

DREAM LEARN WORK
Annual Report 2016





WELCOME

This year Dream Learn Work celebrated its 10th anniversary. A decade dedicated to improving the lives of young Brazilians and their families. The journey has been full of dreams, learning and hard work, with plenty of success and many challenges. This report provides an overview of our program activities in 2016, covering all the work developed on the three pillars of our organization: Dream, Learn and Work. The report also includes information on partnerships, communication, events and administration.

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1. ABOUT US

Ten years enabling dreams and changing futures

Dream Learn Work is a non-profit organization created by representatives of Norwegian companies that came together in 2006 to develop a social program. Their goal was to address a lack of skilled labour and, at the same time, create social impact, changing young lives for the better. Dream Learn Work was formally created in 2008, with the mission to assist young people in acquiring vocational and life skills, developing further and achieving their professional aspirations. After ten years, we have developed and grown, continuing to give youth the opportunity to create a better future for themselves through education and employment - our mission from the start!

We are unique. We build bridges between young people from less developed areas, recognized educational institutions and great companies. Our program has made a difference for several hundred young people.

Mission

Dream Learn Work's mission is to give youth from less developed areas opportunities for a better future through education and employment.

Vision

Our vision is that all young people in this nation will have the opportunity to achieve his/her fullest potential.

Values

- **Cooperation and partnership** – We respect and value each other, thrive on our diversity, and work with partners – and the communities they serve – and we endeavour to work together in a manner that enables us to achieve our shared goals.
- **Excellence** - We aspire to live to the highest standards of personal honesty and behaviour; we never compromise our reputation and always act in the best interests of our participants.
- **Transparency and accountability** – DLW provides and expects to access clear, accurate and up-to-date information. We are willing to hold ourselves to high standards and seek to hold others to similar standards as the ones we set for ourselves.
- **Creativity** - We are open to new ideas, embrace change, and take calculated risks to develop solutions for creating opportunities to our participants.



Goals

Dream - Encourage young people to choose education, inspiring them to dream of a better future through learning and work.

Learn - Offer excellent training opportunities and continued individual follow up.

Work - Understanding the labour market, creating initiatives to increase our participants chances in finding employment.

Why Dream, Learn and Work?

DREAM

DREAM activities are intended to encourage the choice of education. Many young people from less developed areas in Brazil leave secondary education with no perspectives, only 14% will go to tertiary education. School leavers from poor backgrounds are particularly affected and frequently have no clear vision or understanding of what professional path they could take and often go into the labour market with no professional qualifications or training. Considering this reality, Dream Learn Work makes an active effort to encourage participants to dream, to aim higher and create better futures for themselves through education and employment.

LEARN

LEARN is acquiring professional qualifications at recognized educational institutions. Today we support courses and vocational training in a wide range of areas. We also have established individual follow-up to make sure students are engaged and motivated. Dream Learn Work provides professional qualification and vocational training to young people, improving their chances in finding employment and enhancing their career prospects. Research has shown that young people that are not employed or in training risk being left permanently behind in the labour market. On the other hand, vocational training can facilitate the entry into the labour market, which, in turn, can enable and improve access to further education.

WORK

WORK is related to job support activities and recruitment. Surveys have demonstrated that skills shortages are still a major issues for companies operating in Brazil, specially skilled trade and technicians. Dream Learn Work connects corporate partners and qualified participants. DLW also develop and deliver projects that enable employees to share expertise and volunteer for activities such as CV workshops, visits, mentoring or knowledge sessions.

The DLW Model

After ten years, Dream Learn Work has developed a solid, sustainable project with a tested and verified training model, successful in giving youth the opportunities for a better future for themselves and their families. The Dream Learn Work model is based on three pillars: DREAM, LEARN and WORK.

DREAM: Our participants are recruited from local social projects, active in less developed areas of Rio de Janeiro; we then create an educational path for each young person, based on their dreams, interests and abilities.

LEARN: With the path established, we sponsor vocational training and courses in a wide range of areas at acknowledged educational institutions. Our students receive regular follow-up and mentoring during their educational journey.

