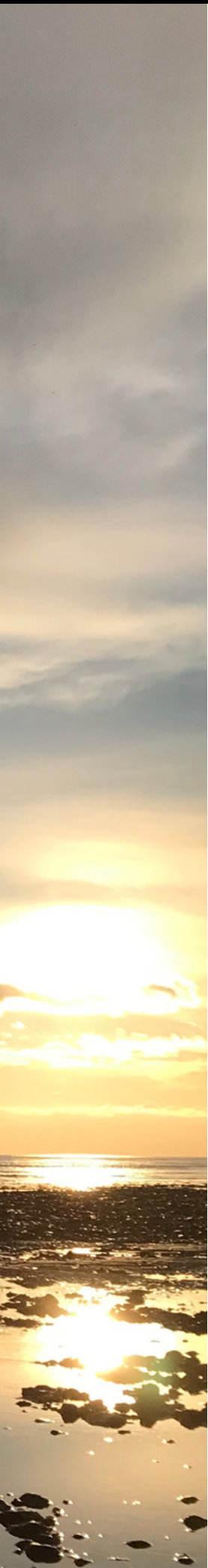
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# INTRODUCTION - 2023



2023 has been a remarkable year for Future Leaders and the young people who have engaged with our programmes.

**In the midst of conflict, suffering and forced migration around the globe it has been a privilege to witness the compassion and ambition of those who have been forced to seek sanctuary in the UK as they support one another and dream of a brighter future for themselves and their communities.**

Our ambition continues to be seeing every young person who comes through our programmes reach their full potential and be empowered and equipped with the confidence and skills to make a positive impact in their communities.

During 2023 we were able to significantly scale our programmes, running four cohorts throughout the year, offering internships to our graduates and ongoing monthly in-person and online support to our ever growing Alumni community. We ran our first programmes led by those with lived experience, outdoor leadership intensives in the mountains of the UK and our first cohorts aimed specifically at young refugee mothers.

Alongside the success stories we also see the huge need to scale our programmes to ensure this opportunity is available to as many young people as possible. Throughout the year we received over 250 applications for the 60 places on our programmes. Applications for our Spring 2024 cohorts already look to exceed these numbers.

Our hope is to ensure the voices of those with lived experience are heard throughout our work and that we continue to strive towards a more compassionate and welcoming society.

**Daniel Hall**  
Programme Director



*“All of the sessions were amazing. It has hugely helped my social anxiety and confidence with others and by the end my favourite sessions were those in which I could interact with others. I loved the new perspectives, new people and new cultures”*

**Graduate of the Autumn 2023 Cohort**

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*“My heart was heavy and my brain foggy. But now I feel light and clear. I am awake and don’t want to go back to sleep”*

**Graduate of the Spring 2023 Cohort**

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*“I have never experienced this before. I was overwhelmed with studies. It was such a space we could connect. We took a breath and came back to life again”*

**Graduate of the Autumn 2023 Cohort**

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*“For me, the main take away is connection, motivation and courage. Motivation to set up new goals and objectives, even if it can be seen to be unachievable and working step by step with others towards these achievements. Courage to let go of the things that don’t really matter and focus on the important ones.”*

**Graduate of the Autumn 2023 Cohort**



# APPLICATIONS

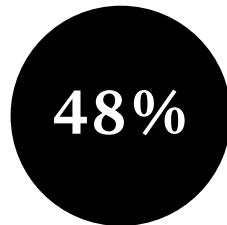
During 2023 we witnessed the large numbers of ambitious and talented young refugees and asylum seekers who are left with limited access to opportunities across both education and employment. We were able to scale our programmes to provide more opportunities to access the Future Leaders programme, running four cohorts throughout the year.



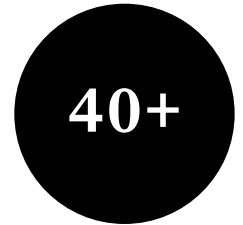
the number of applications we received during 2023



Applicants were spread across 42 towns & cities in the UK



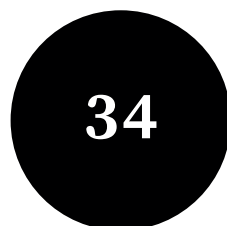
48% of our applicants were female, with 52% male



applicants were referred by over 40 different organisations & charities

# A GLOBAL COMMUNITY

Applicants to the Future Leaders Programme represent refugees and asylum seekers from across many cultures and nationalities. The vast majority have experienced trauma both in their home countries as well as during their journey to the UK.

