



PROSPECTUS

2023/24

✓ **FOR YOUNG PEOPLE**

Raising Aspirations and Coaching Practical Skills

✓ **FOR VULNERABLE FAMILIES**

Humanitarian Support

✓ **FOR SOCIETY**

Storytelling



We work with young people in London – including their schools, families and their wider community – to bring **long and lasting change.**

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INTRODUCING ICANYOUCANTOO

For the community, by the community

icanyoucantoo started in 2017 as a grassroots mentoring initiative with a group of 5 young people receiving 1-2-1 coaching sessions. Today, we **support over 1,000 people** within our London community every year!

We believe in **'for the community, by the community'** and the people we support are at the heart of *every decision* we make.

We support the non-privileged within our community based on their needs, by **seeing and hearing first-hand** the challenges that they face.

Each year, **our offering has grown - with tailored and bespoke solutions** - within this prospectus you can find out all about us!

100% volunteer-powered social enterprise tackling social inequality
Compelled to action through what we see and hear from the London communities we support



For Young People

**Coaching +
Mentoring**

Raising aspirations and **coaching skills**



**For Vulnerable
Families**

**Humanitarian
Support**

Humanitarian **support** in the community



For Society

**Education +
Awareness**

Sharing our work through **'storytelling'**

WHAT WE DO

We are compelled to take action by what we see and hear



PILLAR 1



PILLAR 2



PILLAR 3

WHAT WE HEAR

*“My parents work in factories, **school doesn’t have a careers service** and I’ve never had work experience – how can I get a professional job?”*

*“When us mothers flee from DV (Domestic Violence) we **come to the refuge with almost nothing and no money.**”*

*“We strive to be a diverse and inclusive organisation but **we recognise we are not there yet, and need to do more.**”*

WHAT WE BELIEVE

1. People should **not be held back** by their social status;
2. The ‘value’ of people’s skills and what they have access to **should not be defined by their background, wealth or family circumstances;**
3. Our **society will benefit if there is increased diversity** of individuals from all backgrounds in further education and the workplace.

WHAT WE DO TO MAKE A DIFFERENCE

We run a coaching and mentoring programme for young people aged 16-21, to facilitate social mobility.

Our syllabus incorporates a broad range of expert coaching in practical skills, access to professionals from a variety of industries and the opportunity to learn from real role models.

Through regular sessions during the academic year **we equip our young people with the skills and networks they need to access further education and/or employment.**

See p.12

We provide vulnerable families with hot meals, essential supplies, and educational equipment.

Our hot meals programmes run during the Christmas and Easter school holidays when low income households struggle the most. We also provide clothing, books, calculators, toys and technology wherever we can.

We provide vital resources so that families are fed and can access education regardless of their circumstances.

See p.27

We tell our story to educate individuals and organisations about the work that we do, and why we make an impact.

We share the story of our work and experiences as well as give our young people a platform to share their personal journeys. We aim to empower those we speak to with the knowledge and inspiration to develop, or improve, their own initiatives.

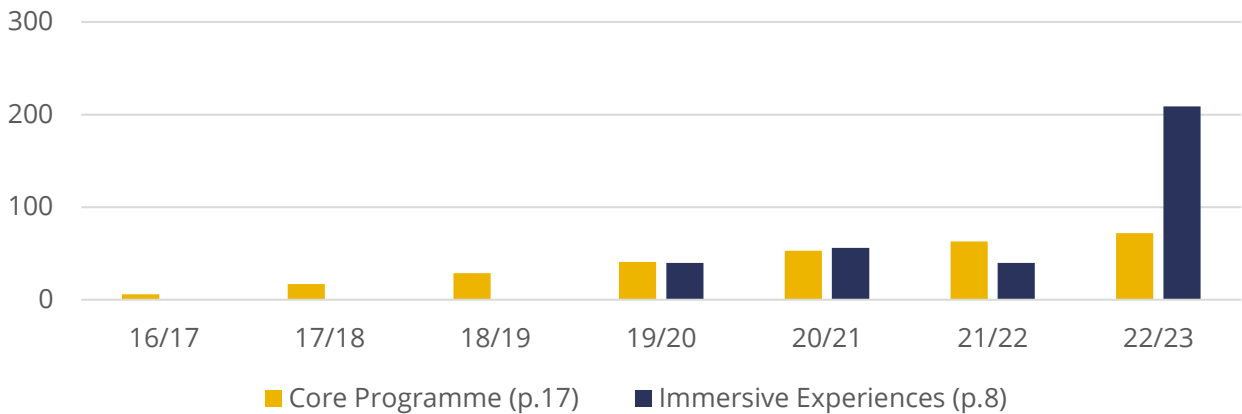
We share our learnings, opportunities to volunteer, and the chance to mentor our young people to affect change on ‘both sides.’

