

The Supply of Skills-Based Volunteers within Microfinance

Analysis of Bankers without Borders' Membership

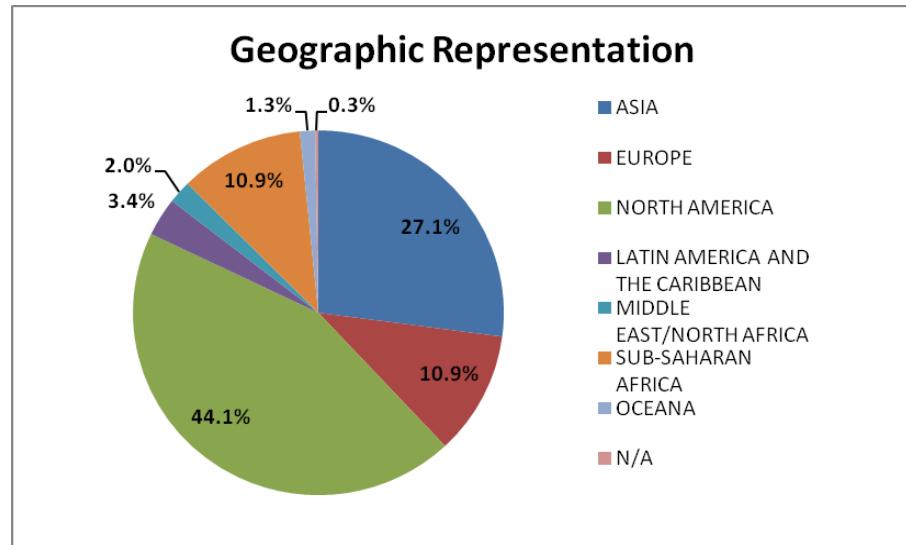
November 11, 2010

Bankers without Borders® (BwB) is Grameen Foundation's volunteer initiative focused on helping people move out of poverty around the world. We have a global reserve corps of more than 5,000 business professionals and recent retirees from a variety of countries and industries who **contribute their time, skills, and experience** on a volunteer basis to support microfinance and technology solutions. Through on-site technical assistance, training and mentoring, or remote consulting projects, Bankers without Borders' volunteers work to increase the scale, sustainability, and impact of the organizations they support.

Over the past year, the Bankers without Borders' reserve corps has grown from 2,148 applicants from 94 countries to 5,461 representing 138 countries.

Key Findings

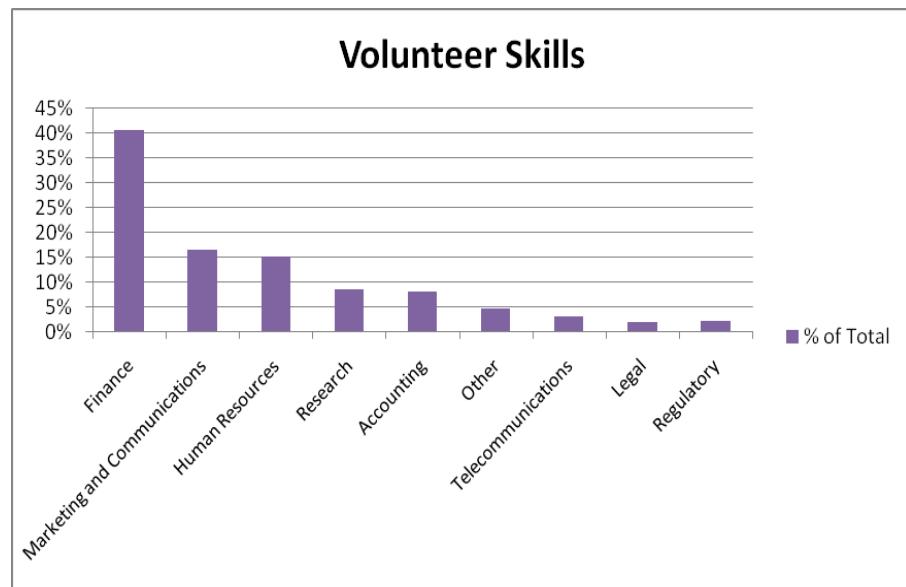
- **Place of Residence** - Almost half the applicants are from North America. More than a quarter (27.1%) are from Asia.



