

Developing HR Potential in the Investment Market

In 2014, 9 regional events were held as part of our educational project, with more than 500 participants trained during these events

As the national development institution, we are inevitably responsible for building a favourable investment climate that facilitates the acceleration of the social and economic development of the Russian Federation. The Bank actively promotes the investment culture, enhances the potential of investment project stakeholders and implements best international practices of development banks. In pursuing these activities, we are placing particular emphasis on raising awareness among young people by building up their ability to get involved in innovation-driven modernisation of the Russian economy in the future.

In 2014, Vnesheconombank continued implementing its educational project 'Training of Specialists for Participation in Investment Projects Supported by Development Institutions'. The project aims to build a pool of professionals who have the necessary expertise and competencies to efficiently prepare and implement large-scale and long-range investment projects, including those to be realised with support by Vnesheconombank.

The project's target audience includes employees and managers of companies, public officials and administrative employees, and independent experts whose professional activities are related to planning, preparation, analysis and monitoring of investment projects.

Training under the project is organised into different formats depending on the level of participants' competencies and the level of their involvement in the preparation and implementation of investment projects. Experts involved in the project include leading specialists of Vnesheconombank and the Group's entities, representatives of the Bank's partner organisations, research and educational communities, and representatives of relevant ministries and departments.

Events Held as Part of Vnesheconombank's Educational Project in 2014

Investments in development projects

372
participants

- Vnesheconombank: implementation of infrastructure projects in the North Caucasian Federal District (Pyatigorsk)
- Vnesheconombank Group: development projects of the Rostov Region (Rostov-on-Don)
- Vnesheconombank: investments in development projects of the Siberian Federal District (Irkutsk)
- Vnesheconombank Group: support to investment projects of the Central Federal District (Kaluga)
- Vnesheconombank Group: support to investment projects of the Republic of Karelia (Petrozavodsk)

Development of PPP

117
participants

- Vnesheconombank Group: PPP development in the Republic of Sakha (Yakutia) (Yakutsk)
- Vnesheconombank Group: organisation of PPP projects in the Volga Federal District (Kazan)

Development of single-industry towns and support to SMEs

25
participants

- Vnesheconombank Group: development of single-industry towns and support to SMEs in the Sverdlovsk Region (Yekaterinburg)

Support to exports

25
participants

- Vnesheconombank Group: mechanisms of support to exports in the Urals Federal District (Yekaterinburg)

Initiatives on Youth Relations

55 undergraduates and graduates were involved in traineeships and internships in

Vnesheconombank in 2014, with
the **7 best** of them later employed
by the Bank

Vnesheconombank is actively working with young people by running training programmes on investment management, encouraging applied science and research activities among the young, and supporting the development of relevant universities.

Among other things, our awareness-raising efforts focus on organising educational events for young people on preparation and implementation of investment projects. These events involve experts from the Group's entities and are held on an annual basis as part of the Russian Educational Youth Forum 'Seliger' and the International Youth Industrial Forum 'Engineers of the Future'.

As a result of our multiyear involvement in youth forums, Vnesheconombank, SME Bank and VEB Innovations Fund have set up an annual award for the best innovative project among young entrepreneurs. The award is held to encourage innovative activities in Russia and back the highest potential players in the SME innovative segment.

Focus areas of our work with young people also include support to students of major financial and economic schools. The best of them receive personal scholarships from the Bank. The Bank is also running a programme of traineeships and internships for undergraduates and graduates of relevant higher education institutions, while the best performing trainees and interns can be later offered jobs in the Bank. The programme helps us build a personnel continuity framework and share accumulated experience with young talents.

To promote applied research among the young, Vnesheconombank has organised the Youth Club whose target audience includes talented undergraduates, postgraduates and young researchers of major Moscow universities. The Club is a permanent discussion venue where the participants share their knowledge, experience and new ideas on important social and economic issues related to the development of the country and its hinterlands, and on key areas of Vnesheconombank's operations. In 2014, the Club also featured such sections as 'Integrated Territorial Development' and 'Corporate Social Responsibility' that were attended by 77 undergraduates, postgraduates and young researchers.