WORK: To close the cycle and to bring participants closer to the labour market, we organize, with the support and collaboration of corporate partners, activities related to work and employment, such as mentoring at partner companies, CV building and job search workshops.

This year the focus has been on technical courses and the preparation for university entry, supporting participants that have enrolled in previous years, following their educational path and making the bridge with the job market.

 GlobalGiving



2. OUR YEAR

2.1. DREAM

Dream Learn Work fosters the choice of education through different activities, such as information meetings: when we give information on possible careers with the presence of volunteers from companies; Inspiration meetings: when our participants tell their educational and work related stories; and workshops that are focused on dreams for a professional future. These are possible with cooperation from local social projects.

PROJECTS and ACTIVITIES

Film project: A Brilliant Future

BRILLIANT FUTURE: In January we published our video "Brilliant Future" featuring the stories of four of our participants. The response of the film has been excellent.

- Jan 2016: Film published on social media
- Dec 2016: Over 23.000 views on Facebook



Vanessa and Taynara participants featured in the film "Brilliant future".

Social media project: Dreams of Rio

This project is about sharing personal stories from our participants on social media. They talk about their lives today and ambitions for the future. Our participants are portant ambassadors of our work, sharing their stories is a powerful tool to motivate them to carry on their educational path.

- Feb 2016: DREAMS OF RIO project launched on social media
- Dec 2016: 40 stories published



'My dreams are: to become an electrical engineer, to have my own house and to be able to provide for my family. In order to become an electrical engineer I have to study, but it is hard to get into university when you have attended state schools your whole life, and have to compete with people who have had the opportunity to go to private schools. The quality of education are very different. So I have to work really hard to learn the same subjects, at the same level, as those who went to private schools,'

Wendell (19)

"Shortly after I started studying at university, I was in a small group talking about where everyone lived. In that moment I realized what a different world I had entered. I was born and raised in Maré - a favela complex north of Rio de Janeiro. This group told the rest of the class where I was from and they were all afraid to hang out with me because of where I live. The whole thing became very negative and, in the end, the university approved my transfer to another campus [with greater diversity],"

Quenia (25)



Inspiration and information meetings

In order to motivate young people to choose education we organize inspiration and information meetings. These events are perfect opportunities to introduce our work and recruit new participants. Current DLW participants are invited to meetings as role models and give important testimonials.

- Total of new recruits in 2016:



Image : Yasmim Nogueira, DLW's Project Assistant and program participant since 2012, speaking to potential DLW participants at the Information meeting at Karanba

Motivational course: "My Life, My Dream"

"My Life - My Dream" is a motivational course, run by Dream Learn Work, focused on dreams for a professional future. The project involves a series of workshops where participants explore their dreams and aspirations. In 2016 we had two editions: Watercolours, which used drawing and paint as a tool to look into the participants aspirations and Collage that used images, words and photographs to map new directions.

- May 2016: MY LIFE, MY DREAM Watercolour Edition



DLW participants at the "My Life, My Dream watercolour" workshops

- July 2016: Final art printed on to T-shirts
- Jun 2016: MY LIFE, MY DREAM Collage Edition

All participants were residents at our partner NGO Abrigo Rainha Silvia, which houses women and children in vulnerable situation.

- Aug 2016: The art produced was part of an exhibition at the Norwegian - Swedish meeting point during the Olympic Games in Rio de Janeiro.



DLW participants at the "My Life, My Dream collage edition" with their work

Graduation Ceremonies

Our graduation ceremonies are held at our local social partners sites. This enables family and friends to attend the events, celebrating our participants achievements with them. The events at Abrigo Rainha Silvia in Itaboraí, and at Deodoro Sports Centre, near Instituto Bola Pra Frente in Rio de Janeiro were a great success, with the presence of graduates, their families and friends, representatives from corporate partners and the DLW board.



