

BORN TO BE

The Deutsche Bank youth
engagement programme



MORE

Updates from Deutsche Bank's UK Corporate Citizenship team

June 2015

Welcome to MORE, which gives you all the latest news on our *Born to Be* youth engagement programme. In this issue we look at skills-based volunteering, which not only helps young people fulfil their potential but also develops the skills of volunteers. Volunteers' Week begins on June 1.

Volunteering is for everyone

Born to Be is now a global programme and wherever *Born to Be* operates, Deutsche Bank employees are supporting its success by volunteering. Globally, employees have now volunteered more than 32,000 hours on *Born to Be* projects.

Here in the UK, volunteers contribute to *Born to Be* by engaging with young people and with our many partner organisations. There's a role for everyone on *Born to Be* and everyone can volunteer. All permanent full-time employees can take two days each year – at your manager's discretion – to volunteer on the Bank's Corporate Citizenship projects during working hours. Plus contractors, temporary workers and interns can take part at their manager's discretion.

Born to Be offers lots of ways to get involved. Make a difference to the lives of young people. You'll find volunteering benefits you and your career too.

**IT'S
VOLUNTEERS'
WEEK**

Volunteers' Week is your chance to find out more about the benefits of volunteering with the Bank and the many volunteering opportunities available through *Born to Be*.

Events include:

Tuesday, June 2

13:00-14:00, Winchester House,
London

Information session on trustee and school
governor roles for volunteers.

Good for others, good for you

By volunteering you can give others the benefit of the skills you use every day. Our volunteers support hundreds of young people throughout the year, whether one-to-one as a mentor or attending a workshop with a whole class.

In addition to this support, many of our *Born to Be* partners say they need critical help with management and operational tasks. Assisting with strategy, financial management, pitch preparation and general administration can improve the capacity and sustainability of an organisation and help us make a lasting impact through *Born to Be*.

Volunteering is also an opportunity to expand your skill set. Taking on new challenges in a different learning environment is good for professional development. Volunteering achievements can be included in your PMO and line managers recognise the relevance of volunteering experience to the workplace. Volunteering provides a good forum to put training into practice as well.

For more information about the skills volunteering can develop, take a look at the volunteering skills matrix in our [volunteering brochure](#) or contact alex.crouch@db.com for details.

The business case

Managers say volunteering enhances core skills:

- Adaptability
- Communications
- Relationship building
- Teamwork
- Willingness to learn

Source: Corporate Citizenship survey of 16 City firms, 2010

Close the gap

Everyone needs help to reach their full potential, but many young people are not getting the relevant support. *Born to Be* targets these gaps. By volunteering, you can help us do more for young people at key points in their development.

Overstretched and under-resourced state schools struggle to provide adequate careers guidance and employability support. In 2013, Ofsted visited 60 schools in England to assess careers services and reported that 75% were not delivering adequate advice. According to research published in 2014 by the Association of Accounting Technicians, many pupils find the careers provision within school does not reflect the realities of the job market. [Recent research](#) by the OECD has highlighted that, across 22 countries surveyed, the UK has the largest skills gap between young people who are not in employment education or training and those that are, including the widest gap in literacy at 12.6%, double the OECD average of 6.5%.

Wednesday, June 3

13:00-14:00, Winchester House, London

Find out from our *Born to Be* partners how you can use your knowledge and experience to help young people.

To sign up for these sessions, contact alex.crouch@db.com.

School workshops

We need volunteers to help run employability workshops in schools. No preparation is required.

Wednesday, June 10, 8:30-15:30

Oaklands School, Bethnal Green, London.

Tuesday, June 16, 8:30-15:30

George Green's School, Isle of Dogs, London.

For details, contact alex.crouch@db.com.



Catherine Green works in graduate recruitment for the Bank.

What are the benefits of volunteering?

From a professional standpoint, volunteering is a great way to practice and develop skills relevant to your career. For example, employees are often hungry for training on presentation, coaching and communication skills. These skills can be developed and enhanced through the huge variety of voluntary roles available with the Bank. By connecting you to colleagues you are unlikely to meet day to day within the Bank, volunteering may also help you find ways of being more productive and efficient in your role as you expand your network across business areas.

Another benefit is the broader perspective that comes from stepping outside your role and meeting people from other backgrounds outside the industry. Volunteering demonstrates the value that we as individuals and the organisation places on community outreach, demonstrating our culture as an organisation and our commitment to developing our communities.

It's essential for young people to be ready for work. Help them negotiate the transition from education to employment by supporting projects that focus on employability. These include [Design Ventura](#), the [FT Reading Group](#) and [sporteducate](#). See the [volunteering brochure](#) or contact alex.crouch@db.com for details.

Make a difference

"The thought that any young person might be denied the opportunities to fulfil their potential should be enough to make anyone sit up and think, how can I help?"

Nicky Morgan MP, Secretary of State for Education

Volunteering in numbers

Deutsche Bank encourages all employees to volunteer. The Bank's annual volunteering survey provides a global perspective on volunteering participation within the Bank.

- Some highlights from the 2014 survey: almost 17,000 employees volunteered globally last year, representing 21% of the global workforce.
- Volunteers devoted 190,000 hours in total to Bank projects in 2014.
- Nine out of ten volunteers said they developed at least one new skill from volunteering.
- 45% of UK employees said volunteering supports their career development.

You can add to these numbers. Use Volunteers' Week to discover why so many colleagues make volunteering part of working at Deutsche Bank.

What's your personal experience of volunteering?

I've volunteered in London and New York, as a mentor to students in local schools, on team challenges and am involved in outreach activity as part of my role. Volunteering offers a constant reminder of the opportunities I've had that aren't available to everyone. That makes me want to do more.

Being part of the Bank's Corporate Citizenship Committee has given me the most satisfaction. Helping to set up new partnerships and projects has been an inspirational experience for me.

DISCOVER MORE

db.com/borntobe

GET IN TOUCH

borntobe.uk@db.com

FOLLOW

 [fb.com/dbborntobe](https://www.facebook.com/dbborntobe)

 [@dbborntobe](https://twitter.com/dbborntobe)