See p.32

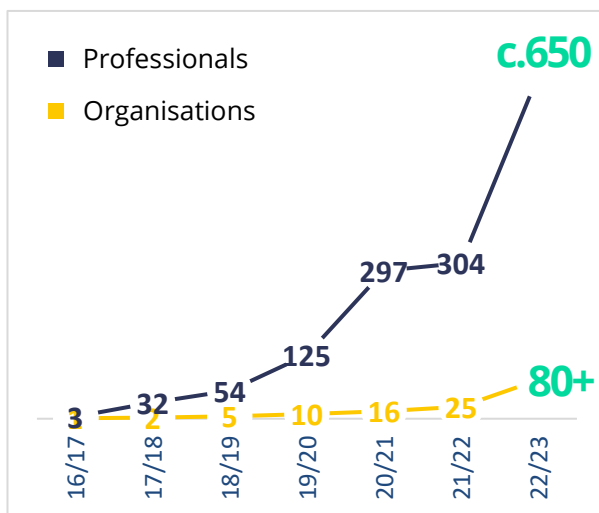
OUR STORY IN NUMBERS

A growing network of young people, professional volunteers and corporate organisations

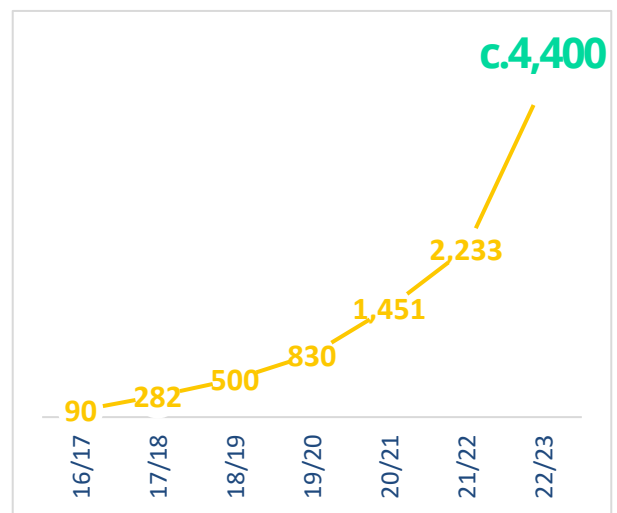
PROGRAMME PARTICIPANTS



PROFESSIONALS | ORGANISATIONS INVOLVED



TOTAL HOURS VOLUNTEERED



EDUCATION AND AWARENESS

Number of individuals presented to (Young People and Professionals)



MEASURING OUR IMPACT

Holding ourselves accountable in numbers

FOR YOUNG PEOPLE

Raising Aspirations and Coaching Practical Skills



In 2023/24, **c.15% of the young people** who completed our programme in 2022/23 will stay on as **Ambassadors to *pay it forward*** - supporting our wider operations and our new students, as they continue developing their skills and CVs.

Examples of the establishments our **young people have secured** places at:



Career-specific programmes have included **initiatives** at:



2022/23 Survey Results

What our young people say:

95%

"...feel **my aspirations have been raised**"

100%

"...feel I had an **opportunity to access industries, professionals and work locations** that I might not normally have had"

9.6/10

Average student rating in terms of the programme's usefulness in **"equipping me for a better future"**

FOR VULNERABLE FAMILIES

Humanitarian Support



Since Christmas 2020, we have been **running Hot Meals Programmes' throughout the Christmas and Easter school holidays** which provide **freshly cooked meals, essential supplies and hygiene products** to individuals across Havering and Thurrock.

We **redistribute any surplus to local food banks, hospices, and hospitals** to ensure there is no waste. Overall, we have provided:

28,000+

Food items and essential household supplies

20,000+

Hot meals

1,500+

Individuals from vulnerable families supported

We have also sourced and supplied many other items for young people and families, including:

1,100+ Easter Eggs

500+ Stationery Items

100+ Laptops | Computers

750+ Christmas Presents

100+ Textbooks

200+ Coats | Blankets

Organisations we work with



FOR SOCIETY Storytelling



c.10,000

Volunteering hours created for professionals to mentor and coach

3,500+

Corporate professionals who have been presented to

1,500+

Professionals who have volunteered their time to

...including **10+ Executive** level leaders of large, global organisations.

We have shared learnings with **25+ global corporates and universities** to provide insights that enable them to create successful work experience and apprenticeship programmes, with a **level playing field** for all applicants, including:



ALVAREZ & MARSAL

APOLLO



ESTÉE LAUDER



Julius Bär



MEET THE CORE TEAM

A mixture of former students and experienced professionals

Our team of volunteers is made up of professionals from a range of industries and backgrounds, as well as young people who were icanyoucantoo programme students themselves, in previous years.

The team work with our wider network of **250+ active professional volunteers** to deliver the full scope of icanyoucantoo initiatives:



WHAT PEOPLE SAY ABOUT US

Parents | Educators



...icanyoucantoo is **backed up by an absolute determination to make a real difference.**

This is not just in coaching and mentoring young people, but in ensuring that they do everything they can to remove barriers to social inequality. Nothing is insurmountable!

Penny Johnson, Headteacher



...as a single mother of 3 children who is barely scraping by for the bare necessities I could not afford...my children honestly where **so overwhelmed they were screaming in excitement**...icanyoucantoo had done something that not even the government could do for my children.

Parent, London



When I look at my daughter between her starting and ending the programme – **she is unrecognisable!**

Parent, London



icanyoucantoo **has changed our lives.** My son is a hero in our community.

Parent, London



icanyoucantoo coach and mentor, **with kindness and respect**...no person is a failure or written off due to their behaviour, ability level or standing in society. Having also been a part of the Hot Meals programme – delivering food parcels to people who were struggling to make ends meet – **I was blown away** that everyone was made to feel equally valued.