Graduation ceremony at Abrigo Rainha Silvia with participants from Abrigo and Projeto Karanba



Graduation ceremony at Deodoro Sport Centre, near Instituto Bola Pra Frente with participants from Luta pela Paz and Bola Pra Frente

- Nov 2016: Graduation ceremony at NGO Abrigo in Itaboraí
- Nov 2016: Graduation ceremony in Deodoro, near Instituto Bola Pra Frente

2.2. LEARN

Dream Learn Work sponsors professional qualification courses and vocational training at recognized educational institutions. Vocational education and training can ease entry into the labour market and provide youth with more learning opportunities. Our main providers are SENAI (National Service for Industrial Training) and SENAC (National Service for Commercial Training), institutions recognised by their respective industries, offering a wide range of training opportunities. This ensures that Dream Learn Work participants receive high quality training.

In 2016 we focused on strengthening our relationships with social partners and educational institutions. We have established a program for our NGO-partners, so that they can share their processes and ways of working in order to develop higher competence and establish a stronger collaboration with DLW. We have also organized seminars at educational partners. This is an ongoing process and has been extremely successful in creating a forum for sharing processes and procedures. This has improved participants follow up and recruitment processes, which has reflected on more engagement and higher completion rates.

PROJECTS and ACTIVITIES

NGO program: sharing processes

Dream Learn Work has brought together all of our social partners in order to facilitate and improve collaboration and cooperation. Working well with local social projects is essential to our success and the results of this initiative has been extremely positive as we improved engagement and results.



First meeting of our NGO program at DLW's office. Present were representatives from Projeto Karanba, Abrigo Rainha Silvia, Luta Pela Paz, Instituto Rogério Steinberg

Meeting educational institutions

Dream Learn Work organizes regular meetings at our educational partners, as understanding how we operate is fundamental in fostering good connections and facilitates the follow up process and minimizes cancellations, as we have better communication channels.

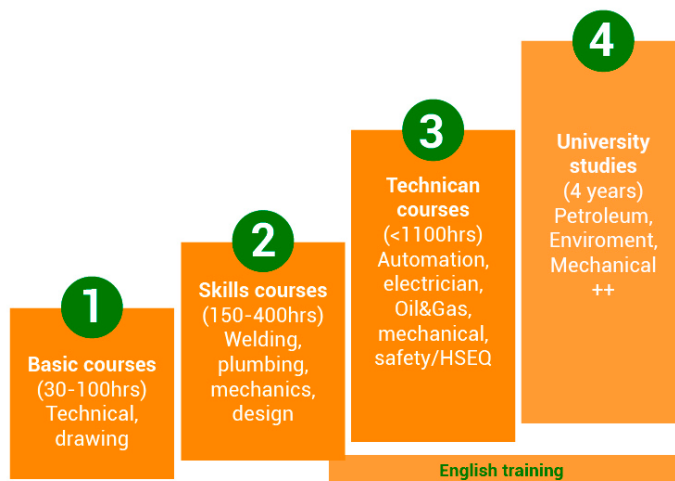


DLW presentation to SENAI representatives at SENAI Laranjeiras.

2016 COURSES

Dream Learn Work has developed a level based training model that increased engagement and completion rates. By broadening the the range of training opportunities we were able to include areas such as administration, communications, gastronomy and logistics. This change is a result of a weaker demand for labour in the maritime and oil & gas industries, as well as, to be able to offer the best suited training for each participant. In 2016 we reached a completion rate of 94%, in 2015 the completion rate was 90% and in 2014 was 88%.

In order to continue engaged in our program, participants need to demonstrate motivation and commitment to complete each level and proceed to the next. Each level represents the completion of a training course. Courses are in different areas, and each participant follows their own educational path. Low drop-out rates and better allocation of funds are concrete results of the model, as the participants are more engaged and complete each phase of their training. All courses give a qualification and a diploma.



At the moment we are sponsoring two students at university studying Mechanical Engineering. One started in 2014 and the other in 2015.

Level 1 - Basic knowledge and introduction to a subject. Aim: Assess skills and motivation. Ex: Introduction to Electrotechnics - Elementos de Eletrotécnica.

