

BIBF

LEADING EXCELLENCE

معهد البحرين للدراسات المصرفية و المالية
BAHRAIN INSTITUTE OF BANKING AND FINANCE

SUSTAINABLE DEVELOPMENT ACADEMY

INTRODUCTION

The BIBF is a semi-government training institute affiliated with the Central Bank of Bahrain, established in 1981. The Institute plays a vital role in the training and development of human capital in Bahrain and beyond.

The BIBF's commitment to excellence has strengthened its position as the leading educational provider across all major business disciplines. The Institute serves as a partner to numerous world-class institutions; delivering Thought Leadership, Assessment and Training in the areas of Banking, Islamic Finance, Executive Development, Accounting and Finance, Academic Studies, Leadership and Management, Insurance, Digital Transformation and Project Management and Supply Chain Management; resulting in a complete business solution.

BANKING & FINANCE

ISLAMIC FINANCE

DIGITAL TRANSFORMATION & PROJECT MANAGEMENT

INSURANCE

LEADERSHIP & MANAGEMENT

EXECUTIVE EDUCATION

ACADEMIC STUDIES

GLOBAL REACH



The BIBF qualifies over **20,000** learners a year across all major business disciplines and economic sectors. Since its establishment, it has provided training and development opportunities in 64 countries giving the institute a global footprint.

The BIBF has delivered training to over

360,000

since its inception in 1981





Dr. Ahmed Al Shaikh
Director of BIBF

"We are delighted to partner with Fitch Learning and The London Institute of Banking & Finance – the world's leading experts in sustainable development – to establish the Sustainable Development Academy. At the BIBF, we strive towards leading excellence in developing human capital, and as thought leaders in the industry, we continue to align ourselves with the global trends that will shape the future. The Kingdom of Bahrain is a successful example of such a notion, as it continues to ensure that national frameworks integrating sustainability and the SDGs capture government priorities. Several regulations have been put into motion to meet SDG targets relevant to Bahrain. As such, The Kingdom of Bahrain continues to establish a variety of agencies and committees to mould policies and strategies that will achieve the guiding principles of Bahrain Economic Vision. It is only natural for the BIBF to step up and play its role in developing human capital in this field to complement these national initiatives."



Zeeba Askar, CFA
BIBF Head of Banking and Finance Centre

"We are now in a transformative world, that is challenged by a number of disruptions that will inevitably result in a structural shift in the way we live our lives and the way economies and businesses function. Most investors now recognise that ESG factors have material impacts on business performance. Therefore, ESG integration in the business process, to complement, not substitute traditional fundamental analysis, is important to establish a more comprehensive understanding of the underlying business risks and returns. Many businesses now recognise the "why" of sustainable development, but don't know the "how" to implement. This is the skill gap that inspired the formation of the BIBF's Sustainable Development Academy to ensure reskilling and upskilling human capital."

OVERVIEW OF **SUSTAINABLE DEVELOPMENT**



Development that meets the needs of the present without compromising the ability of future generation to meet their own needs

- United Nations



Over the last decade, sustainable development has become a central focus of governments, organisations and businesses globally to curb environmental damage, construct inclusive economies and uplift the society. Sustainable development has garnered increasing support from the financial services sector, with sustainable investments gaining significant momentum across the industry. The UN's Sustainable Development Goals (SDGs) announcement in 2015 gave a 'blueprint' to achieve better and a more sustainable future for all with a powerful framework assisting organisations in adopting strategies that will create a sustainable positive impact.

Businesses as well as investors across the world have also started using the SDGs as a guide to measure the impact of their business practices on relevant stakeholders and the environment. Sustainable investments recognise the impact that corporate decisions have on the larger ecosystems and strikes a balance between the desire for short-term investment returns versus longer-term sustainable goals.

The Kingdom of Bahrain is a successful example of such a notion as it continues to ensure that national frameworks integrating sustainability and the SDGs capture government priorities. Several regulations have been put into motion to meet SDG targets relevant to Bahrain. As such, the Kingdom of Bahrain continues to establish a variety of agencies and committees to mould policies and strategies that will achieve the guiding principles of the Bahrain Economic Vision 2030.

WHAT IS **ESG**

Environmental, social, and governance (ESG) factors are standards that companies integrate into their strategies that get embedded into their business and operational activities. From a business perspective, companies use them in decision making by incorporating ESG factors in pricing risks and opportunities, as well as enhancing operational efficiency.

Environmental factors



Factors that focus on the environment. For example, climate change, waste management, energy efficiency, biodiversity and ecosystems.

