



2025

IMPACT REPORT

20 / 20
LEVELS





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This report reflects a year of progress and impact. It shows the reach of our work, the strength of our programmes, and the direction we are moving in.

**20 / 20
LEVELS**

Behind every number is a person. A shift in confidence. A step forward that once felt out of reach.

WELCOME

This is what impact looks like at 20/20 Levels.

SETTING THE DIRECTION



Founder & CEO Duro Oye

**AT 20/20 LEVELS, WE
HAVE ALWAYS BELIEVED
THAT POTENTIAL IS
UNIVERSAL, BUT
OPPORTUNITY IS NOT.**

2025 was a year that tested, stretched, and
ultimately strengthened that belief.

A MESSAGE FROM OUR FOUNDER

In a world where too many young people, particularly those from underrepresented and low income backgrounds are still locked out of opportunity, we have remained focused on what matters most. Turning potential into real outcomes.

This year, we have continued to build pathways that work. Through our programmes, partnerships, and people, we have supported thousands of young adults to grow in confidence, develop critical skills, and access opportunities that once felt out of reach.

Behind every number in this report is a story of resilience and transformation. To our partners, funders, and collaborators, thank you. Your commitment has enabled us to go further and deeper in our work.

As we look ahead, we remain focused on what works. Stronger partnerships. Clearer pathways. Greater reach.

THIS WORK IS ABOUT MORE THAN ACCESS. IT IS ABOUT PROGRESSION, CONFIDENCE, AND LONG-TERM CHANGE.

WE ARE JUST GETTING STARTED.

FOUNDER AND CEO DURO OYE





CHAIR MUVIRIMI KUPARA

BOARD PERSPECTIVE

It is a privilege to launch the 20/20 Levels Impact Report, which reflect a year of meaningful progress and steadfast commitment to creating opportunity for young people.

The need for this work remains clear. Too many capable young people continue to face barriers that are not of their making. 20/20 Levels exists to help close that gap, and these reports show the strength of that mission in action. What is particularly encouraging is the consistency and quality of delivery across the organisation. The programmes are not only reaching young people, but helping to create real pathways into employment, entrepreneurship, and long-term progress.

As Chair, I am proud of the Board's role in supporting this growth while maintaining strong governance, discipline, and a clear focus on sustainability. It is essential that the organisation continues to scale with purpose, without losing the quality or integrity that define its work.

I would like to thank the CEO, the team, and all partners and supporters whose commitment continues to make this impact possible.

As we look ahead, the direction is clear: to broaden access, deepen outcomes, and strengthen the pathways that enable young people to move from potential to opportunity.

OUR JOURNEY

20/20 Levels began with a focus on opening doors for young people who were too often overlooked.

Since then, the organisation has grown into a recognised platform for social mobility, supporting thousands to build confidence, develop skills, and access real opportunities.

2012
CHANGE
DOCUMENTARY



2013
THE BIRTH OF
20/20 CHANGE



2014 - 2017
SELF-FUNDED &
PROVED CONCEPT

2018
OUR FIRST FUNDER -
CONVERSE



2020
GEORGE FLOYD & BLM
MOVEMENT BOOSTED
SUPPORT

2021 - 2022
WE WELCOMED MAJOR
CORPORATE PARTNERS



2023
20/20 CHANGE & LEVELS MERGED
TO BECOME 20/20 LEVELS



2024
COMBINED I AM
CHANGE & LEVELS
DELIVERY



2025
LAUNCHED THE
18K PITCH NIGHT



A key moment came in 2023 with a merger that strengthened both reach and capability.

**TODAY, WE ARE ENTERING
THE NEXT PHASE.**

**MORE REACH.
CLEARER PATHWAYS.
DEEPER IMPACT.**

01



WHY WE EXIST



20 / 20
LEVELS

WHY 20/20 LEVELS EXISTS

**OPPORTUNITY IS NOT
EVENLY DISTRIBUTED.
20/20 LEVELS EXISTS
TO CHANGE THAT.**

We work with young people who have the ambition to succeed but lack access to the networks, knowledge, and opportunities that enable progression.