Level 2 - Longer courses, following the introductory course. Aim: Prepares for an entry level position in a company and to follow on to a technical course. Ex: Electrical Commands - Comandos Elétricos.

Level 3 - Advanced course. Aim: attain a technical qualification. Ex: Technical in Electrotechnics or Technical in Automation - Técnico em Eletrotécnica ou Técnico em Automação.

Level 4 - University degree. Ex: Electrical Engineering - Engenharia Elétrica.

This year we set a target of 155 course seats, a reduction on the previous year, as we invested in longer, level 2 and 3 vocational courses for current students. Today we have 120 active students, 10% of them on level 3 technical courses. We have achieved 140 course seats, which is a very good result, as we often have course cancellations and numbers can fluctuate because of that.

We have encouraged our participants to sit the national university entry exam and continue to support tuition and transport for 2 university students and transport for 3 students on level 4.



DLW participants Jaqueline (left) is studying dental health (levels 1 and 2) and is enrolled in a dental prosthetics vocational course (level 3) and Tayanne (right) graduated as a photographer (levels 1 and 2) and will start a vocational course in Visual Communication (level 3).

Full course overview on Annex I

Course level	2016 Course seats
Level1 (30 - 100 hrs)	56
Level2 (150 - 400 hrs)	40
Level3 (<1100 hrs)	15
Level4 (4 - 5 years)	5
English (Basic - Intermediate - Level1 - 2)	24
Total	140
Completion rate	94%

COMPLETION RATES

The completion rate, defined as the percentage of enrolled students who completed the courses, is calculated based on participants that have been signed up in 2016 and data on courses ended until March 2017. Even though the number has been collected in 2017, the figure reflects the results of 2016, as students were enrolled that year.

ENGLISH COURSES

Being able to understand and communicate in English is an important advantage in the labour market in Brazil. That is why Dream Learn Work continues to invest on English courses.

English training has drastically increased during 2015. However, due to high dropout rates, we have changed the criteria for English training. In order to be eligible, this type of training should be included in the participant's educational path. We also have developed new partnerships with English schools and receive full scholarships through Sociedade de Cultura Inglesa, one of the most prestigious English schools in the country, and have participants studying through Cidadão Pro Mundo, an NGO that provides English courses through volunteer work.

PROJECTS and ACTIVITIES

• Learning visits to companies

Visits are unique opportunities to explore career prospects and how to put education to practice. DLW sets up small groups of students with relevant profiles. The visits are of a full or half day duration, and normally include a visit to the work areas, as well as, sessions with HR personnel on recruiting and job search skills.



Dream Learn Work participants went to the Woodgroup base in Macae. This is the third visit we organize with Woodgroup, which is a great success - our participants are very keen on seeing how things work in real life and understand more about the area they are studying.

• ANSA partnership

Dream Learn Work has started a pilot program with ANSA, a Norwegian organisation for students abroad, where their students meet with our participants to share study techniques, practice English and have a cultural exchange.

