



Welcome to More, which gives you all the latest news on our *Born to Be* youth engagement programme. In this issue, we look at our *Student to STEMette* mentoring programme, which shows female students how studying science and maths can lead to exciting, successful careers.

### The appliance of science

Studying a STEM subject (science, technology, engineering or maths) can be a pathway to a successful future for young people from every background.

Banking is one of many sectors that recognises the value of the skills and competencies that STEM subjects develop, and recruiting young STEM talent is high on Deutsche Bank's agenda.

In an increasingly complex and fast-changing world, where technology is ever more influential, STEM skills have never been more relevant. Take innovation, a core element of cultural change at Deutsche. Finding suitable solutions to clients' problems and continually improving by embracing new and better ways of doing things requires the kind of intellectual curiosity that STEM disciplines foster.

The experience improves academic achievement. Participants have improved their speaking and listening skills by three times the expected level against curriculum measures. It raises aspirations too, giving students the confidence and ambition to continue their education at university or college.

### In demand

Between 2012 and 2020, the UK economy will require 830,000 professional scientists, engineers and technologists. Nearly half of all employers say they have difficulty recruiting STEM-skilled staff.

Deutsche Bank's *Student to STEMette* mentoring scheme brings together the bank's focus on recruiting STEM talent with *Born to Be*'s goal of preventing youth unemployment.

Aimed at future female STEM graduates, *Student to STEMette* also demonstrates Deutsche's commitment to promoting greater diversity in the banking industry and society. Currently, the ratio of men to women working in STEM roles in the UK is almost eight to one (WISE, 2012).

*Student to STEMette* is a partnership between Deutsche Bank and STEMettes, whose mission is to promote STEM careers to girls aged seven and up through inspiring events, exhibitions and interactions.

### From *Student to STEMette*

Through *Student to STEMette*, women at Deutsche will mentor female students aged 16+ who are studying STEM subjects at state schools.

Over a four-month period, mentors will share their unique industry knowledge and expertise with the students and introduce them to their networks to help them appreciate the wide variety of STEM-related careers that banking can offer.

Five students will be selected to attend the Grace Hopper Celebration of Women in Computing conference in the US. The conference is the world's largest gathering of women working in technology and will be an incredible experience for the students. Speakers at the 2013 conference included Sheryl Sandberg from Facebook.

### Be a role model

We're looking for 40 female employees with STEM-related backgrounds to volunteer as mentors on the *Student to STEMette* programme.

As a mentor, you'll build a one-to-one relationship with your student through regular interaction. As a woman in a STEM career, you're also a role model that they can identify with.

Volunteers say mentoring is a rewarding experience, both personally and professionally. Make a difference to a young life and help inspire a generation.

### Interested?

Find out more about *Student to STEMette* at the webinar on myDB on Wednesday 18 June. To attend the launch event, go to [stslaunch.eventbrite.co.uk](http://stslaunch.eventbrite.co.uk).

### Missing

*Student to STEMette* aims to address one of the biggest problems with the STEM pipeline in the UK, which is the alarming drop-out rate among female students between school, university and full-time employment. Currently, just 13% of the UK's STEM workforce is female.

### Building the pipeline

Deutsche Bank, through STEMettes, is supporting [Your Life](#), a campaign to grow the number of women in science, technology, engineering and maths in the UK.

Your Life brings together business, educators, civil society and government to show how studying science and maths can lead to exciting, successful careers.

The target of the campaign is to increase the number of female GCSE students taking STEM subjects by 50% by 2017.



We want to get female STEM students interested in careers in banking.

If you studied a STEM subject or work in a STEM-related role, we're looking for women like you to inspire the next generation by mentoring female STEM students aged 16-18.

### Find out more

Join the webinar to find out more about our *Student to STEMette* mentoring scheme. Access is through myDB. [Wednesday 18 June](#)

### Meet your match

Mentors and mentees will be paired at the launch of *Student to STEMette* in London. To attend, go to [stslaunch.eventbrite.co.uk](http://stslaunch.eventbrite.co.uk). 5:00pm-7:30pm, Tuesday 24 June



### Anne-Marie Imafidon, STEMettes founder

Anne-Marie set up STEMettes in 2013. She works in Communications at Deutsche Bank.

### Why did you set up STEMettes?

I was shocked to discover how few women work in STEM jobs. There is so much female talent out there. I realised that not enough is done to promote STEM careers to them. So I decided to make it my responsibility.

### You're a STEM graduate. How did you end up working in banking?

Through Deutsche Bank's *I Have a Dream* mentoring programme, which provides internships for students from ethnic minority and low-income backgrounds. Banking was a completely new world to me. It gave me a lot of joy when I realised this could be my job.

### Why is mentoring such a big part of STEMettes?

It's very powerful to spend time with someone who's interested in you and cares about your future. The girls love meeting real people who can show them how creative STEM jobs can be. They are blown away by the possibilities that STEM careers offer.

### Five students will attend the Grace Hopper Celebration of Women in Computing conference in the US. You've said that visiting the conference inspired you to set up Student to STEMette. What's it like?

What's it like attending the most respected platform for women in technology, and being in a room with hundreds of really smart, inspiring women sharing ideas with each other? It's awesome.

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[stemettes.org](http://stemettes.org)

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