Social factors



Factors that focus on business stakeholders. For example, human rights, customer responsibility, labour rights, health and safety and working conditions.

Governance factors



Factors inherent to the business practices and conduct. For example, transparency, disclosures, accountability, shareholders' rights and principal-agent matters.

HOW CAN SUSTAINABLE BUSINESS MODELS CREATE VALUE FOR COMPANIES?



New business opportunities & diverse financing options.



Improve operational efficiencies & cost reduction by conserving resources.



Attending to increasing customers' and investors' demand and preference.

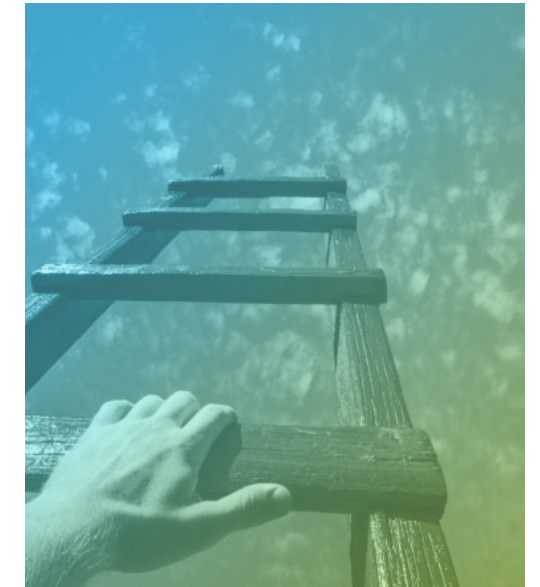


Improves financial institutions' reputation, recognition, rating & value.



BUILDING HUMAN INTELLIGENCE OF THE FUTURE

Leadership is essential to the implementation of SDGs. Only in adopting a mindset that recognises the importance of sustainability can business strategies and practices evolve. It is imperative to invest in developing human capital that understands what sustainability means not only for businesses' development and success, but to also nurture and encourage such a mindset in the day-to-day tasks of employees. Hence, developing a workforce with the appropriate skill set within the field of sustainable development is critical to the long-term success of businesses that function responsibly and are stakeholder inclusive.



The Bahrain Institute of Banking & Finance's (BIBF) commitment to excellence has strengthened its position as the top provider of quality education across all major business disciplines.

BIBF has launched the 'Sustainable Development Academy' in 2021 and as we, at the BIBF, strive to always lead by example, we have committed to UN SDGs.

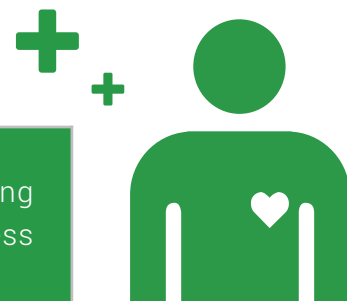


BIBF SDGs GOALS

3 GOOD HEALTH AND WELL-BEING

100% of BIBF employees receive health & wellbeing benefits

The BIBF strives to be the employer of choice by caring for the team's financial wellbeing, health, and wellness



4 QUALITY EDUCATION



The BIBF adheres to the highest levels of quality standards across its programmes and initiatives



360,000+

Training delivered since establishment



Stakeholder centric culture enabling equal opportunities for

ALL

64 COUNTRIES

INTERNATIONAL TRAINING

VISITING TRAINING DELEGATES

Improving the human capital with a **GLOBAL OUTREACH**



2000+ Participants

FREE ACCESS to virtual learning programmes open to the public in response to the COVID-19 pandemic

10 REDUCED INEQUALITIES

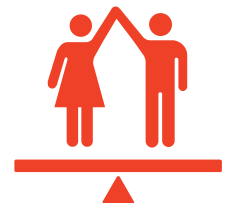


5 GENDER EQUALITY



GENDER REPRESENTATION IN BIBF

23% ♂
BOARD MEMBERS



EXECUTIVE STAFF

♂ 51%

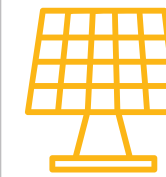
ALL STAFF

♂ 61%



Increasing **Paperless** operation

7 AFFORDABLE AND CLEAN ENERGY



Use of solar energy in the **BIBF New Building**



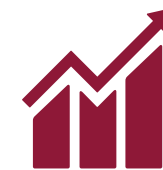
Adopt Circular Business Model through "**reduce, reuse, recycle**"