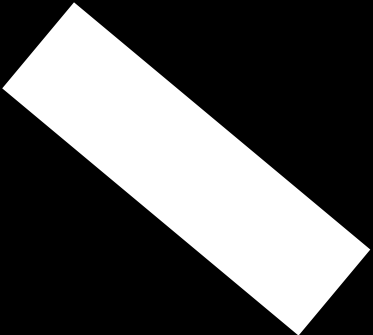
Our role is to turn potential into outcomes.



OUR PURPOSE

Our purpose is to prepare and connect young people to meaningful careers and entrepreneurship opportunities.

We build confidence, develop skills, and create access to networks that enable long-term progress.



WHO WE SUPPORT

We support young people who are:

- From backgrounds that have faced barriers due to race, gender or income
- Early in their careers or exploring their next step
- Interested in employment or entrepreneurship
- Looking for guidance, confidence, and access



THE CHALLENGE WE ADDRESS

Too many young people face barriers that are not linked to their ability.

These include limited access to networks, low visibility of career pathways, and structural barriers that affect confidence and progression. Without intervention, these barriers limit outcomes. 20/20 Levels addresses this by providing structured support, access, and community.





02

**THE IMPACT
WE'RE MAKING**

IMPACT AT A GLANCE

Since our founding, we have:

4,250+

Young people supported directly through programme delivery



185

partner organisations worked with

More confidence.
Clearer career goals.
Access to real opportunities.



22,000

people reached through events, digital content, and partner networks

THE IMPACT WE'RE MAKING

**THESE NUMBERS
SHOW SCALE. THE
IMPACT IS SEEN IN
WHAT FOLLOWS.**

2025 PROGRAMME IMPACT



**I AM
CHANGE**



LEVELS



**20 | 20
TALENT**



350+
**HOURS OF
MENTORING**

**I AM
CHANGE**

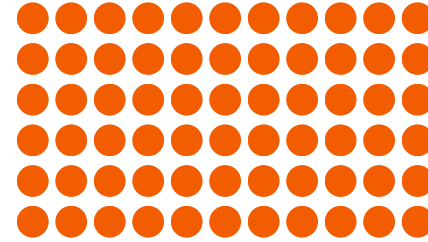
3

COHORTS



66

SESSIONS



132

**132 HOURS OF
LEARNING AND
DEVELOPMENT**



60

**MENTORING
RELATIONSHIPS**



**"THE PROGRAMME HAS
SHOWN ME GAPS AND
HOW TO FILL THEM.**

It made me realise that my options are only limited if I don't take the initiative to grow."

- KWAME THOMPSON



20-20
LEVELS

PIT

20-20
LEVELS

070824

DATE:

PAY TO THE ORDER OF JAMALY WRIGHT **£2,500**

TWO THOUSAND FIVE HUNDRED POUNDS

MEMO: 20/20 LEVELS PITCH NIGHT WINNER

LEVELS

Duro Oye
Duro Oye - CEO of 20/20 Levels

LEVELS

72 HOURS OF
PERSONAL
DEVELOPMENT

LEVELS PROGRAMME

3

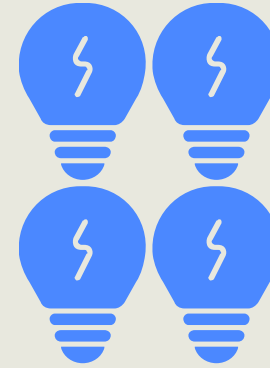


COHORTS



36

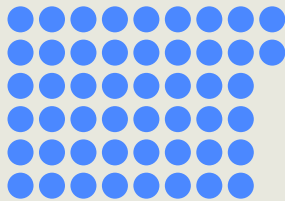
**HOURS OF BUSINESS
MASTERCLASSES**



4

**PITCH
NIGHTS**

50



FOUNDERS SUPPORTED



300+

HOURS OF MENTORING

£22,500

IN EQUITY FREE GRANTS

"In the 6 months, I have learnt a lot.