Parent, London



icanyoucantoo has correctly identified that the poverty of these young people is not only financial, but also a poverty of aspiration. They have no real role models with whom they can identify and no opportunity to access the kind of experiences they need in order to fulfil their potential. **The work that icanyoucantoo carries out, therefore, is a major contribution to the London communities they support.**

Professor Andrew Massey, King's College London

THE PROGRAMME

For Young People

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PROGRAMME BACKGROUND

Set up to tackle the barriers that young people face getting into further education and employment

WE KNOW THAT*

- Young people are not **receiving appropriate career support** at school due to funding cuts in 16-19 education, disproportionately **impacting disadvantaged students**;
- Those from better off backgrounds are **almost 80% more likely to land a top job** than their working class peers;
- **c.10% of the UK population are privately educated** but they make up **+50% of Judges**, members of the **Cabinet** and **FTSE100 CEOs**

WE TAKE ACTION TO

- Give young people from non-privileged backgrounds **real, consistent role models** from a **range of professional careers**;
- Provide and coach **practical and pastoral skills** that they will need in future education and work opportunities;
- Create a **supportive network of partners and volunteers**, including the highest Executive-level professionals, to share real world examples of career journeys and experiences;
- Put the **young people at the heart of everything we do**, and every decision we make



Students participating in Immersive Experiences at (Left to Right): DMBA, EY, HSBC and RNT Fitness

*Source: State of the Nation 2022: A fresh approach to social mobility (publishing.service.gov.uk)

UNDERSTANDING OUR STUDENTS

The young people we serve face higher levels of deprivation, on average, than the rest of London

Tackling social inequality is the core purpose of **icanyoucantoo**, so we have measured our students against some key indicators of both deprivation and diversity to ensure we are delivering on our mission.

1.) Deprivation

First, we measured our '22/23 students against the Index of Multiple Deprivation (IMD), which is the **official measure of relative deprivation** for small areas in England, to see how they compare.

This clearly shows that **our average student faces higher levels of deprivation** than the rest of London:



2.) Diversity

Also, our programme has been designed so that **other diversity criteria do not impact who is able to take part** in our programme:

33% : 67%
 (Male : Female)
 Student ratio, our programme is **open to all genders equally**.

Our entry criteria is a '4' in English and Maths at GCSE
 This means our programme is **not just for the 'gifted and talented'**

Sources:

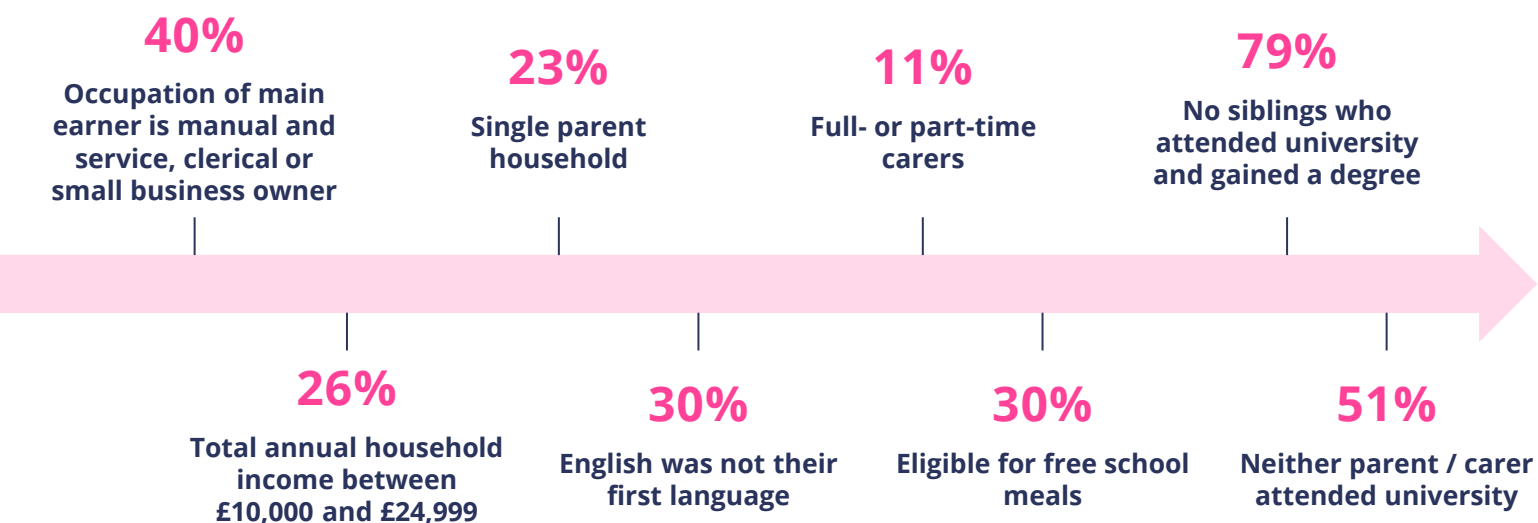
¹ <https://data.london.gov.uk/dataset/indices-of-deprivation>

² <https://imd-by-postcode.opendatacommunities.org/imd/2019>

OUR STUDENTS (CONTINUED)

We gathered data from our '22/23 students to understand what our 'typical' student looks like

Further results are as follows:



We also asked our students about barriers which they felt held them back, to build a more informed picture:

“ I wish others knew how much I had to **miss out on purely because we were first generation South Asians** ”

“ It would be nice for people to see **there is so much more to us than just where we live physically but mentally too** ”

“ I **care for a severely autistic younger brother with my single mother** ”

“ **Not all students are given the same opportunities, regardless of having similar career goals** ”

“ My father has suffered from Parkinson's for nearly all my life. I've had to deal with **helping to look after my father and his change in personality and behaviour** ”

“ Over the years there have been many hardships such as **not being able to afford textbooks and revision guides for school or a laptop or printer** ”

“ **Growing up in East London, specifically Dagenham, was very challenging with the amount of crime and gang activity going on at the time** ”

