

# 3D

# South Africa

## Education

Getting an early start

# Unlocking potential

Deutsche's *Born to Be* and *Made for Good* programmes invest in future generations

### Born to Be

Through our *Born to Be* youth engagement programme, we're working to make sure young people get an education that enables them to realise their full potential.

There are an unprecedented six million under 25 year olds out of work in South Africa partly because they do not have the skills to participate in the economy. *Born to Be* will aim to help break the cycle of youth unemployment through early intervention.

We believe our best chance of improving the lives of young South Africans is through intervention at two key stages in their development: early childhood and high school. All of our partnerships share a common aim: improving outcomes for those involved, so they can become who they were born to be. ■



Since 2015 more than 18,000 youth have benefited from our *Born to Be* projects Photograph: Tamaryn Reid

### Supporting early childhood development

*Born to Be* in early childhood development (ECD) is led by our partnerships with projects that work with training and professional development for teachers. Research shows that early intervention can provide greater returns than remedial action when children are older. ■

## Flagship early childhood development partners

### Brainwave Careers

Pre-school should offer a stimulating learning environment that sets a child on the path to school readiness. The goal of our partnership with Brainwave Careers is to make sure children who attend pre-school receive a proper education from teachers who've had the right training. The training instils the basic skills required to help pre-schoolers develop. Highly practical, it recognises that participants are unlikely to be working in well-resourced schools with lots of educational toys, so emphasises creative thinking. The foundation course leads to a two-year programme that provides an accredited teaching qualification.

[brainwave-projects.co.za](http://brainwave-projects.co.za)

### Khululeka Community Education Development Centre

Every child needs a good teacher. With Khululeka Community Education Development Centre, we're working to raise the standard of early childhood education in Gauteng, by focusing on the professional development of teachers. Khululeka's programmes aim to both improve the quality of teaching and increase capacity within the sector. The 'Training of Trainers' programme enables participants to train others to implement the HighScope curriculum. It targets organisations whose practitioners are unlikely to qualify for formal accredited qualifications.

[khululeka.org.za](http://khululeka.org.za)

### Sparrow Schools

Since 2001, we have partnered with Sparrow Schools, which aims to improve the lives of children and youth who live with learning difficulties, through ensuring they gain access to appropriate education and training opportunities. In 2015, through our partnership, Sparrow's FET College launched delivery of a complete Early Childhood Education training solution, which includes, not only an accredited qualification, also on the job training. It equips successful students and gives them the opportunity to access employment while also providing a vital service for their local communities.

[sparrowschools.co.za](http://sparrowschools.co.za)



Early start, better results Photograph: Tamaryn Reid

"ECD training is the best eye opener that teaches us about holistic development and how to interact with children"

Refiloe  
Participant in the Early Childhood Development Programme, Sparrow EFT College

The future  
South African population  
under the age of 14

# 30.2%

Improving  
Grade 3 literacy rate 2014

# 52%



## Education

### Getting an early start

#### Supporting high school learners

*Born to Be's* primary goal for high school learners is to leave school with the skills and confidence to pursue their ambitions, through partnering with projects that develop the youth into the leaders of tomorrow. ■

#### Limited

Only 7.5% 16 to 20 year olds go on to study after school

# 7.5%

#### Growing problem

Six million under 25 year olds are out of work in South Africa

# 6m



A say in the future Photograph: Tamaryn Reid

### Flagship high school partners

#### Columba Leadership

We support Columba Leadership's national work with Grade 10 students who want to drive change for themselves and their communities. The programme nurtures leadership potential over a period of two years, through residential learning, community involvement and ongoing support. Examples from nature, history and culture show how every human being has greatness in them and can be a leader if they have the right values. The programme has a multiplier effect, as graduates transform the lives of those around them.

[columba.org.za](http://columba.org.za)



#### Youth Citizens Action Programme

Since inception we have partnered with the Youth Citizens Action Programme (YCAP) which asks young people to lead the way in addressing the challenges we face as a society. Grade 7 and 10 students, from all nine Provinces, take action on the problems they see around them. The students are asked to find an issue they want to solve within their school or community and given a toolkit to develop a year-long action project. The winning teams receive resources and financial aid to pursue their projects.

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

#### Little Artists School

Our partnership with the Little Artists School provides free art classes held twice a week, for up to 40 young people, where they gather to learn art through different mediums. The experience of making art teaches them valuable life skills, among them the importance of preparation and self-discipline. The project also provides exposure to positive male role models these youths can relate to. In 2016, we are again co-hosting an exhibition at the Johannesburg Stock Exchange.

## Enterprise

### Readiness

# Made for good

#### Empowering enterprise

Our *Made for Good* programme is to help realise the future of non-profit organisations through enterprise solutions. We do this by helping charities to develop new sustainable funding and business models that reduce donor reliance and enable them to drive positive change in our communities. ■

### Flagship enterprise partners

#### TSiBA Education NPO

In an increasingly competitive growing non-profit market, with uncertainty of trends and donor funding, NPOs need to shift their mindset to doing business for good. We partnered with TSiBA (The Tertiary School in Business Administration) to design and implement a practical NPO income generation programme, to support NPO leaders to look at their organisation's financial sustainability and to develop strategies and plans to consider alternatives to 100% donor reliance, through diversifying income streams, with either existing products, services or capacities, or even a start-up for profit.

[youtu.be/jxORAy6QTBM](http://youtu.be/jxORAy6QTBM)



#### Capacitate Social Solutions

In March 2016, we partnered with Capacitate Social Solutions and launched two innovative tools to help South African non-profit/civil society organisations (CSOs) to build organisational capacity and sustainability. The Building Organisational Sustainability toolkit enables CSOs to undertake on-line assessment, linked directly to practical guidelines. The aim is to build the knowledge and skills of CSO leaders, in planning and developing organisational, institutional, financial and programme sustainability.

[db.com/economystories](http://db.com/economystories)



#### Growing needs

The number of registered non-profit organisations in South Africa in 2015

# 136,453

## Taking part

Employees can get involved in *Born to Be* as mentors, coaches and supporters, transferring their valuable skills or participating in Bank-driven initiatives.

We encourage staff volunteering with charities of their choice, through assistance, financial or otherwise.

We also match employee donations. We have a strong volunteering culture with one in three employees volunteering every year. ■

#### Doing good

Deutsche Bank South Africa staff who volunteer

# 32%