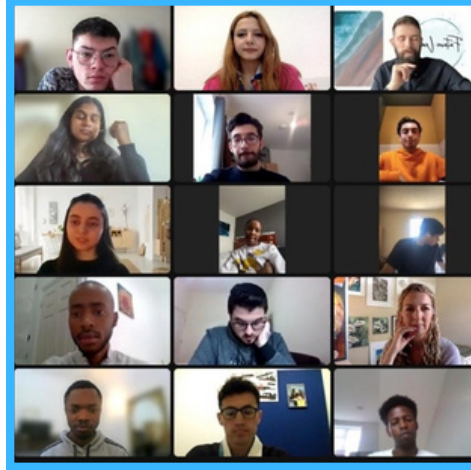


Nationalities represented amongst Alumni



Applicants with Refugee Status. 52% Asylum Seekers

# Programmes



During 2023 we were able to run four leadership cohorts and 10+ alumni events both online and in-person. Each programme involved 9 weekly workshops led by experts in the field with sessions including employability skills, creative writing, art therapy, confidence building and communication. Our focus is on tapping into the inner resources of each individual and helping to develop these. Students complete readings and assignments alongside the core workshops before going on to the CIRCL coaching programme in which they will gain a *Certificate in Professional Leadership*.

2023 saw us run our first ever Future Leaders Programme tailored specifically toward young refugee and asylum-seeking mothers. All participants have children under the age of five years old, have experienced trauma as a result of forced migration and over 70% are single parents. From childcare responsibilities to navigating complex legal systems and adapting to new cultural environments, the program is designed to provide them with the specific support they need.

80%

feel they have a clear plan for the next two years of life since completing the programme

95%

feel more confident and empowered in navigating life in the UK since completing the programme

100%

would recommend Future Leaders to a friend



*Empowering women*

# FUTURE LEADERS MOTHERS COHORT

Through the Future Leaders Mothers Programme we are breaking down barriers, cultivating leadership skills, and fostering personal growth in these remarkable women. The outcomes of our programmes display a significant decrease in loneliness and isolation, an increase in ambition, and improved access to education and employment. Collaborating with organizations and businesses has expanded the horizons of our alumni, creating opportunities for growth and community building.

**70%**

are single parents on our mothers cohort

**100%**

feel they have grown into a more confident person as a result of the programme

**100%**

feel more resilient and able to withstand a shock/challenging experience as a result of the Programme

**75%**

feel less lonely/isolated upon completion of the programme





# CIRCL COACHING

Upon completion of the Programme, we work closely with our partner organisation, CIRCL to ensure students can access a coaching qualification and go on to gain a Certificate in Professional Coaching. CIRCL specialise in delivering leadership training through coaching, matching our young leaders with professionals across a diverse range of sectors. The ambition is to see a world where leaders are empowering, empathetic and inclusive.

Through regular coaching sessions both our young leaders and the professionals they are matched with are equipped to continue their professional development through coaching. Our partnership with CIRCL allows us to continue inputting into our graduates long after the programme is completed. Over 60% of our graduates go on to complete CIRCL, with over 30% staying in touch with their coach after the programme.



*"My match was a great match, we had similar interests and from the start, we were able to strike up good and flowing conversations. Over the few weeks, we were able to get closer, and learn more about each other, and our goals. We created a safe space to learn and grow with each other. I am really honoured that I was able to learn from him, as he gave me useful advice that is still with me to this day."*

## INTERNSHIP PROGRAMME

We believe that it is vital that Future Leaders receives input from those with lived experience as we develop our programmes to ensure maximum impact. During every cohort we offer paid internships to graduates of previous cohorts to provide input in our development as well as to provide valuable work experience to those with limited opportunities. Previous interns have gone on to secure employment as journalists (*New Humanitarian*) with another joining us on a permanent basis as our Programmes Manager, herself leading cohorts.

During 2023 we provided 4 paid internships to graduates of our programmes with participants from Turkey, Sri Lanka and Nigeria.

*"Working with everyone was a fantastic experience, and I thoroughly enjoyed contributing to the team. The positive atmosphere and collaborative spirit made my internship not only educational but also enjoyable. The opportunity to work alongside your team has been invaluable, and I am truly grateful for the knowledge and skills I gained during my time there."*

**Intern for the Autumn 2023 Flagship Cohort**





# Alumni

Following successful completion of the Future Leaders Programme all graduates become a part of a dynamic and diverse network of leaders spread across the UK. Ongoing Alumni support and opportunities to network with fellow graduates and leaders ensure the impact of Future Leaders is felt across our communities.

The alumni community is currently made up of 95 students from 34 different nationalities. The nationalities with the highest representation amongst our students continue to be Iraq (Kurdistan), Afghanistan, and Eritrea. Our alumni community is currently spread across 42 towns and cities in England, Scotland and Wales with a relatively even split of male and female (47% male / 53% female)



## 95

Our Alumni community is made up of 95 individuals who have graduated from one of our 7 cohorts. With a further 5 cohorts scheduled for 2024 we are expecting this number to reach 170+ by the end of the year.