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



CLOUD SERVICES

8 DECENT WORK AND ECONOMIC GROWTH



Support Youth Education & Employment

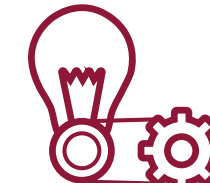
Injaz Tech Valley youth development programme



Employability skills programmes to prepare the youth to join the job market



Technopreneurship development programme



Entrepreneurship development programme

Ensuring employees' safety & wellbeing

4000+ Registrations



Free public professional webinars and virtual conferences to maintain engagement and support the wider community on key industry trending topics



Enabling remote working & effective communication with leadership resulting in **ZERO BUSINESS INTERRUPTION**

UNEMPLOYMENT SUPPORT

1000+ Registrations

Free training programmes to upskill job seekers and prepare them for the job market

SUSTAINABLE DEVELOPMENT ACADEMY

It is vital to align financial resources with sustainable development targets to build a more self-sufficient and resilient national economy. To do so, various stakeholders such as, policymakers, regulators, financial institutions, and human capital developers (such as the BIBF), can play a vital role in developing the enabling framework that can nurture business practices that are aligned with the sustainability model. Sustainability practices are not only about managing risks but also about identifying opportunities that are yet to be capitalized on to transition into global sustainability and work towards achieving the UN Sustainable Development Goals (SDG) by 2030.

The Sustainable Development Academy has been established to play its role in building and developing the human capital in this area by bringing together the best and brightest changemakers and professionals within the field to deliver a carefully identified suite of programmes that will equip participants with knowledge and competencies essential to undertake crucial work in the field of sustainable development.

OBJECTIVES



Provide sustainable development awareness programmes.



Develop the human capital's competency in sustainability.



Offer sustainable transformation advisory services.

THE SUSTAINABLE DEVELOPMENT ACADEMY PROGRAMMES

Strategic

Enhance the executive's awareness of the importance of adopting sustainable development strategy.

Awareness

Spread greater awareness and solidify the culture of sustainability among different stakeholders.

Progression

Address the latest developments by providing regular up-to-date workshops.

Application

Engage organisations in sustainable development issues through social activities and programmes.

HOW WILL THE PROGRAMMES BENEFIT YOU?



Gain unique qualifications in a growing field from recognized and accredited institutions.



Develop insight into the opportunities of sustainable development while fulfilling your fiduciary responsibilities.



Expand your knowledge and understanding of sustainable development, by staying informed of the latest trends in the industry.



Have a competitive advantage by building your competency in this growing field.



Programmes

A number of carefully selected programmes are offered in the academy to cater to a series of participants, including financial and non- financial sectors.

BIBF has partnered with leading industry experts to offer specialized programmes that will upscale the participant's knowledge. The programmes cover a wide spectrum of audiences across the organisational hierarchy.

PARTNERS PROFILE

The London Institute of Banking & Finance

The London Institute of Banking & Finance (LIBF) exists for a very simple reason – to advance banking and finance by providing outstanding education and thinking, tailored to the needs of business, individuals and society. LIBF offers practitioner led training and qualifications. Founded in 1879 as the Institute of Bankers, LIBF has a rich heritage of providing financial education for over 140 years and has constantly evolved in line with financial services and banking industries.

LIBF is the only professional body in banking and finance with Taught Degree Awarding Powers and established as a Royal Charter. Most of their Faculty staff have held senior positions in commercial and central banks thereby ensuring the practical nature of their international financial education and training.

Their regional office in Abu Dhabi, UAE, oversees the GCC Countries, Middle East and North Africa region to provide an array of solutions from qualifications to in-house training.

Their **Centres of Excellence** bring together industry expertise around the issues that banks are facing and provide insights and expertise to meet these issues head-on.

 **Digital Banking and Finance**

 **Governance, Risk and Regulation**

 **Sustainable Finance**



Fitch Learning
Knowledge | Skills | Conduct

Fitch Learning partners with clients to deepen knowledge, develop skills and enhance conduct, delivering positive business outcomes.

With centres in established financial hubs including London, New York, Singapore, Dubai and Hong Kong; they are committed to understanding complex client needs across fast paced Financial Markets, globally. Their learning solutions encompass expert faculty, e-Learning, coaching and blended candidate assessments, improving individual contribution and collective business performance.

Annually, Fitch Learning delivers over 10,000 days of learning worldwide to over 26,000 delegates.

They understand that one size does not fit all. Therefore, they offer a wide range of innovative learning solutions from structured International Academies through short courses tailored to suit local commercial needs, experience, language and culture.