**THE MOST IMPORTANT
THING WAS TO MAKE SOME
MONEY... AND AFTER 6
MONTHS, I NOW REALISE
THE MOST IMPORTANT
THING IS TIME."**

- JAMAL MUSTAPHA

ALUMNI

AARON



**20-20
TALENT**

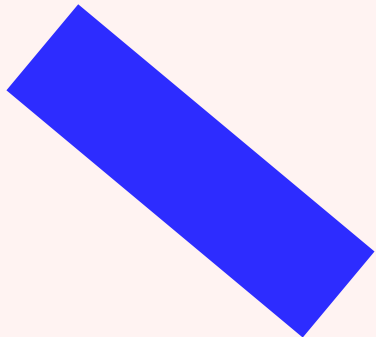
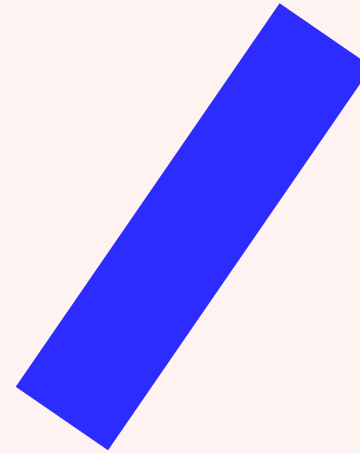
70

**ALUMNI
SECURED
ROLES**

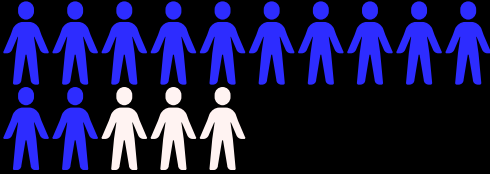


TALENT AND ALUMNI OUTCOMES

Our focus has moved beyond employability towards long-term career progression. In 2025 to 2026, we supported alumni to access roles in high growth sectors including data, project management, and technology.

