

2023 Summer Analyst Program:

Connecting Impact-First Funds, Accelerators,  
and Advisory Firms with Trained Talent

## Executive Summary

# The Analyst Program is an internship that connects your organization with trained talent for Summer 2023.

### Propel Impact trains youth during the academic year.

Through our Impact Consulting and Impact Investing Fellowships, we've been providing youth across Canada with key skills and experiences.

Now, they're ready to work with you from May 8 - August 11, 2023.

### How it works:

#### We take the administrative burden off your shoulders.

We'll manage an equitable recruitment process for your designated Analysts (you get final say). All Analysts are hired by Propel Impact.

#### Once hired, Analysts work with your team. 28 hrs/wk

You can choose to work with your Analysts through hybrid, in-person, and remote internships. They'll be fully embedded in your team.

#### Propel Impact manages all training programs. 9 hrs/wk

We mentor Analysts one-on-one, manage a virtual coffee chat program, and involve all Analysts in national-scale research and advisory projects.

Since 2019, Propel Impact has staffed impact-first funds, accelerators, and advisory firms with talent, eager to contribute.

84%

of our previous partners have retained Propel Impact talent in either full- or part-time roles after their initial internship ended.

Previous  
partners  
include:



esplanade



Vancity Community  
Investment Bank



RADIUS



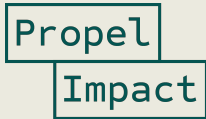
FAIR FINANCE FUND

### Cost for organizations:

Analysts are paid \$10,000 for the summer (\$19.05/hour).

The minimum contribution required from organizations is **\$5,000 per Analyst**. For organizations that are able, contributions of **\$10,000 or \$15,000** will support ongoing training programs for youth and early-career professionals.

Apply at: [propelimpact.com/analyst-placement](https://propelimpact.com/analyst-placement)



Learn more about Propel Impact and  
our program methodology.

## What We Do

Our vision is a world where every person and organization is impact-first.

Propel Impact's two-sided mandate is inextricably linked:

### For youth

#### **The opportunity:**

Increasingly, youth see the necessity of aligning their careers with issues that matter - in climate, education, social equity, and more.



#### **Our solution:**

Since 2019, we've led experiential learning programs that provide on-ramps for youth to forge careers in impact.

### For impact-driven organizations

#### **The opportunity:**

Impact organizations are challenged with securing appropriate and patient funding, affordable project support, and talent equipped with the right mindset and skills.



#### **Our solution:**

We offer tailored, multi-faceted support with the belief that investment and capacity-building should go hand-in-hand.

## Propel Impact Programs

We provide support that meets youth and organizations where they are, when they need it.

*During the academic year*

*During the summer*



## Our Impact

Since 2019, we've seen participants make a meaningful difference:

372

### Program Participants

As of 2021, **49% of alum** are working within **social and environmental impact**:



163

### Projects Completed

We have supported **organizations** across **Canada**, including:



\$430k

### Invested across Canada

Our portfolio consists of social enterprises in **Victoria, Vancouver, Calgary, and Montreal**:



## Case Study

In 2021, Propel Impact helped save East Van Roasters, a beloved employment-based social enterprise, from shutting down operations.

East Van Roasters is a coffee and chocolate shop that provides compassionate and non-judgemental employment for vulnerable and marginalized women to re-enter the workforce.

**Here is the story of how Propel Impact supported their work**, ensuring that 12 women could remain employed at EVR ([link](#)):



### Due diligence

The Vancouver Propel Impact Fund was approached to support EVR through a loan. Fund Associates **conducted due diligence to assess the opportunity.**

### Co-investment

In just two weeks, the Vancouver Propel Impact Fund raised **\$150,000 in co-investment from other funders, including Vancity, alongside its own \$50,000 loan.**

### Post-investment support

Propel Impact Summer Analysts provided follow-on support, redeveloping EVR's **marketing and sales strategies over three months.**

## Demographics

We are creating the diverse talent pipeline needed and sought by many.