“ I **have OCD which has always impacted my life in many ways such as having low levels of confidence** ”

HOW THE PROGRAMME WORKS

Our young people are at the heart of everything we do

The icanyoucantoo **mentoring and coaching programme** takes place over **regular sessions**, across a **single academic year**, for Year-12 students

OBJECTIVES:

1

Provide access to a variety of **real role models and networking opportunities**

2

Provide **opportunities and access** to a variety of industries, professions, and work locations

3

Provide **practical skills coaching** required for higher education and the workplace

FUNDAMENTAL PRINCIPLES:

Consistency > Relationships > Safe Space = **Growth and Development**



SYLLABUS:

Coaching | Practical Activities | Guest Speakers | Variety of Host Locations | Networking



ALEX AYIN
Marketing Director
WISER



ALEX KOURIE
Director
EY



ANNE-MARIE BALFE
Partner
EY



CHARLOTTE HILL
CEO
The Felix Project



DAVID JONES
Presenter
Sky Sports



DIDI SCOTT
Head Of Risk
HSBC



JESS NICHOLSON
Learning Designer
BestAtDigital



JHAI DHILLON
Co-Founder
Simmer



HHJ KARIM EZZAT
Circuit Judge
Judiciary of England and Wales



DR MARK GILLETT
Chief Medical Officer
Premier League



LORD MICHAEL HASTINGS
Chairman
SOAS



MONIQUE SHAW
Founder
Re/Write



NAVJOT SAWHNEY
Founder
The Washing Machine Project



RUPA LAKHA
Partner
CRS LLP



RUPEN SHAH
NED*
UK Sport



SHAZ MEMON
Founder | CEO
DigiMax | Wells on Wheels



SIMMY DHILLON
Co-Founder
RNS Meals



DR THOMAS DANNHAUSER
CEO
Smart Start Minds



TOM DEAN
Olympian
Team GB



TULSI VAGJANI
Speaker | Model
Campaigner

*NED - Non-Executive Director

OBJECTIVE 2.) ACCESS

To a variety of corporate and educational establishments

The following organisations will provide access to their establishments for our 2023/24 sessions:



EXAMPLES OF THE ESTABLISHMENTS OUR YOUNG PEOPLE ACCESSED IN 2022/23:



OBJECTIVE 3.) ACCESS COACHING PRACTICAL SKILLS

Month	Content		
Nov.	INSPIRATIONAL OPEN		TEAM BUILDING + ICE BREAKERS
	DEBATE MATE*		GUEST SPEAKER
Dec.	NUMERICAL REASONING*		HOW TO LEVERAGE LINKEDIN*
	STRENGTHS + INTERVIEWS*	WRITING A CV*	GUEST SPEAKER
Jan.	PERSONAL BRAND FIRST IMPRESSIONS*		
	TELEPHONE INTERVIEWS		
Feb.	LIVE CAREERS LIBRARY*		
Mar.	FEMALE GUEST SPEAKER PANEL		GROWTH MINDSET*
	MALE GUEST SPEAKER PANEL		ASSESSMENT CENTRE - COACHING*
Apr.	WRITING DELIVERING A PRESENTATION*		ASSESSMENT CENTRE - ACTIVITY
May	APPLICATIONS AND THE HR PROCESS*		GUEST SPEAKER
	PRESENTATIONS - ACTIVITY		GUEST SPEAKER
Jul.	HOW TO HACK THE BRAIN*	ELITE PERFORMANCE*	GUEST SPEAKER
	GRADUATION AND FINALE		

 REAL ROLE MODELS

 PRACTICAL ACTIVITIES

**EXPERT COACHING*

2022/23 SYLLABUS IN NUMBERS:

10

Host Organisations

25+

Coaches | Speakers

28

Activities

250+

Professionals

1,500+

Volunteer Hours

ACCESS TO A VARIETY OF INDUSTRIES AND PROFESSIONS

Our young people will access and **network with professionals** from the following industries and professions:

Accounting, Finance and Professional Services | **Actuarial Science** | Architecture, Interior Design and Real Estate | **Banking and Financial Services** | Entrepreneurship | **Healthcare**¹ | HR, People and Talent² | **Law + Politics** | Marketing | **STEM**² | Psychology

Notes:

1.) This is a brand new stand-alone programme;

2.) This is a new category added this year

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PROVIDING IMMERSIVE EXPERIENCES

Increasing confidence and competence



In addition to the syllabus, we have worked with a diverse range of organisations to curate **immersive experiences** for our young people across multiple industries. These are elective opportunities for our young people which are designed to increase their **confidence, capabilities and competencies**.

Examples include:

1

Career-Specific Programmes

Which provide our young people with **access to practical work experience in their industry of choice**, so that they can gain first-hand understanding of their chosen field. These have included initiatives at:



2

Events and Networking Opportunities

Whenever we gain access to a space, we always endeavour to bring our young people with us to **provide a safe opportunity for networking**. This year included a policy breakfast at the Houses of Parliament, a fundraising gala dinner, multiple corporate fundraising events and many panel speaker events hosted by our corporate partners.

3

Paying It Forward

Our young people are all encouraged to **give back in different ways**. We provide opportunities to do this with us where we can such as volunteering for our Hot Meals Programme (See p.27); taking part in fundraising events and – new for 2023/24 - giving blood.



OUR GRADUATING CLASS OF 2022/23



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ALUMNI STORIES

Role models who are realising their aspirations and paying it forward



MARY-ANNE AIYEOLA

Cohort: 2018/19

WHAT IS MARY-ANNE DOING NOW?