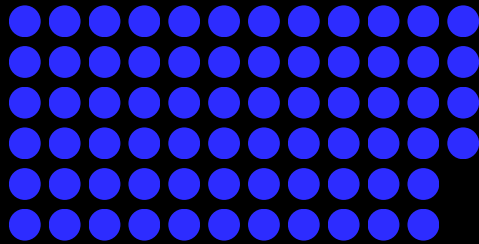


15



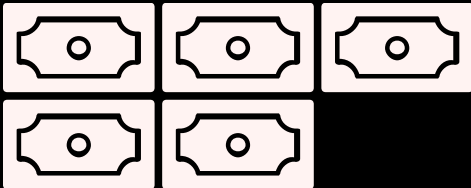
**ORGANISATIONS ENGAGED IN JOB FAIRS,
INCLUDING 12 DIRECT EMPLOYERS**

72



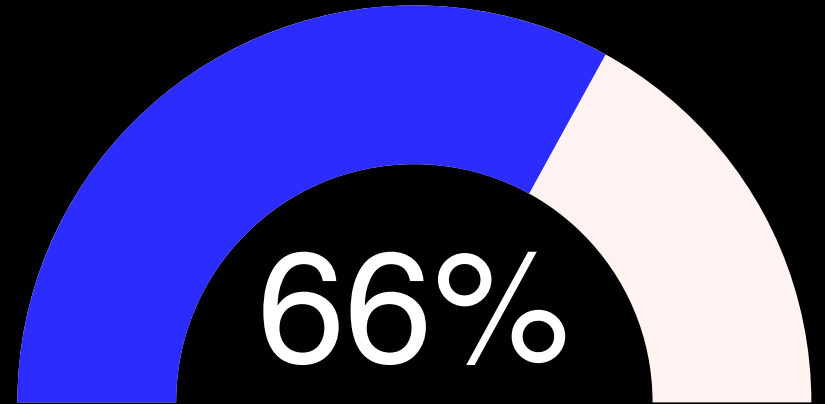
**ALUMNI SECURED
CONFIRMED ROLES**

5



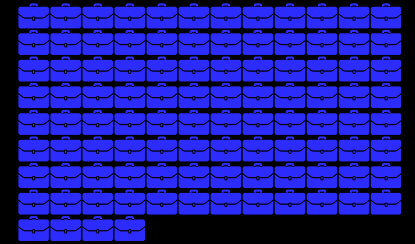
IN EQUITY FREE GRANTS

TALENT AND ALUMNI



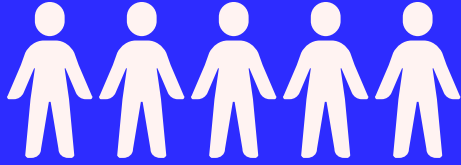
**GROWTH IN HIRING PARTNERS
SINCE 2023**

411



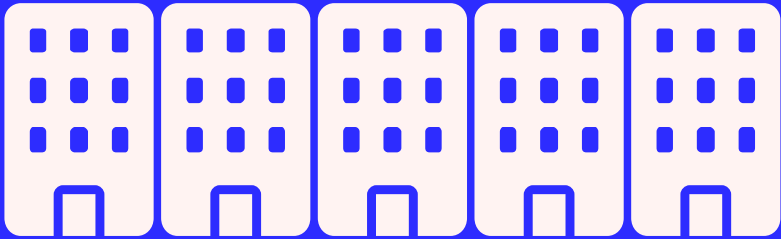
**ALUMNI ATTENDED
FLAGSHIP JOB FAIRS**

5



ALUMNI WERE HIRED IN A SINGLE DAY THROUGH THE VMO2 ASSESSMENT CENTRE IN OCTOBER 2025.

KEY PARTNERS ENGAGED



CITY HALL (GLA), SOCRATES, CIVIL SERVICE, VMO2, AND AMAZON WEB SERVICES (AWS).

TALENT AND ALUMNI

156%

GROWTH IN HIRING POWER SINCE 2023.

ALUMNI CAREER PROGRESS & ACHIEVEMENTS

- **Permanent Conversions:** Tamara Ramos had a bespoke Social Impact Coordinator role created for her at Formula E following her internship.
- **Leadership Milestones:** Nomonde Vuyolwetu Joya was appointed Co-Chair of the Jacobs Employee Network for Black People (Europe), directly influencing DE&I strategy for a global workforce.
- **Internal Promotions:** Tyler Holder achieved promotion to Assistant Store Manager (Virgin Media 02 Brixton), and Kelvin Ofori-Agyeman progressed to Management Information Analyst (American Express GBT).

TALENT AND ALUMNI OUTCOMES

We also created targeted opportunities for deeper engagement:

36

Alumni attended an AI workshop at City Hall

38

Alumni registered for the Socrates Open Day

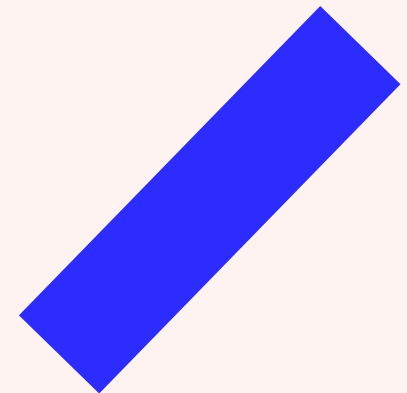
26

Alumni joined Civil Service Fast Stream insight sessions

15

Alumni completed a Data Analyst course

These outcomes show clear progression from programme participation into employment and career growth.