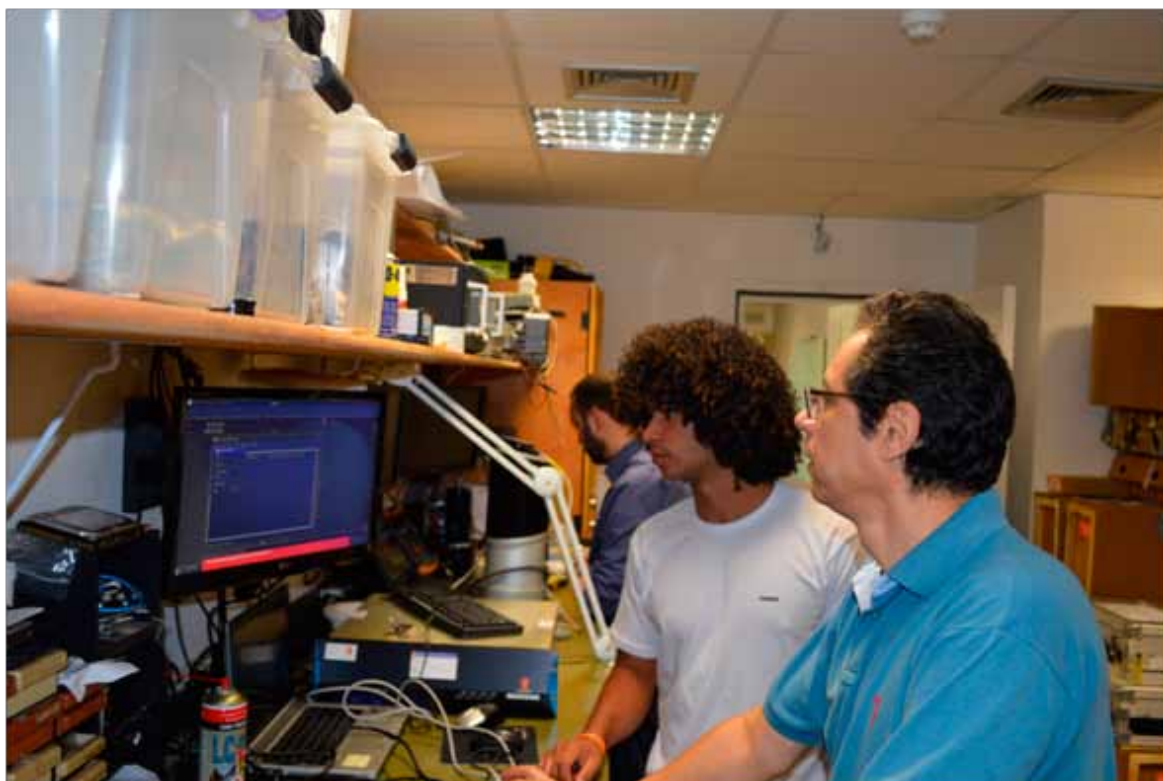


Maria, Norwegian Engineering student, and Yasmim, DLW participant and also engineering student.

- **A Day At Work**

The main objective of this initiative is that our participants have some contact with the world of work, showing them how to put knowledge into practice and how to interact with professionals, a connection with the labour market. It is also a good way for them to network.

Through programs such as "A Day At Work" we are able to develop our students further. They are able to understanding better how to apply the subjects they are studying. Becoming more prepared for a future job interviews, for example.



Wendell, who is studying to become an electrician, at the Test & Repair Lab at Kongsberg Maritime



Image (left to right): Line Østergaard, from Mandorla, a digital marketing company, Orlando, DLW participant, interested in web design, George Barbosa, Leonardo Mota e Kasper Nymann Vorm. After this experience Orlando was offered a job at Mandorla.

2.3. WORK

Dream Learn Work endeavour to improve our participants chances in finding formal employment. We actively promote qualified participants to companies in order to fulfill full time, internships and apprenticeship positions.

We have improved the way we collect, process and update employment data and hope to be able to understand even better how to improve our participants chances in the formal labour market. By the end of the year, 40% of our participants were formally employed, 51% of them in positions relevant to their qualification.

It is important to point out that many of our students are still studying and, because of that, working outside of their area of study. Some are searching for a job. However, the economic crisis in Brazil has deepened and youth unemployment has increased.

Dream Learn Work has strengthened our partnership with L'Oréal regarding recruitment, several of our participants have gone through their selection process this year and we have one participant working as young apprentice at their factory.

PROJECTS and ACTIVITIES

- **CV Building and Job Search Workshops / Interview training**

Workshops and training are delivered by experienced personnel from partner companies and provide important tools to develop our students job search competencies, improving their chances in a very competitive labour market. These events are organized at NGOs or at partner company sites and are always a great success.

Career workshop delivered by DNV-GL's HR Manager, Michelle Araujo, at Instituto Bola Pra Frente.