Mary-Anne has completed her 2nd year at Loughborough University and is currently on a placement year, working as the DreamWorks Marketing Intern at NBC Universal.

She became an Ambassador after finishing the programme and, now, as an alumni has been supporting current students with activities such as interview practice.

IN MY OWN WORDS...

*"...icanyoucantoo prepared and equipped me in a way that compulsory education did not. By having the right tools and skills **I'm able to tackle absolutely anything.***

*During my time at icanyoucantoo, I was able to gain an insight into the lives of different professionals across different industries and was inspired by their own journeys **realising that I had the potential to do the same.***

*Being an alumni and still having access to the amazing team and the support they provide reminds me that **I will always have a home with icanyoucantoo.***"



OSMAN CHOUDHRY

Cohort: 2018/19

WHAT IS OSMAN DOING NOW?

Osman is studying Economics at LSE whilst interning at the Financial Services Compensation Scheme during the summer, and he strives to pursue a career in equity research.

After finishing the programme, Osman joined the Personal Statement Service team to help young people get offers from their preferred universities.

IN MY OWN WORDS...

*"...icanyoucantoo **allowed my confidence to skyrocket.** I went from feeling nervous and intimidated when entering professional workplaces to delivering presentations in them within a few months.*

***Amazing guest speakers from all walks of life such as Johnny Nelson inspired me** – the opportunity to converse and learn off these incredibly successful guests is something you cannot get anywhere else.*

***The team feels like one big family.** When you get involved in icanyoucantoo, you can feel that the team members genuinely want what is best for you, both personally and professionally."*

ALUMNI STORIES

Role models who are realising their aspirations and paying it forward



KAYLEIGH de BEER

Cohort: 2021/22

WHAT IS KAYLEIGH DOING NOW?

Kayleigh will be studying for a degree in Architecture at the University of Edinburgh from September 2023.

After finishing the programme, Kayleigh stayed on as an Ambassador. She enjoyed the responsibility of supporting the students as they developed throughout the programme.

IN MY OWN WORDS...

*"I learnt a lot from my time on the programme, both as a participant and as an Ambassador. I was always encouraged to **step out of my comfort zone**, try new things, meet new people and take on **once in a lifetime opportunities** that I would never have been offered if it weren't for the programme.*

*The programme helped me **grow in confidence** as I was taught skills and life lessons that will help me secure a successful career, such as interview skills and how to create a professional network.*

*I enjoyed having so many opportunities to **meet inspiring individuals** that demonstrated how hard work pays off.*

*I really loved icanyoucantoo's **sense of community**, as everybody would go above and beyond, whether it be for the coaching aspect of the programme or the humanitarian work the programme offered, such as the hot meals programmes at Christmas and Easter."*



DERICK KAPPEN

Cohort: 2021/22

WHAT IS DERICK DOING NOW?

Derick is an Apprentice at Price Bailey, an accountancy and business advisory firm. He is also studying towards the ACA (L7) which has been a goal of his for the last few years.

After finishing the programme, Derick joined as an Ambassador and took a leadership position in the humanitarian branch of the programme.

IN MY OWN WORDS...

*"The program has helped me pursue what I want. By meeting people in leading roles, I was able to learn about apprenticeship which has **helped me shape my future**.*

*It has provided me with coaching and training for interviews that no average 17/18-year-old would get normally. **From numerical reasoning coaching to interview practice I have had exposure to every step of an interview process.***

*As a member of the icanyoucantoo network I was able to support and **give back to the community** whilst also developing my leadership abilities thanks to the Hot Meals initiatives."*

STUDENT CASE STUDIES

Transforming young lives



I am now at university, going to be doing an internship this summer, and want to become an Actuary – a few years ago **my 'ambition' was working in my dad's shop on the local high street.**



3 years ago I was **taking depression medication and had no idea what my future looked like** – I am now going to be starting a degree at a Russell Group university and don't recognise that girl from 3 years ago.



During my GCSE years, when I actually failed English, **I was selling drugs to help out financially at home** – fast forward 2 years and I am going to be starting an apprenticeship with a prestigious Bank in the city – and I passed GCSE English too.



I was the guy who thought all black people were either security guards or cleaners in the offices in the city – today, **I am one year away from qualifying as a chartered accountant** with one of the Big 4 Professional Services firms.



I was **permanently excluded from school** and did year 10-11 at a PRU (Pupil Referral Unit). I know how lucky I am to get a chance to be on the icanyoucantoo programme - working with top professionals and prestigious companies – young people like me, especially once they are at a PRU, usually get no more chances!



I am thankful everyday for the opportunity as it has shaped my life immensely. icanyoucantoo provided me with an insight into the careers that existed and **inspired me to believe that they were very much attainable** for me as well.