KEY HIGHLIGHTS OF THE YEAR

2025

<p>1 The "Town Hall" Moment: Aliyah Agyei addressed over 1,000 corporate staff at American Express GBT Global Town Hall. I, showcasing the lived experience of the 20/20 programme to global leadership.</p>	<p>2 Direct Pipeline Success: A bespoke assessment day for Virgin Media 02 resulted in 5 alumni being offered and accepting roles simultaneously.</p>
<p>3 Tech Day 2025: A sold-out collaboration with Virgin Media 02 and Amazon Web Services provided 40 alumni with an immersive workshop on AI and technical career pathways.</p>	<p>4 Industry Integration: Launched the WIN PROGRAMME with Greater London Authority and The Mayors office. Inclusive Talent Brokerage (ITB) program, securing grant funding to match job-ready alumni with London's growth sectors through September 2026.</p>
<p>5 Specialised Mentorship: Established a "Shadowing" pipeline with American Express GBT, allowing alumni to spend "a day in the life" of HR and Finance departments.</p>	<p>6 Expanded Reach: Solidified new engagement roots with Thames Water, CBRE, and the Civil Service Fast Stream.</p>

**I THINK EMPLOYERS KEEP
FORGETTING THAT WE
CAME THROUGH 2020
LEVELS WHERE THE TALENT
IS UNDERREPRESENTED,
NOT BECAUSE WE DON'T
HAVE TALENT.**

We are capable, but the path is sometimes twisted

NGEMI MANGONO

04



**HOW WE
DELIVER IMPACT**

HOW WE DELIVER IMPACT

**WE FOCUS ON WHAT
MOVES PEOPLE FORWARD.**

**CONFIDENCE.
CAPABILITY.
ACCESS.**

HOW WE CREATE IMPACT

20 / 20
LEVELS

Our programmes combine personal development with practical support. Young people build the skills they need, connect with people who can open doors, and take clear steps into work or entrepreneurship.



OUR MODEL

Our approach follows four stages:

01 | ENGAGE

Reach young people through communities and partners

03 | CONNECT

Link to mentors, employers, and opportunities

02 | DEVELOP

Build skills, mindset, and direction

04 | SUPPORT

Continue the journey through our alumni network

05

**WHAT WE
DELIVER**



OUR PROGRAMMES

I AM CHANGE

A structured programme focused on personal development, confidence, and career direction. Participants take part in facilitated sessions, mentoring, and guided reflection to better understand themselves and their next steps.

I AM
CHANGE

LEVELS

A business development programme for young founders. Participants receive mentorship, attend masterclasses, and pitch for funding. The programme supports both the practical and personal side of building a business.

LEVELS

TALENT

Focused on connecting alumni to real opportunities and long-term career progression.

We work across high growth sectors such as data, project management, and technology. Through job fairs, industry insight sessions, and employer partnerships, alumni gain direct access to roles and networks.

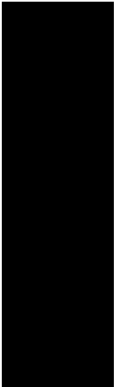
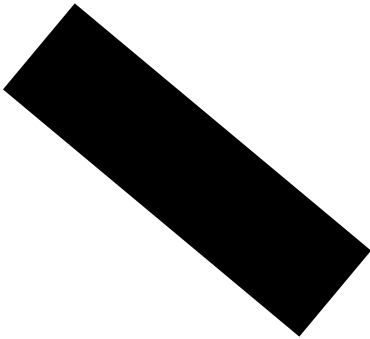
Peer support plays a key role, with alumni returning to guide new cohorts and strengthen the community.

20-20
TALENT



MENTORING

A core part of all programmes. Participants are matched with mentors who provide guidance, accountability, and insight into professional environments.





06

**STORIES
THAT SHOW
THE IMPACT**

“I RECOMMEND IT TO EVERYONE I COME ACROSS.



NOT ONLY HAS IT HELPED ME REFRAME MY PERCEPTION OF REALITY BUT ALSO THE ONE OF MYSELF. IT HAS HELPED ME TO CLEARLY COMMUNICATE MY IDEAS AND THOUGHTS ACROSS. IT HAS HELPED REFRAME MY MINDSET AND LOOK AT ALL THINGS POSITIVELY OR HAVE A MORE NEUTRAL PERSPECTIVE ON THINGS. IT HAS EQUIPPED ME WITH THE TOOLS AND KNOWLEDGE TO PROGRESS DOWN MY CAREER PATH.