Technology is core to their learning solutions and they provide tailored online portals for access to insightful content, adaptive assessments and interactive, blended learning options.

Fitch Learning in Numbers

-  Over **26,000** learners per year
-  Over **4,000** training days per year
-  Over **1,800** corporate clients
-  Over **5,000** hours of learning content created every year
-  Over **2 million** hours of learning delivered each year
-  Over **80%** of the world's largest banks partner with us

SUSTAINABLE DEVELOPMENT WORKSHOPS | DELIVERED BY LIBF

The tailored Sustainable Development courses contains a selection of high-level topics that are adapted around areas of Sustainable Development. Therefore, the below courses will mainly provide executives with adequate and sufficient knowledge in this field for decision making purposes.

1. Introduction to Sustainable Development

This course introduces the fundamental principles of sustainable development and its importance. It will examine the relationship between sustainability, resilience and business growth as well as introducing the different approaches to investing and lending (e.g. ESG, Impact, Ethical). The course will also shed light on international development initiatives such as the United Nations (UNEP FI, SDGs, UNFCCC, UNCTAD, etc.), Paris Agreement, Conference of Parties (COP), on the funding gap in achieving SDGs, and on the role of central banks (NGFS).

2. Sustainable Development Corporate Mindset

The United Nations Sustainable Development Goals (SDGs) – adopted in 2015 and focused on 5 Ps (People, Planet, Prosperity, Peace and Partnership), will shape the global social, ecological and economic agenda until 2030. It is crucial for corporate leaders to recognize and commit to the “new normal” of doing business and define ESG strategy, objectives and the roadmap. This course will explore the benefits and urgency of shifting the corporate mindset and culture to “do well while doing good” and fully internalising the commitment to re-engineer “how” business is conducted.

3. The Sustainable Development Market

This course examines ESG megatrends, the size and scope of sustainability market, key market drivers & challenges, ESG-related investment products and global investment opportunities.

4. ESG - The Changing Face of Banking

This course examines the role of financial institutions in facilitating sustainable, commercial activity. Learners will assess various case studies of banks that have adopted sustainability measures.

5. Executive Overview of ESG Analysis, Evaluation & Integration

This course introduces learners to the aims and objectives of integrating ESG into a firm's investment process. It examines the different approaches and challenges of integrating ESG analysis into a firm's investment process – explaining how ESG complements traditional financial analysis, analysing how ESG factors affect industry and company performance, and security valuation across a range of asset classes.

6. ESG Rating and Scoring

In this course learners will gain an understanding of how Credit Rating Agencies (CRAs) and other verification agencies implement ESG scoring and validation, and the extent to which ratings and scores can be relied upon for ESG investing. The main providers of screening services or tools will be identified, examining similarities and differences in their methodologies and the aims, benefits and limitations of using them.

7. Technological Change and Sustainability

The course aims to present the role of the information technology sector (ICT) in sustainable development and the methods in which “big data” is employed to improve the lives of millions and critical challenges that technology may face. This course examines the process in which stakeholders tackle issues that may arise in a hyper-digitized world.

8. Net Zero Banking & Circular Economy

This course introduces the principles of transition to net zero against the backdrop of the Nationally Determined Contributions (NDCs) as set out in the Paris Agreement. It will consider the types of commitments that banks are making and the challenges in achieving them. The course will further consider the actions that banks' clients can take to improve their sustainability footprint with respect to resource consumption and natural capital, and how banks can support them.



**SUSTAINABLE DEVELOPMENT
CERTIFICATION PROGRAMMES**

RECOMMENDED LEARNING JOURNEY

FUNDAMENTAL

CERTIFICATE IN ESG
FUNDAMENTALS



Training workshop
(1 day)



Video-based e-Learning & Assessment



Certification

Certificate in ESG Fundamentals is a prerequisite for the ESG Applications Programme

APPLICATION

SPECIALISATION STREAMS:
1. INVESTMENT MANAGEMENT
2. CREDIT ANALYSIS



ESG Engagement
and Ratings
(1 day)



ESG Developments
and Trends
(1 day)



ESG Investment
Management Application
(1 day)

OR

ESG Credit
Analysis Applications
(1 day)



Certification

**PROFESSIONAL
CERTIFICATION**

CERTIFICATE IN ESG INVESTING
(CFA INSTITUTE)



Video-based e-Learning



Exam preparation training workshop
(2 days)



Certification

FUNDAMENTAL



This certification is designed to provide candidates with the necessary knowledge and understanding to comprehend ESG topics relevant to their jobs.