## 34

Our Alumni community is made up of individuals representing 34 nationalities spread across 42 towns & Cities in England, Scotland and Wales.



# Alumni (Continued)

During 2023 we were able to run at least one Future Leaders Alumni session per month with the aim of continuing to provide tailored and impactful support to past graduates of the programme. This is compared to the 4 Alumni sessions that were run in 2022.

Most of these sessions are run online due to the wide geographical distribution of our graduates with some being in-person for those who are London based.

Alumni sessions in 2023 included 'Working in healthcare' run by NHS representatives, 'Working in Humanitarian Aid' (VNG International) and visits to The National Theatre.

In addition to monthly workshops and in-person trips we also work hard to ensure our Alumni community members have access to ongoing support and mentoring in areas specific to their interest or areas of need.

As a result of this ongoing person-centred support we have been able to see many of our alumni go on to secure places at University, receive scholarships for study as well as access to full-time employment.

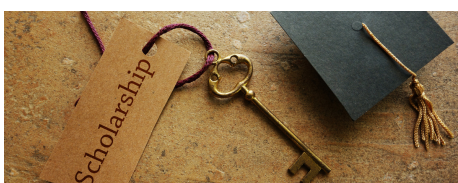
Our focus is on students reaching their full potential and as such we encourage innovative and entrepreneurial approaches to challenges and opportunities.



VOPE is an initiative founded & led by Future Leaders Alumni with the aim of providing a safe and inclusive platform for asylum seekers and refugees to share information, opportunities, stories, experiences, and aspirations with a wider audience. The podcast seeks to foster empathy and understanding, as well as raise awareness to dispel misconceptions surrounding migration.



For those young people who feel it would be beneficial, we are able to provide access to specialist trauma counselling sessions through 'Self Space' therapists.



A number of graduates have gone on to gain scholarships to study at Universities including through the *Bowman Scholarship* at UCL, the *Compass Sanctuary Scholarship* at Birkbeck University and full scholarships to postgraduate degrees at the University of Edinburgh.





# Alumni Leadership Intensives

Towards the end of the summer, we led our first Future Leaders Intensive Retreat in partnership with 'Mind Over Mountains'. The weekend saw 14 refugees and asylum seekers who had previously been through our programmes take part in leadership sessions in the mountains of North Wales. Sessions addressed topics including confidence building, teamwork, resilience, trauma response and goal setting whilst activities included hiking and scrambling. We had young people in attendance from all 5 of our previous cohorts



*"I see what we shared during this trip touched my heart, how we can connect to nature. This trip gave me a space to feel again - to feel comfortable and safe again. It's never too late for life, we can start again and again"*

**Future Leaders Alumni & Graduate of our Spring 2023 Programmes**



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*'After every winter there will be spring, joy, happiness and breeze. There might be thorns on our way to success, but after all the difficulty the things you achieve will be more valuable than the things you got for free.'*

*You will be able to say 'I did not come this way to only come this way'*

**Graduate of the Autumn 2023 Cohort**

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# TEAM

Thanks to increased funding we have been able to expand our core staff team as we move into the new year. This will allow us to run more cohorts, in particular adding our mothers cohort to the programmes we offer. We are also able to invest further in our Alumni community ensuring that the support we offer is tailored, specific and continues beyond the end of our core programmes.

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**Daniel Hall**

Programme Director



**Daniella Jaff Klein**

Co-Founder & Member of  
Executive Team



**Sule Karakus**

Programme Manager &  
Future Leaders Alumni



# LOOKING AHEAD

At the end of 2023 we find ourselves inspired and humbled by those many individuals who have come through our programmes and who demonstrate an unshakable resilience, hope and drive to see positive change in communities across the UK.

**We also find ourselves very aware of the ongoing challenges and immense need for further opportunities for forced migrants in this country.**

Moving into 2024 we will look to expand our team and increase our capacity to support refugees and asylum seekers through the Future Leaders Programmes. We will run a further five cohorts (both flagship & mothers specific) and aim to see our alumni community grow to over 170 individuals by the end of the year.

Collaborations with The National Theatre, Mind Over Mountains, London Zoo, the British Library and Moving Mountains amongst many others will allow us to offer ongoing support to our growing Alumni community.

Future Leaders continues to be a place for individuals who believe that anyone can reach their potential regardless of past suffering or experience. We are so grateful to our funders, supporters and many faculty members who have invested in our young people and made all of this possible.

Here's to a bright 2024.



*“A life of Hope, is our key”*

**Graduate of the Spring  
2023 Cohort**

# LEADERSHIP PROGRAMMES FOR WORLD CHANGERS FROM FORCED MIGRANT & ASYLUM SEEKER BACKGROUNDS



[futureleadersprogramme.org](http://futureleadersprogramme.org)