DEBORAH OLALEYE

ALUMNI TESTIMONY

**“IT CHALLENGED ME A LOT
IN HOW I THOUGHT,**



**APPROACHED AND BEHAVED TOWARDS MYSELF AND MY GOALS.
IT HELPED ME DREAM AGAIN. IT EMPOWERED ME TO DREAM
WHOLEHEARTEDLY AGAIN, AND IT'S AN AMAZING FEELING.”**

TOYIN KUKOYI

ALUMNI TESTIMONY

**“IT WAS SO REFRESHING TO
CONNECT WITH PEOPLE WHO
ARE GENUINELY MOTIVATED
AND AMBITIOUS.**



**I MET GREAT PEOPLE ON THE PROGRAMME, THE STAFF GENUINELY
CARED ABOUT US AND THERE ARE ENDLESS OPPORTUNITIES TO
UPSKILL AND WORK WITH GREAT PEOPLE”**

EMMANUELLA NSAVATA

ALUMNI TESTIMONY

CAREER PROGRESS HIGHLIGHTS

PROMOTIONS

into management and analyst positions

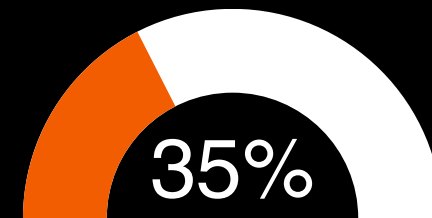
ALUMNI

progressing from internships into permanent roles



Alumni influencing DE&I strategy within global organisations

Salaries reaching
£46,000+ FOR EARLY CAREER ROLES



of alumni becoming the top earners in their household.



THANK YOU 07

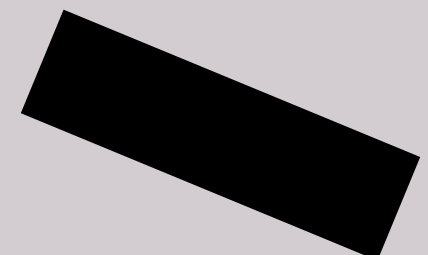
20/20 Levels

s of 202



**THE PEOPLE
BEHIND THE
WORK**

THIS WORK IS DELIVERED BY A COLLECTIVE EFFORT. A CORE TEAM THAT DESIGNS AND DELIVERS PROGRAMMES.