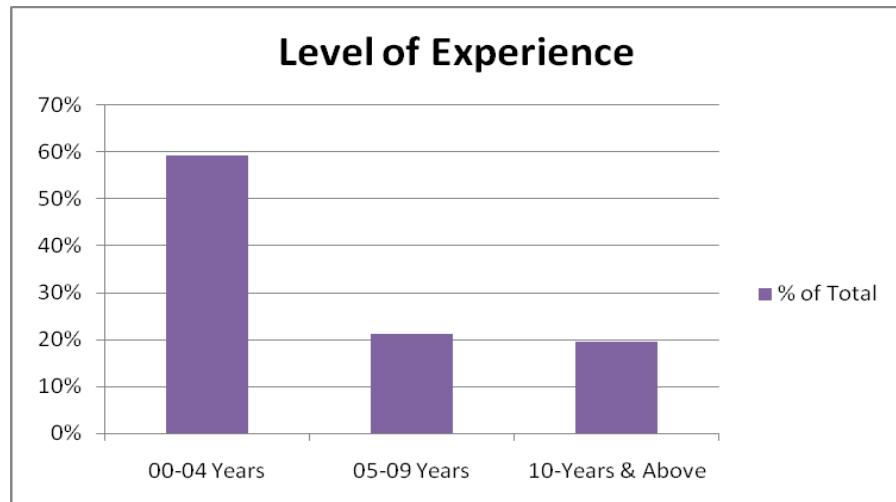
- **Language Skills** -- The typical BwB applicant speaks at least two languages with English spoken by 68.7% of applicants. French, Italian, Spanish, Chinese, and Hindi together are spoken by 14.4% of applicants.

- **Value of Volunteer Hour** – The mean value of an hour of service given to BwB (by applicants who actually specified the hourly rate of their current job) is **\$66.27**.

- **Volunteer Skills** – Finance is a dominant skill asset compared to other categories (41%). Following Finance, the two largest skill groups are Marketing Communications and Human Resources.



- **Level of Experience** – The table to the right shows the years of professional experience represented in the Bankers without Borders' reserve corps.
- **Motivation** – Among the many reasons Bankers without Borders' applicants express interest in Grameen Foundation, the three main are:
 - A *desire* to help the poor
 - Strong *belief* in Grameen Foundation's mission
 - *Interest* in microfinance



"For me, this was an amazing opportunity from a professional development standpoint. It took me outside of my comfort zone and allowed me to give the best of what I had to offer."

– Jeanne, Senior Marketing Executive, Washington, DC

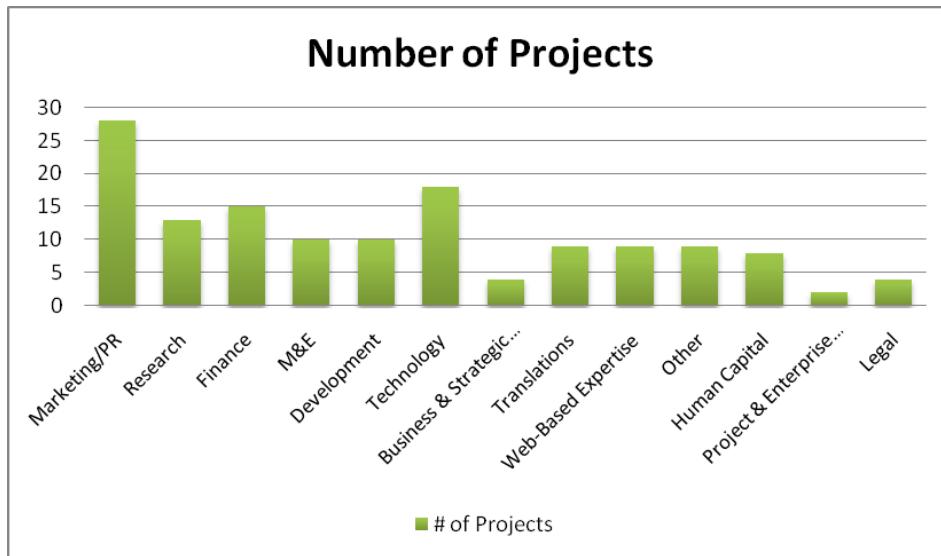
"One of the questions I always ask is, 'What is it that I bring to the table that makes a difference, that would have an impact on the business I help?' In this experience, I really felt that I was able to bring something that to an organization that they wouldn't have gotten somewhere else."

-- Daniel, Retired Bank Executive, San Francisco

- **Recruitment** – The primary sources through which individuals learn about BwB are Grameen Foundation's website, internet search, through work/university, through a friend, and Grameen Foundation employees/events.
- **Companies Represented** – BwB applicants represent a wide range of Fortune 500 companies as well as locally and privately owned companies. Many volunteers also come from the government sector. Below is a list of those companies with the greatest representation in the BwB database:

- | | |
|---|--|
| <ul style="list-style-type: none"> ○ Accenture ○ Bank of America ○ Barclays Capital ○ Booz Allen Hamilton ○ Chase ○ Citigroup ○ Deutsche Bank ○ Ernst & Young ○ Goldman Sachs ○ HSBC ○ IBM | <ul style="list-style-type: none"> ○ J.P. Morgan ○ KPMG ○ MasterCard Worldwide ○ Merrill Lynch ○ Microsoft ○ Morgan Stanley ○ Pricewaterhouse Coopers ○ UBS ○ Wachovia Bank ○ Wells Fargo Bank |
|---|--|

- **Supply and Demand for Volunteer Projects** – The following two charts show key aspects of BwB's volunteer database: the number of volunteer projects being offered in each category and the number of applicants expressing interest and availability for those projects.
- As demonstrated by the graph, most projects are devoted to the categories of Marketing/Public Relations, Finance, Technology, and Research.



- Among BwB applicants, most interest is in Marketing/Public Relations, Research, and Finance.