Vnesheconombank' Youth Club: 'Corporate Social Responsibility and Responsible Financing' master class

In October 2014, the Financial University of the Government of the Russian Federation hosted a 'Corporate Social Responsibility and Responsible Financing' master class, held as part of the activities of Vnesheconombank's Youth Club. The master class was attended by 29 students of Financial University, Moscow State University, Higher School of Economics and other higher education institutions.

During the master class, Vnesheconombank's experts directly involved in the implementation of the Bank's corporate social responsibility and responsible financing shared their expertise and experience with the students. After the master class the participants formed project teams for further applied research to be carried out in the scope of the 'Corporate Social Responsibility' session of Vnesheconombank's Youth Club.

Vnesheconombank's Youth-Related Initiatives in 2014

<p>'Financial Development Institutions in the Innovative System of Russia' training workshop</p>	<ul style="list-style-type: none"> ■ The workshop was held as part of the 'Economy of the Future' theme session of the Russian Educational Youth Forum 'Seliger 2014'. 37 participants were trained.
<p>Investment Management Workshop</p>	<ul style="list-style-type: none"> ■ This six-day workshop was held within the scope of the International Youth Industrial Forum 'Engineers of the Future, 2014'. 24 participants were trained.
<p>Best Innovative Project among Young Entrepreneurs</p>	<ul style="list-style-type: none"> ■ The award was organised by Vnesheconombank together with SME Bank and VEB Innovations Fund. Eligible participants included young entrepreneurs aged below 35 and owning small- and medium-sized enterprises. There were 40 applicants for the award in 2014, 26 of whom were admitted for participation. The award was won by an innovative project of ZAO ARDM for the extraction of rare precious metals. The project initiator was invited to participate in the Saint Petersburg International Economic Forum.
<p>Vnesheconombank's Youth Club</p>	<ul style="list-style-type: none"> ■ 7 meetings were held as part of the practical session of the 'Comprehensive Territorial Development' Club. 5 meetings were held as part of the practical session of the 'Corporate Social Responsibility' Club. The Club's meetings were attended by 77 undergraduates, postgraduates and young researchers, and 2 of them were employed by Vnesheconombank.
<p>Personal scholarships</p>	<ul style="list-style-type: none"> ■ Personal scholarships of RUB 380 thousand were paid to 14 students of the Financial University of the Government of the Russian Federation. Personal scholarships of RUB 945 thousand were paid to 6 students of Moscow School of Economics (Lomonosov Moscow State University).

Initiatives of Vnesheconombank Group's Entities on Youth Relations in 2014

<p>SME Bank</p>	<ul style="list-style-type: none"> ■ Organisation of a series of business games 'I Am Entrepreneur' that was attended by more than 300 high school students.
<p>Sviaz-Bank</p>	<ul style="list-style-type: none"> ■ Organisation of traineeships and internships in the bank's units that were attended by more than 160 students of relevant higher education institutions.
<p>BelVEB</p>	<ul style="list-style-type: none"> ■ Organisation of traineeships in the bank's units that were attended by 225 students of higher and secondary education institutions. Organisation of optional courses, lectures, trivia and presentations.
<p>Prominvestbank</p>	<ul style="list-style-type: none"> ■ Organisation of interactive classes jointly with Kiev Institute of Banking as part of the All-Ukraine Week of Financial Literacy. Educational events held in educational institutions of Ukraine involving more than 650 students.
<p>RDIF</p>	<ul style="list-style-type: none"> ■ Presentation for students of Russian and US universities as part of an experience exchange forum, including the implementation of investment projects in Russia.
<p>NCDC</p>	<ul style="list-style-type: none"> ■ Organisation of a series of lectures for students of institutes of the North Caucasian Federal District on the development outlooks of the North Caucasus and areas of investment projects involving NCDC.
<p>VEB Innovations</p>	<ul style="list-style-type: none"> ■ Career enhancement held for students of the Banking Institution of the Higher School of Economics, Higher School of Business of Moscow State University, the Russian Academy of National Economy and Public Service of the President of the Russian Federation, and Moscow Institute of Physics and Technology.