Tom Dean MBE



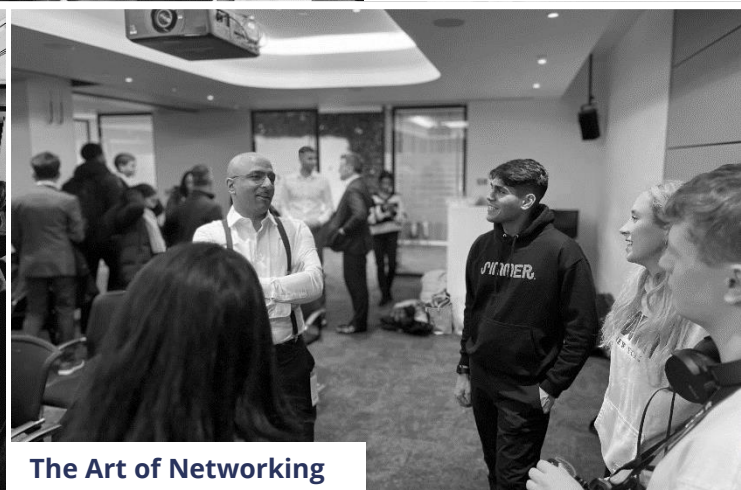
Young people engrossed



At UCL



Assessment Centres - Coaching



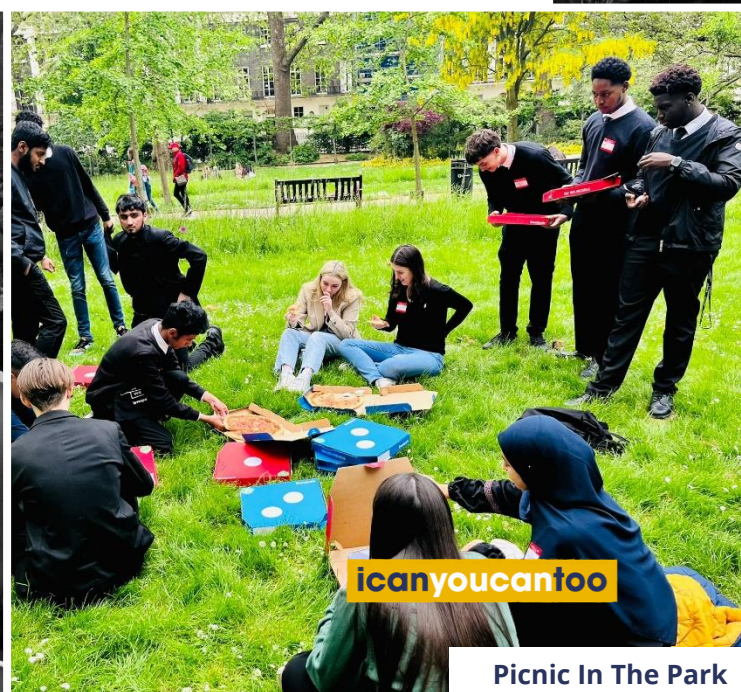
The Art of Networking



Live Careers Library: 1) Entrepreneurship, 2) Medicine and 3) Marketing 'Rooms'



Mentoring...



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Picnic In The Park

HUMANITARIAN SUPPORT

For Vulnerable Families

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HUMANITARIAN SUPPORT BACKGROUND

Providing food and essential supplies to vulnerable families in London (across Havering and Thurrock)

WE KNOW THAT

Young people and their families **struggle to afford basic household necessities** and are **disproportionately affected** by the ongoing cost of living crisis in the UK.

School holidays put **additional pressure on low-income households** due to the increased costs of food, energy, entertainment, and school supplies.

Financial hardship is constant in low socio-economic family units.

WE TAKE ACTION TO

- Provide **freshly cooked meals and other household essentials during school holidays**;
- Partner with local supermarkets and suppliers to ensure the **food, essential supplies, and hygiene products we deliver are fresh and high quality**;
- Source and provide educational equipment such as **laptops, text books, and calculators** throughout the year;
- Maintain a presence on email and social media **where families can turn to for support**;
- **Redistribute any surplus to local food banks, hospices, and hospitals** to ensure there is **no waste**;
- Invite corporate **volunteers to help 'on the ground'**, so that they can see first-hand the pressures families are under.

WHO WE SUPPORT

1,500+ individuals from:

7 Schools | Children's hospice | Community cafe | Women's refuge



WHAT WE DO

Hearing from the families we have supported



This has been an amazing initiative which has made a **huge difference to parents and carers** who may otherwise have struggled to provide healthy, nutritious food for their loved ones during this challenging year.



A lot of us women here find it hard to ask for help and **icanyoucantoo understands that it is difficult for us**. To be honest a lot of us have struggled throughout the school holidays as all the children are off and it means cooking an extra meal and snacks each day, with icanyoucantoo's help that **struggle was lifted from our shoulders**.



...To support the most vulnerable families...icanyoucantoo was able to purchase groceries for the families. They were also able to secure donations of hot food which was distributed to the students and ensured they were **still able to have a nutritious home cooked meal**.



My children honestly were so overwhelmed...they were screaming in excitement, **I will never forget their reaction as they have never owned a laptop before it was as if Christmas had come early for them**.



icanyoucantoo has constantly shown [*our women's refuge*] **a kindness that is rare to the residents**, a kindness that I believe we as DV (Domestic Violence) survivors needed to see. We have honestly been speechless so many times.

27 DEC 2022 AT 09:28

Ah thank you so much 😊 it was a magical day! The kids love their fleece blankets and my eldest hasn't taken her slippers off 😂. They enjoyed their fizzy drinks too for a nice treat ❤️ I hope yours was magical xxx

Hello, just a note to say thank you to you and your team for topping up our electricity today when you dropped off the groceries 🙏
We've not had any hot water this week and it means I can now wash the dishes and the kids can have a warm bath...thanks so much for your generosity.

I would like to say a heart felt thankyou to you and all your team.

You have provided myself and My family, meals, gifts, snacks and essentials throughout the Christmas holiday.... I had enough supplies to even help out a elderly neighbour.

I will be eternally grateful to you for how you have selflessly helped us.

I Hope in the new year to get back to full fitness and back to my teaching position and offer my help as a gesture of support and gratitude.