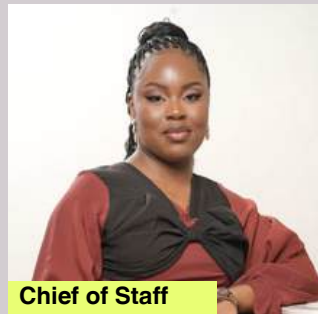


Duro Oye



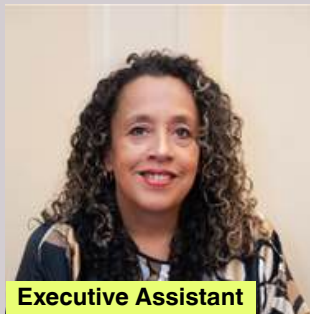
CEO & Founder

Rachel Kagutuzi



Chief of Staff

Charlene Bruneau



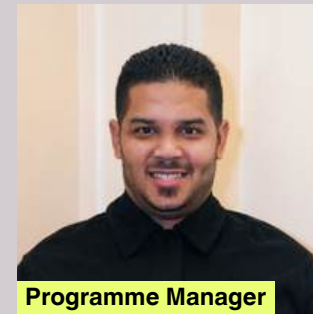
Executive Assistant

Rohan Smith



Talent Acquisition Advisor

Dean George



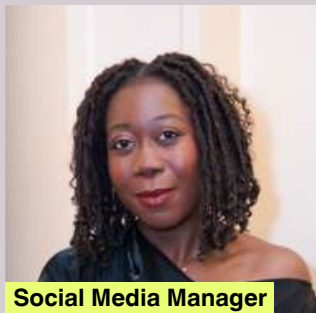
Programme Manager

Jude Davis



Marketing & Comms Lead

Kim Yusufu



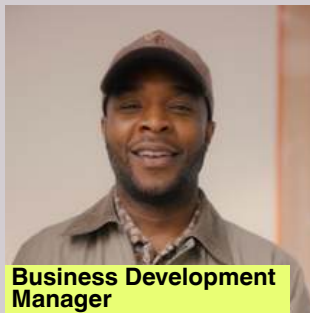
Social Media Manager

Gloria Adetula



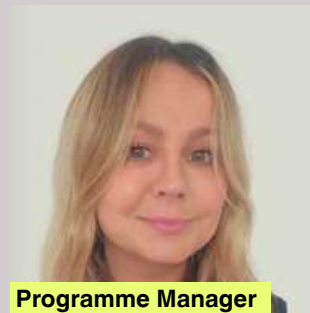
Programme Coordinator

Emmanuel Darlington



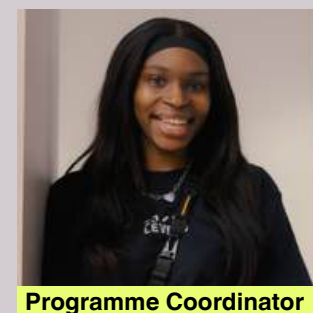
Business Development Manager

Ellen Garner-Bacon

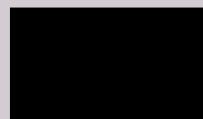


Programme Manager

Pamilerin Obembe



Programme Coordinator



TRUSTEES WHO PROVIDE GOVERNANCE AND DIRECTION.

Chair
Muvirimi Kupara



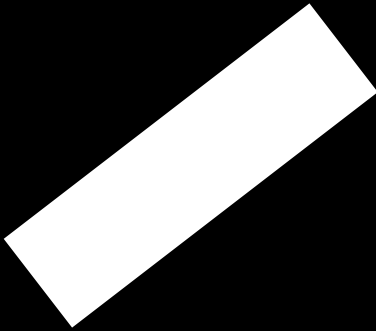
Treasurer
Caroline Vincent



Trustee
Mary Gibson



Trustee
Anton Ruddock



Trustee
Hannah Siaw



Trustee
Andy Crysell



Trustee
Tenby Dzingai



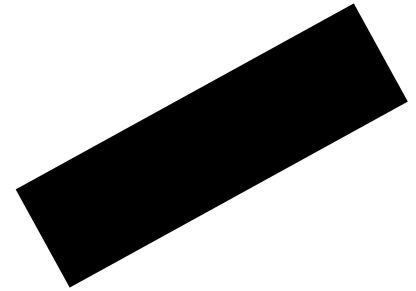
Trustee
Isolyn Donaldson-Ellison.



FACILITATORS WHO BRING EXPERIENCE AND PERSPECTIVE INTO EVERY SESSION.

A wider network of ambassadors and freelancers who extend our reach.

Together, they create an environment where young people are supported and challenged to grow.



Zipporah Kirby



Shaun Flores



Shaun Burke



Lovia Aidoo-Micah



Keanna Williams



Kevine Kinzonzi





08



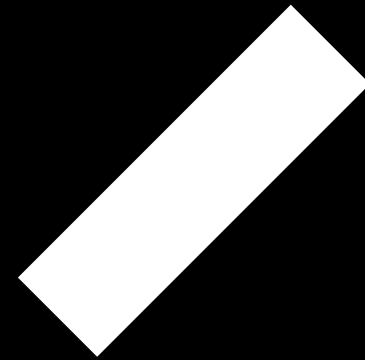
THE POWER OF PARTNERSHIP



OUR PARTNERS AND SUPPORTERS

Our partners play a critical role in delivering impact. We work with employers, funders, and community organisations who share a commitment to creating more equitable access to opportunity.