Target Audience:

This is suitable for all roles within financial services organizations that require a fundamental understanding of ESG Investing. Typical roles include sales and distribution, investment administration, product development, risk, advisory, investment and wealth management.

► **MODE OF DELIVERY**

Option 1: Self-Paced e-Learning (4 modules) to be completed and after which the candidate has to complete and pass the assessment to achieve the certification.

Option 2: Virtual Instructor-Led Training programme (1 day) and after which the candidate will have to complete and pass the assessment through the e-Learning portal to achieve the certification.

Upon successful completion, the candidate will get the ESG Fundamentals certificate

The Syllabus and Programme Structure for fundamental certificate

Combination of e-Learning, practice questions, online assessment

ESG Factors	1.1 Introduction to ESG 1.2 Environmental factors 1.3 Social factors 1.4 Governance factors
ESG market and engagement	2.1 The ESG market 2.2 Engagement and stewardship
Integrating ESG into investment analysis	3.1 ESG analysis 3.2 ESG valuation 3.3 ESG Integration
Integrating ESG into portfolio management	4.1 ESG Integrated portfolio construction and management 4.2 Investment mandates, portfolio analytics and client reporting

APPLICATION



This certification has 2 streams and is mainly focused on ESG Application to develop the capabilities of practitioners in ESG Investment Management Application and ESG Credit Analysis Application.

Target Audience

These courses focus on practitioners that are working in relevant fields and will henceforth provide them with immediate technical skills to start applying in their workplace.

► **MODE OF DELIVERY**

Virtual instructor-led learning

Upon successful completion, the candidate will achieve a certification in ESG Applications:

- **ESG Investment Management Application**
Who can take these courses?
 - Investment/Treasury Professionals
 - Asset/Portfolio Managers
 - Investment Risk Management Professionals

- **ESG Credit Analysis Applications**
Who can take these courses?
 - Corporate Bankers
 - Retail Bankers
 - Credit Risk Management Professionals



APPLICATION PROGRAMME OVERVIEW

Module I

ESG Engagement and Ratings



The module examines the workings of the ESG Rating Agencies, focusing on Sustainalytics and MSCI. Their approaches and challenges related to the low correlation of their ratings are assessed. Then the approach of the Credit Ratings Agencies to ESG assessment is reviewed, providing a deep dive into the Fitch Ratings Relevance Scoring framework.

Module II

ESG Developments & Trends



The ESG market continues to grow steadily. The estimated scale and growth will be examined along with the key drivers behind that growth and the key challenges faced by the investment industry. In addition, the challenges of applying ESG in different locations will be discussed, along with the developing trends, themes and regulatory developments impacting this area.

Module III

1. ESG Investment Management Application

The module examines the screening approaches that may be adopted in the management of an investment portfolio and the benefits and limitations of these approaches. The distinction between the screening of individual companies and collective investments will be studied, along with the impact that ESG has, and the different approaches that need to be adopted, for active and passive portfolio management.



2. ESG Credit Analysis Applications

Traditional credit analysis is based primarily on the quantitative assessment of financial data but has always relied on assessment of qualitative factors such as governance. This module focuses on the approach credit analysts employ to integrate broader ESG factors into the decision-making process and beyond in monitoring ongoing application of credit facilities.



Upon completion of modules I and II, candidates can then progress to one of the options in Module III

PROFESSIONAL CERTIFICATION

The CFA Institute's Certificate in ESG Investing encompasses the benchmark knowledge and skills required by investment professionals to integrate ESG factors into the investment process.

► MODE OF DELIVERY

Virtual Instructor led Exam Revision (2 days)

Who is the Certificate in ESG Investing suitable for?

For those who want to learn more about how to analyse and integrate ESG Factors into the investment process, for e.g. sales and distribution, product development, wealth and investment management, financial advice and risk management.

Why take the Certificate?

- Recognised qualification within the industry
- Supported by the UN PRI
- Expands ESG knowledge to stay ahead in the field
- The skills learned will be applicable to all asset classes

Entry requirements

There are no formal entry criteria for this qualification, but it is strongly recommended that candidates have a solid background in the investment process, either through formal qualification or experience.

How is the exam structured?



100 questions, **2** hours/**20** minutes



Multiple choice questions and item set **scenarios**



Computer-based exam



Recommended study time of **130** hours

START YOUR JOURNEY



SCAN QR CODE
TO GET THE
REGISTRATION FORM



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