Many thanks again to all.

Respect and Blessings to all xx

20:37

Hello lovely, we've just opened the boxes you dropped off and we're absolutely flabbergasted! Thank you so much! You've literally made our week! Thank you so so so much ❤️ xxxxx

Aw no problem at all! Thank you for your lovely message. Hope it helps a bit ❤️ xxxx

Ah it really does! Honestly I've not even managed to get any presents for the kids so this has excited them so much knowing they have all this wonderful food and bathroom bits ❤️. I'm honestly overwhelmed at your generosity xxxxx

ORGANISATIONS WE WORK WITH



RIISING TO THE CHALLENGE

Creating certainty to protect our future

To date, our **humanitarian efforts have relied on kind, one-off donations** and fundraisers from our supporters and network to make it all happen.

But, with demand ever-increasing, food prices rising, and our burning desire to support as many people as possible driving us...**we needed to create more certainty** around our resources. Namely, money.

So, Team **icanyoucantoo** rolled up their **sleeves** and took on personal challenges by hitting the road in September 2023.

We **entered 2 teams** into our first ever Running and Riding events to fund our Academic Year '23/24 Hot Meals initiatives.

£23K+ raised

Enough to fund '23/34 initiative and more!



Storytelling **For Society**

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STORYTELLING BACKGROUND

Sharing what we know, and do, to inspire others to act

WE KNOW THAT

- Society is at a crucial inflexion point where there is **heightened political awareness** and an **accelerated desire for change**;
- People **want equality and have a platform from which to do something**, but **don't always know where to start**;
- **Organisations are responding** to their social conscience by diversifying their workforces and levelling the playing field for all, but they have an **inherent lack of understanding of how to effect lasting cultural change**

WE TAKE ACTION TO

- **Affect change on both sides**, by educating not only the young people or the corporate organisations, but **bringing them both together to have meaningful conversations** and learn from each other;
- **Deliver presentations to both start-ups through to FTSE 100 organisations** to share the story of our work, experiences, and knowledge on specific topics such as DE&I, Social Mobility, and Race and Ethnicity;
- **Empower those we speak to with knowledge that can help them develop their own initiatives** such as inclusive work experiences, apprenticeships, and mentoring programmes;
- **Offer volunteering opportunities to professionals** that want to support, from **apprentices through to senior-level executives**

EXAMPLES OF WHO WE'VE PRESENTED TO:



APOLLO

BARCLAYS

ESTÉE LAUDER

EY

finnCap

HSBC

Julius Bär

KING'S
College
LONDON

TESCO

TOM
FORD

UNIVERSITY
of York



WHAT PEOPLE SAY ABOUT US Corporate Professionals



The icanyoucantoo programme is a truly incredible programme. The investment into the **scope and breadth of the programme is second to none**, ensuring that each aspect of the syllabus offers the greatest value to its candidates.

Rupa Lakha, Partner – Charles Russell Speechlys



It's been a real privilege to work with the fantastic team at icanyoucantoo and to hopefully inspire and actually be inspired by the amazing young people that benefit from the programme. Whenever I get involved it **feels personal, different and like I'm actually helping to make a difference.**

Peter Barriscale, UK MD – HSBC Private Bank



I've been extremely fortunate to be involved with icanyoucantoo. I have had many conversations about icanyoucantoo with friends, family and clients. **It fills me with great pride to speak about such a powerful organisation.**

Kasey Alexander, Founder – The Suit Group



It's not difficult to be carried along by the **mission, purpose, energy and passion** of icanyoucantoo...

Jacquie Hughes, Director – Specialist Government Adviser



icanyoucantoo provides their participants with **real, practical training and connection opportunities** that otherwise wouldn't be available to them, but unfortunately without which they'd be held back in a privilege driven working world.

Dimple Patel, CEO - Trouva



I have observed the icanyoucantoo team, programme and impact grow from strength to strength over the past few years. **I would encourage other firms to get involved and work with this excellent team**, who are truly changing the lives of so many young people, whilst bringing more talented diverse candidates to organisations in the City.

Mitesh Sheth, CIO – Newton Asset Management

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*Having grown up in a similar environment, I know first-hand that the narrative in these communities, and the experiences of the young people, **are completely unacceptable - we have to change that!***

FOUNDER'S STORY

Nilesh B. Dosa

How it all began...

I GREW UP IN A DEPRIVED PART OF EAST LONDON

The **son of migrants, I grew up in a one bedroom council flat in Newham**, where I did my schooling.

I was diagnosed with a rare neurodegenerative condition at birth, called Charcot Marie Tooth (CMT) disease. As the symptoms have gradually increased, I've become more and more aware of my limitations, and **my personal need to fulfil my purpose has grown**. I am compelled to do as much as I can before my health prevents me!

I've always had a **passion for supporting non-privileged communities**, and have volunteered my time toward doing so since 1996.

I STUDIED HARD, GOT JOBS AT TOP TIER FIRMS, YET STILL FELT LIKE AN OUTSIDER

I graduated with a first-class degree in finance; completed my chartered accountancy training at a Big 4 firm; worked in banking and then joined EY in 2014.

But, **I've never been able to shift the feeling that I'm an outsider**.

I realised very early on in my career that **being strong academically did not stop me from feeling like an imposter**.

From the beginning, there were constant reminders all around me – wearing a brown suit on my first day working in finance, not knowing how to use my knives and forks at corporate dinners, and colleagues even asking if they could call me by an English nickname – because it would be easier to pronounce!

icanyoucantoo WAS BORN FROM MY DESIRE TO CHANGE THE NARRATIVE

Through my own lived experience I understand first-hand the challenges faced by many young people and their families.

