

Future Skills. Our commitment to young people in our communities.

Through future skills we aspire to provide young people the opportunity to fulfill their potential in their lives as adults. By supporting access to education and skills we hope to ensure that a young person's success is not determined by their socioeconomic status.

We aim to impact the lives of young people, especially disadvantaged, to close the educational/employment gap as they enter adulthood. We support partners and interventions that make a difference at key points in a young person's life.

We believe that future skills will change over time, even during the course of one's career due to the pace of technology and globalization. Thus, we prioritize the education and skills that enable young people to be life-long learners and imbue them with an ability to exercise agency.



Closing the gaps

A key initial indication of success will be their attainment of entry-level employment commensurate with their talents and goals and informed by the demands of employers or self-employment through their own entrepreneurial initiative.

We support NGOs and organizations (i.e. schools, networks, institutions) which:

- provide direct support to young disadvantaged people to facilitate access to education and skills essential to succeed
- support and strengthen the education system and the structures and professionals within this system to be more effective and impactful and respond to specific needs and challenges facing young disadvantaged people
- support a comprehensive approach to address external barriers effecting specific sub-sets of disadvantage young people to access education and/or employment

In APAC, we fund future skills opportunities for disadvantaged youth such as vocational, entrepreneurship, IT, business, career planning, job readiness, job placement and life skills training programs. We believe this can help communities improve their livelihoods and assist in breaking the cycle of poverty in the long-term.

We support future skills programs in nine countries: China, Korea, India, Indonesia, Malaysia, Singapore, Sri Lanka, Thailand and Vietnam.

REACH. Addressing inequality through vocational training.

REACH, our philanthropy partner in Vietnam, runs a vocational and job placement program that supports over 1,000 young people every year. As part of our grant and skills-based volunteering program, 30 of our volunteers spent two days with REACH in Hanoi last year to strengthen the organization's financial sustainability strategy and help students prepare for job interviews. Learn more about the journey of Nguyen Thi Minh Phuong, a REACH alumni who is now working at the Gold Resort in Vietnam – a great example of how we contribute. We look forward to our next trip in September.

In the Americas, we prioritize educational efforts that enable young people to embark on adulthood with promising career opportunities reflective of the skills demanded by employers. Those who complete a quality college education are in high demand by employers making the college pathway the most sure one to economic self-sufficiency and a choice-filled life. Thus, we support groups that are helping students graduate college at four times the rate of what is typical for kids in their income bracket (lowest income quartile), as well as exceed the national average for all students. We recognize that college is not the only pathway to

upward mobility and are increasingly investing in efforts, which include career integration into the K-12 experience and lead to promising post-secondary options.

CareerWise NY

CareerWise NY is a new initiative to promote and embed modern youth apprenticeships as a systemic solution to hiring challenges by borrowing key practices from the Swiss apprenticeship system. The project will launch this fall with 80 apprentices and 10 employers growing to 408 new apprentices and 30 employers in 2021. In addition to providing start-up funding to CareerWise NY over three years we are lending our deep expertise in terms of the apprenticeship model through the time and efforts of our employees.

In the Europe, Middle East and Africa, educational attainment, aspirations and employability, as well as employee engagement, are the focus areas of our Corporate Citizenship agenda.

Institut de l'Engagement

The Institut de l'Engagement is a French non-profit that uses volunteering as a basis for revealing talents that might go to waste. They identify young men and women who have strong potential (demonstrated during their participation to a national volunteering program called Service Civique) but who often lack the education, the resources or the network that would allow them to achieve their full potential. The Institut helps them pursue the goals within one of three possible streams: education, employment or entrepreneurship.

Our social commitments in Switzerland are based on three pillars. Employee volunteerism with charitable organizations. Financial support as well as thematic leadership or active participation in finding solutions for social challenges, such as youth unemployment.

Pro Juventute job interview training

The transition from school to work poses challenges for many young people. Depending on the region in Switzerland, up to half of the pupils don't succeed in transitioning into the workforce directly or at all. In Pro Juventute's job interview training, Credit Suisse volunteers practice a fictitious job interview with high school students and give feedback on the interview and the application documents. The aim is to coach young students individually for their apprenticeship applications and give them self-confidence for their job interviews. In 2018, more than 500 students received a job interview training from Credit Suisse volunteers.

Corporate Citizenship and Foundations. Empowering People.

Together with our employees we work with selected partner organizations to help strengthen our society and to address social issues. Together, we strive to build a more inclusive future where all people can access the resources and develop the financial, entrepreneurial and other skills to thrive in the economy and society. As part of this commitment, we set three focus themes: Financial Inclusion, Financial Education and Future Skills.

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