



## CASE STUDY: Scotiabank/CUSO International Employee Fellowship Program

Scotiabank has partnered with Cuso International to offer employees the opportunity to develop and enhance their skills through the new Scotiabank/Cuso International Employee Fellowship Program. Employees, who meet eligibility criteria, may take a six-month to one year unpaid leave of absence to engage in international development work as volunteers.

The program was launched in 2010 and two Canadian employees have already participated: Chris Little and Coreena Rorke. For over 50 years, Cuso International has been sending volunteers abroad to work on collaborative development projects in Africa, Asia, Latin America and the Caribbean. Cuso International works with companies to develop long-term, strategic partnerships that combine critical business skills with volunteering. "It is important for us to have a partner that shares our values," explains Pamela Miles, Director of Resource Development, Cuso International. "With Scotiabank, we share similar values about human resources, respect, accountability and transparency. And Scotiabank has an incredible resource to offer: its high-quality employees."

The benefits of the program are far-reaching: overseas communities receive hands-on expertise, employers enhance employees' skills and volunteers gain an incredibly rewarding professional development experience while making a difference abroad.

Coreena Rorke, Client Relationship Manager, went to Jamaica to work with Youth Opportunities Unlimited. When asked about how she was able to contribute to the organization, she said: "I was given the opportunity to apply my skills and knowledge towards the improvement and long-term sustainability of an organization whose sole purpose is to improve the opportunities available to the youth in their country."

For Scotiabank, getting involved in the program has a clear link to the Bank's leadership priority. Employees who participate stand to gain valuable insight and experience in areas such as cross-cultural collaboration and leadership. According to Deanna Matzanke, Director HR Policy and Compliance, Diversity and Inclusion, Scotiabank: "As a bank, we're a global citizen and a critical element of our success is encouraging a culture of inclusion, which is very much what this program accomplishes."

In 2010, Chris Little, Manager, Finance & Planning, Global Employment Strategies, went to Guyana to assist the Helping Hands Women's Group with financial management support. Little sums up his experience: "What I learned was a much greater tolerance for difference. I'm a better team player now and I'm better at understanding customers' different points of view. It was also a great opportunity to see a beautiful part of the world. I recommend it to anyone who'll listen."

In 2012, the program is expanding to include employees from other countries: Trinidad García Bernal (Chile), Rosa Murillo Santamaría (Mexico), Mónica Arteaga (Mexico) and Ericka Legua Iglesias (Peru).