I started icanyoucantoo in 2016 to take action against these barriers, fuelled by my (at times challenging!) belief that following my purpose would lead to more fulfilling 'work' than a 'regular' career path.

On my journey I have navigated uncertainty – weathering pay cuts, all-consuming working hours, and asking people to come along on the ride with me - **to create the capacity and environment to do as much as I can for the causes that I love**.



Clockwise from top left: I did my schooling at St Bonaventure's School, Forest Gate | The son of migrants | Becoming a dad changed my perspective massively | Growing up near Green St, in Upton Park

AWARDS, PUBLICITY, AND MEDIA



News > UK

Schools are failing youngsters by not teaching basic workplace etiquette, says youth mentor

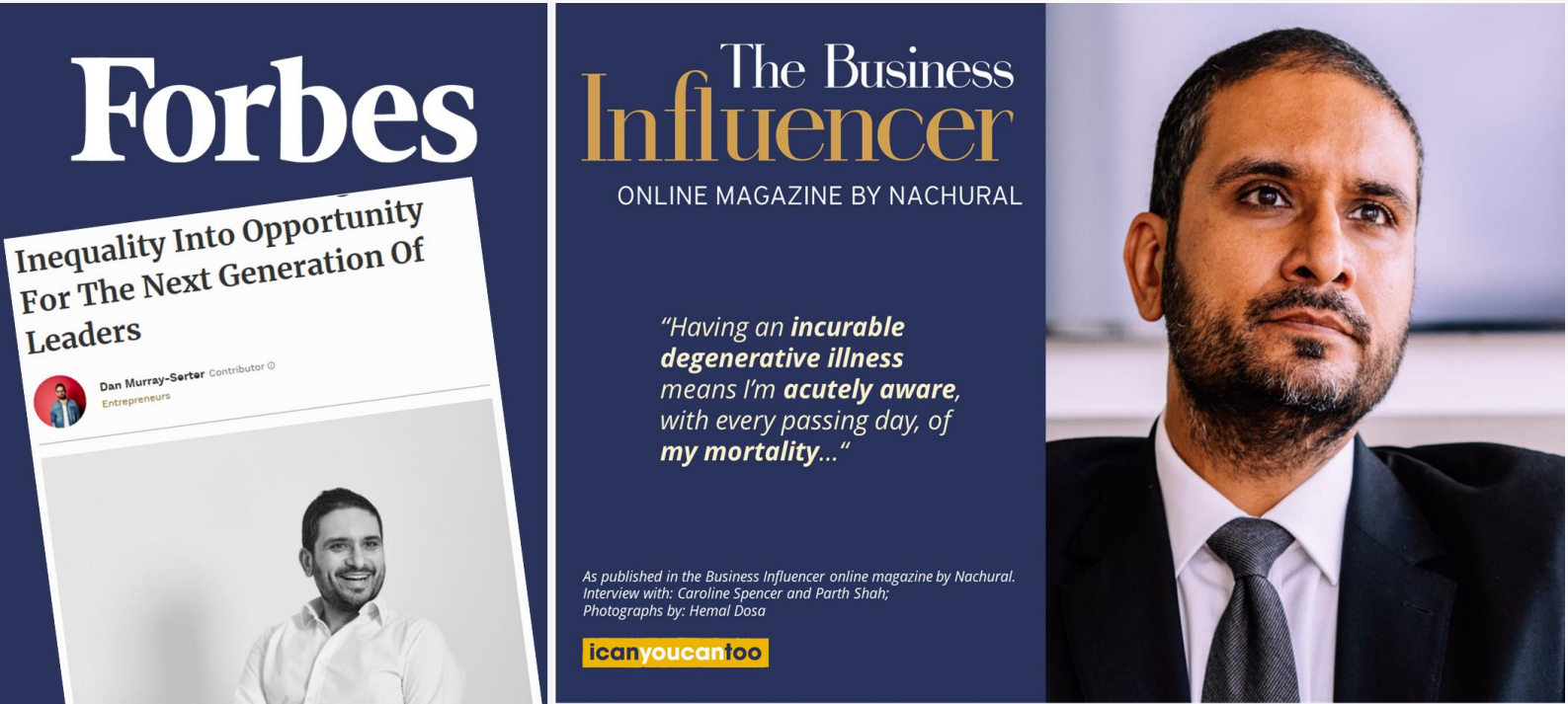
ANTHONY FRANCE | Monday 29 April 2019 13:05



Featured on Greatest Hits and Magic national radio, as part of their 'Essential Voices' series following key workers during Covid-19



AWARDS, PUBLICITY, AND MEDIA



Forbes

Inequality Into Opportunity For The Next Generation Of Leaders

Dan Murray-Serter Contributor @ Entrepreneurs

The Business Influencer

ONLINE MAGAZINE BY NACHURAL

“Having an incurable degenerative illness means I’m acutely aware, with every passing day, of my mortality...”

As published in the Business Influencer online magazine by Nachural. Interview with: Caroline Spencer and Parth Shah; Photographs by: Hermal Dosa

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Portrait of Parth Shah in a suit and tie.

Cambridge University | Centre For Social Innovation: Student Interviews



WEBSITE

www.icanyoucantoo.co.uk

EMAIL

info@icanyoucantoo.co.uk



[icanyoucantoo](https://www.linkedin.com/company/icanyoucantoo)



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



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