

BORN TO BE

The Deutsche Bank youth engagement programme



MORE

Updates from Deutsche Bank's UK Corporate Citizenship team

April 2015

Welcome to MORE, which gives you all the latest news on our *Born to Be* youth engagement programme. In this issue we feature Donate IT, which supports the development of STEM skills in young people through funding and specialist support: by recycling IT equipment and involving employees in IT skills-based volunteering.

Opening the door to STEM careers

Encouraging STEM (science, technology, engineering and maths) skills, aspirations and opportunities is part of our *Born to Be* strategy to help young people achieve their full potential. With STEM skills in demand as the economy becomes more knowledge-based and technology-driven, attainment in STEM subjects opens the door to all kinds of careers for young people.

Banking is among them. An active pipeline of STEM talent is important to the future of our business, which is why Deutsche Bank is supporting the government's [Your Life](#) initiative and pursuing ideas of our own to get more young people into STEM.

Starting this year, the Deutsche Bank Small Grants Fund (DBSGF) will give priority to organisations involved in STEM at grassroots level. The fund provides grants of up to £5,000 to small charitable organisations and social enterprises with an annual income of less than £250,000.



PC, laptop, monitor, keyboard, mouse, phone - if you don't need it, recycle it through Global Technology's Donate IT amnesty.

Equipment will be given to a charity or sold. Money raised will be donated to the Deutsche Bank Small Grants Fund to support charities that work with young people.

Donate IT amnesty

Week commencing April 27 - visit one of our collection points to donate your redundant office and personal technology. Find out more at shortcut.db.com/donateit.

You can support their work by taking part in Global Technology's Donate IT amnesty during April. All you have to do is hand over any office or personal IT equipment you no longer need. Through *Born to Be*, your unwanted technology will help young people develop the STEM skills employers are looking for.

STEM skills increase employability

"It's so important that young people are aware of the opportunities that STEM subjects bring. The skills gained from STEM studies will come in useful in almost any job"

Nicky Morgan MP, Secretary of State for Education

Where are the women?

According to a recent report from the Campaign for Science and Engineering, the UK economy has a shortfall of 40,000 STEM skilled workers every year.

A survey of children aged 10-14 by the Targeted Initiative on Science and Mathematics Education (TISME) offered a window on why young people are put off STEM careers. TISME reported: "Many students enjoy mathematics and science but do not see post-16 participation as possible, as science careers are only for the 'brainy' few."

Workforce data suggests young women are more affected than young men by negative perceptions of STEM. Women make up nearly half the UK workforce but WISE (Women in to Science and Engineering) reports that the proportion of women working in STEM jobs is just 13%. Remove health-related occupations and it falls below 10%.

Born to Be's STEM efforts are focused on reaching young women. The DBSGF will support charities that specifically support the development of STEM skills and aspirations in young women.

Small but influential

The DBSGF has been supporting small charities and community groups in the UK since 2006. The bank created the fund to help local organisations address the problems affecting their communities. With their proximity and connection to the community, these organisations can be better placed than larger charities or public agencies to understand the issues and identify the kinds of support that young people need.

To arrange collection:

1. Go to the dbSupportPlus portal
2. Type "Remove my hardware" in the search bar
3. Enter details of the equipment you want to donate and your Deutsche Bank location.



Global Technology employees will volunteer in IT skills-based roles as part of Donate IT.

Assistance with IT is one of the most common requests from our *Born to Be* partners. From creating spreadsheets that simplify financial management to developing websites and setting up cloud computing, IT skills can help an organisation to achieve more.

If you have IT or other skills you'd like to share by volunteering, contact alex.crouch@db.com



Sonal Shah, CEO of The London Community Foundation, which manages the Deutsche Bank Small Grants Fund in London and Birmingham.

Can you describe a typical small grant recipient?

There are many models and approaches being used at grassroots level to support youth employment. What the organisations funded by Deutsche Bank have in common is that they tend to rely heavily on volunteers and are passionate about taking action to address the problems that affect the young people in their communities. Having Deutsche Bank volunteers involved in the selection process is really helpful. It gives employees a say in where funding is awarded.

How do organisations use the money they receive?

All beneficiaries will use their awards to enable young people to fulfil their potential.

Small advantages

Small charities and community groups achieve impact because they:

- Are part of the communities they serve
- Reach people that others can't
- Do the maximum to help each person
- Make limited resources go a long way

Volunteers help to award small grants in London and Birmingham. Contact alex.crouch@db.com for details.

Small charities and community organisations work in an increasingly challenging funding environment, which makes these grants incredibly valuable. One of the objectives of the Small Grants Fund is to enable groups to invest in capacity and sustainability.

How do grassroots organisations go about developing STEM skills for young people?

The Hackney-based charity WORLDwrite is a good example of the creativity we see at grassroots level. WORLDwrite received a grant in 2014 to fund an educational project for young people from minority and economically deprived backgrounds. These young people are often very isolated and find it difficult to interact outside their communities. Through WORLDwrite's 'Citizen TV' project, they learn how to use today's media technology. It's a really imaginative project that switches young people on to the value of technology skills and gives them the confidence to pursue careers in the media. It has helped many of the participants to secure jobs or college places.

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