These partnerships go beyond access. They create direct pathways into employment through assessment centres, training, and mentorship.



MANDALI PARTNER

Established 2023

- In partnership with Mindful Talent and Mandali Retreats, delivered a residential retreat experience in Italy for alumni
- Created space for reflection, self discovery, and personal growth outside of the workplace
- Supported alumni to reset, build confidence, and return with a stronger sense of direction



AMERICAN EXPRESS GBT

Established 2022

- Plays a key role in the I Am Change programme through ongoing alumni engagement and mock interviews
- Recently expanded their contribution by leading a partner session on transferable skills
- 7 alumni hires in the first year
- Provides access to corporate environments through internships, job shadowing, and on site experience



LANDSEC

Established 2022

- Hosts 6 flagship events each year through MYO, including Job Fairs and Pitch Nights
- 10 placements since September 2022 across internships and apprenticeships
- 5 participants progressed into full time roles





CONVERSE

Longest standing partner

- First corporate partner and an important part of the 20/20 Levels journey
- Provides 3 one year internships each year
- 9 internships delivered over the past 3 years

VIRGIN MEDIA O2

Established 2022

- Mobilised 56+ corporate volunteers to provide 1:1 alumni feedback
- 9 confirmed direct placements
- Hosted Lunch and Learn sessions and Tech Day alongside Amazon
- Held key sessions for alumni including "Negotiating Your Offer" and "Interview Techniques"



09

**WHAT COMES
NEXT**



WHAT'S NEXT

THE NEXT PHASE IS FOCUSED AND DELIBERATE.

We will:

- Reach more young people through flexible delivery
- Improve outcomes through stronger support
- Build clearer pathways into work and enterprise
- Strengthen our alumni community

PRIORITIES FOR THE COMING YEAR

- Expand programme delivery
- Strengthen employer partnerships
- Improve data and impact measurement
- Build scalable systems and infrastructure
- Grow the alumni community



10

THANK YOU

THANK YOU

**THIS WORK IS BUILT ON TRUST
AND COLLABORATION.
TO EVERY YOUNG PERSON,
PARTNER, AMBASSADOR,
MENTOR, BOARD MEMBER,
FORMER TEAM MEMBER AND
SUPPORTER, THANK YOU.**

FUNDERS & PARTNERS



GLOBAL
BUSINESS
TRAVEL



BANK OF AMERICA



QUINTESENTIALLY
FOUNDATION

JULIA RAUSING
— TRUST —



MAYOR OF LONDON

Jacobs



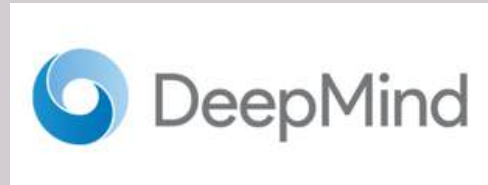
EveningStandard.



DELIVERY PARTNERS



PROJECT 23



Converse | Home Grown | Knotel | Mindful Talent | Hemisphere Consultants | T.R.I Consulting | St James' Place | Barclays | MYO | Major players | Google DeepMind | Killik & Co | Arrows Group | Exclusive Visions | giffgaff | Peridot Partners | Sircle Collections | Socrates Communications | tml Partners

SPECIAL PROJECT PARTNERS



MDS Mentoring | Chika Collective | Mandali Retreats | Four Points Consulting | Dark Matter | The Bookseller

**20 / 20
LEVELS**

STAY IN TOUCH

Website: 2020levels.org/

LinkedIn: www.linkedin.com/school/2020-levels

Instagram: www.instagram.com/2020levels/

TikTok: www.tiktok.com/@2020levels

YouTube: www.youtube.com/@2020Levels