- **Online CV Database / Recruitment**

Our online CV database has been created and launched in 2015 and after a few technical glitches became fully operational in 2016. This has been developed to facilitate companies to access our pool of talented young professionals. It is accessible on our website, recruiters from registered companies can access it. Dream Learn Work has been establishing strong relationships with HR departments to have our students consistently considered for vacancies.

- **Dream Learn Work Mentor**

Dream Learn Work Mentor program helps individuals with their development, it is about sharing expertise, values, skills, and perspectives. Our mentoring program has been developed to help young people that participate in the DLW program find their path and plan their next step in continuing their professional development. Our pilot program at Rolls Royce Maritime was a great success. Planning for mentor programs at Statoil and L'Oréal has started and will benefit 20 participants and 20 professionals.



Morgana, Health & Safety technician at Statoil and Thalís, Health & Safety student.

Internal Mentoring

Participants early on in their training are often in doubt about which path to follow. Mentoring by Dream Learn Work staff encourages participants into looking for possible professional career routes, suggesting courses and opening a channel of communication.

External Mentoring

Mentors are volunteers from partner companies that wish to share their experiences with a young person starting out and help them take the first steps towards realising their careers. External mentors support youngsters closer to the job market.

3. PARTNERSHIPS

Dream Learn Work foster collaboration and partnerships in order to fulfill our mission, having strong local connections is fundamental in having positive results, enabling social change. Some of our partners have been with us for the past ten years and others are more recent, indicating our development and growth.

3.1. Social partners (NGOs)

Dream Learn Work today has six local social partners (details in Annex II) in Rio de Janeiro's state. These partnerships are crucial in carrying out our work and supporting our target group, as we work together to recruit young people from less developed areas that have no access to quality basic education and lack opportunities to develop.

We have been successful in holding regular meetings at NGO partners sites, demonstrating professional opportunities to young people and encouraging them to enter the DLW program. The implementation of processes and procedures with social partners improved collaboration between organizations, which has facilitated individual follow up of current students and the setup of educational paths for new participants.

Active participants per NGO

NGO partner	2016 active students
Bola Pra Frente - Guadalupe	43
Karanba - São Gonçalo	31
Abrigo - Itaboraí	18
Fenase - Niterói	0
IRS - Leblon	3
Luta Pela Paz - Maré	24
Projeto Graef	0
Gol de Letra	1
TOTAL	120

3.2. Educational Partners

Educational partners provide training to our participants and are vital to the success of our program. Vocational education and training can ease entry into the labour market and provide youth with more learning opportunities. Our main providers are SENAI (National Service for Industrial Training) and SENAC (National Service for Commercial Training), institutions recognised by their respective industries. More details on educational partners can be found at the Annex III.

2016 Course seats per school and level

Educational Institution	Number of courses per level		
	Level 1	Level 2	Level 3
SENAI	28	18	9
SENAC	12	4	4
ELECTRA	1	0	1
Senes	0	1	0
CCAA	1	1	0
Forbin	2	0	0
Providence	10	0	0
Cruz Vermelha	1	1	0
Neguin	0	14	0
Sociedade da Cultura Inglesa	20	0	0
Cidadão Pro Mundo	2	0	0
Shelter	1	0	0
Pensi	0	1	0
Hospital da Aeronáutica	1	1	0
Open English	0	1	0
Total by level	79	42	14
Level 4	5		
Total number of courses	140		



Universities

In addition to these institutions, we had 4 students at university, of which 2 are sponsored by DLW, one in a federal institution with no tuition fees and other receiving a scholarship. DLW's support includes, transportation, English training and follow up. We expect the number of university students to increase in 2017.

Tuition sponsored by DLW:

Anhanguera - Mechanical engineering 2st year

UNISUAM - Mechanical engineering 3nd year

3.3. Corporate partners

Dream Learn Work establishes strong and long term relationships with corporate partners. Partnerships are key to lasting change, as we share common goals in making a difference through education and employment.