Every year, we seek to understand how participants self-identify across four lenses. Of our 90 Fellows in 2022:

61% self-identify as women  
or gender non-binary

88% self-identify as **Black, Indigenous,  
and People of Colour (BIPOC)**

12% self-identify as members  
of the **2SLGBTQ+ community**

8% self-identify having a **disability**  
(including learning, seeing, hearing)

Our participants hail from post-secondaries all across Canada, including:



THE UNIVERSITY  
OF BRITISH COLUMBIA





## The Analyst Program

# Propel Impact is launching our next cohort of the Analyst Program.

Our program offers immense benefit to Analysts and organizations. On a weekly basis, Analysts spend their time:

**With Propel Impact for  
9.5 hours (25%)**

**Working with a fund, accelerator, or advisory firm for 28 hours (75%)**

Our team supports  
Analysts' growth through:

**Workshops**



+

**Professional Development**

+

**Cohort-Wide Projects**

In partnership with Good & Well, we host bi-weekly workshops on topics like:

### Working in a Startup Environment

Led by  **Inkblot**

### Consulting Skills for Social Impact

Led by **Deloitte.**

### Impact Measurement and Management

Led by  **Saïd Business School**  
UNIVERSITY OF OXFORD

### Weekly Cohort Meetings

Building a pan-Canadian community.

### One-on-one Mentorship

Analysts are paired with a Propel Impact manager, offering guidance throughout the internship and for their future career.

### Virtual Coffee Chat Program

Propel Impact connect Analysts one-on-one with professionals making an impact within their careers.

### National Research Project

Analysts contribute to national-scale research that supports the social innovation and impact investing ecosystem. Previous work includes *In the Dark* ([link](#)).






### Projects for Grassroots Organizations

In teams, Analysts work closely with nonprofits, charities, and social enterprises to help move the needle on their growth and impact.

## Join Us

Propel Impact is looking to partner with Canadian impact intermediaries to host Summer Analysts from May to August, 2023.

### How it works

-  **Criteria:** We partner with impact intermediaries (impact investing funds, incubators/accelerators, advisory firms, think tanks, and networks) headquartered in Canada.
-  **Timeline:** Analysts will work with your team for 14 weeks from May 8 - August 11, 2023. Within a 37.5 hour work week, **they will spend 28 hours working with your team**, and 9.5 hours in training, mentorship, and projects led by Propel Impact.
-  **Employment:** Our team **manages the hiring, paperwork, and payroll processes for you**. Analysts will be **employees or contractors Propel Impact**, depending on their eligibility for subsidies.
-  **Salary:** Analysts will be paid \$10,000 for their 14 week term (\$19.05 per hour), with **\$5,000 contributed by your organization**.
-  **Recruitment:** **Propel Impact leads the recruitment of top candidates** aligned with your organization's values and focus, including current Impact Consulting/Investing Fellows. You'll make the final decision on the Analyst(s) that join your team.

Join Us

# Develop your talent pipeline & the future of social innovation/finance.

84%

of our previous Summer Partners have retained Propel Impact talent in either full- or part-time roles after their initial internship ended.

## Here's what Community Foundations of Canada had to say about their experience with us:

"Propel Impact provides a learning platform that supports both the Analyst and organization with the foundation for high value contributions and growth for all involved. There is an ease to being part of this program because of the calibre of organizational capacity, content, and support along the way.

We believe an intergenerational perspective is necessary for transformation and this program offered a pathway to this integration. Highly recommend this program and give it a 10/10!"

Michelle Baldwin  
Senior Advisor, Transformation



Here's where you come in. Support the next generation of talent as a:

**Tier 1: Summer Partner** \$5,000/Analyst

Hire anywhere from 1-4 Analysts (supply-dependent).

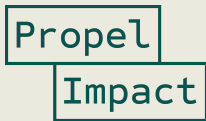
**Tier 2: Impact Partner** \$10,000/Analyst

Hire Analysts and contribute an additional \$5,000. This contribution will provide opportunities for youth facing barriers in finding secure jobs in impact, including newcomers and international students.

**Tier 3: Propel Partner** \$10,000/Analyst + \$5,000

Hire Analysts and support the development and scaling up of Propel Impact's training programs. *Impact and Propel Partners will be recognized on our website and in marketing materials.*

Apply at: [propelimpact.com/analyst-placement](https://propelimpact.com/analyst-placement)



## Get in touch

To inquire about the  
**Analyst Program**,  
contact Tyson Bilton (he/him)

tyson@propelimpact.com

To inquire about becoming an  
**Impact or Propel Partner**,  
contact Cheralyn Chok (she/her)

cheralyn@propelimpact.com

## Learn more about Propel Impact



propelimpact.com



@propelimpact



linkedin.com/propelimpact