Collaboration can happen in different ways and can include:

- Financial support
- Welcoming company visits or A Day At Work initiatives
- Mentoring, coaching, tutoring
- CV and job search workshops, interview training, recruitment drives
- Recruiting from DLW

List of corporate partners

Company	2008-11	2012	2013	2014	2015	2016
Axess			O	O	O	O
Brasil Plural	X		X	X	O	
BW Offshore	X				O	
DNB			X	X	X	X
DNV GL			X	X	O	O
DOF Subsea	X	X	X	X	X	O
Farstad Shipping	X				O	
Jotun	X			O	O	
Kongsberg Maritime	X	X	X	X	X	X
Lorentzen /Lorinvest	X	X	X	X	X	X
L'Oréal					O	O
Mandorla						O

Norskan	X	X	X	X	X	O
Norsk Hydro					O	
Norsul			O	O	O	
Innovation Norway	X	X	X	X	X	X
OSM Management	X				O	
Panoro Energy	X	X	X		O	
Pareto				X	O	
People 9 Comunicações						O
Rolls Royce				O	X	O
Solstad	X				O	
Statoil	X	X	X	X	X	X
Vard (STX OSV)	X			X	X	X
Woodgroup			O	O	O	O

X= financial support

O=non-financial support

3.4. Administrative Partners



KINCAID Mendes Vianna Advogados

Law-firm. Secure that we operate within the laws and regulations of Brazil.



Teixeira Contabilidade

Accounting. Ensures that we deliver financial reports to the tax authorities, and that we adhere to accounting rules and principles of Brazil.



Zoom Out Comunicação Corporativa Ltda

Communication agency. Provides free of charge services and web at nominal cost.

4. Communication

Dream Learn Work's communication and marketing strategies have greatly changed in the past couple of years. Visibility is key for our recruitment and fundraising efforts. In 2016 we started the development of a mobile friendly website (www.dreamlearnwork.com), regular newsletters and postings on social media have increased visibility online. One of our team members works part time with all communication matter.



Facebook followers grows

Facebook

Best post 2014: Audience reach 469

Best post 2015: Audience reach 1626

Best post 2016: Audience reach 2678

• 2016 Newsletters

1st Newsletter (April)

- DREAMS OF RIO: We celebrate our 10 year anniversary sharing dreams
- WOMAN'S DAY: Say YES to equality
- MOTIVATIONAL FILM: Brilliant future
- RECRUITMENT: Meet our NGO partners
- A DAY AT WORK: Entering the labour market

2nd Newsletter (August)

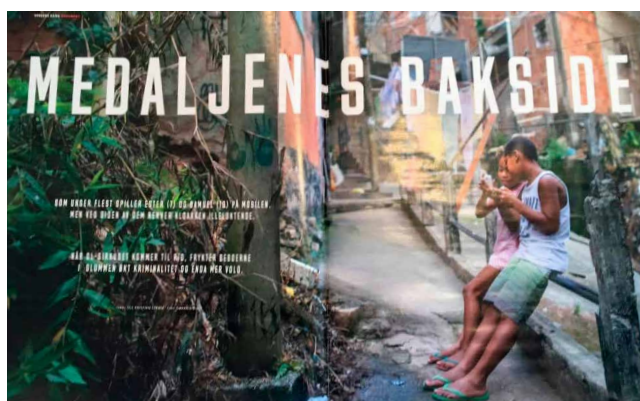
- DREAMS OF RIO: BEYOND THE DREAMS
- O GLOBO: Dream Learn Work in the biggest brazilian media
- EDUCATIONAL INSTITUTE SENAI: Recognized by the UN
- MY LIFE, MY DREAM: Using watercolors to illustrate dreams

3rd Newsletter (October)

- YOGA AND MEDITATION: For Dream Learn Work participants
- DREAM LEARN WORK IN VG - One of Norway's biggest newspapers
- MANDORLA - Innovation, opportunities and an open mind
- DREAM LEARN WORK IN BRAZILIAN NEWSPAPER: O GLOBO

4th Newsletter (December)

- EDUCAÇÃO 360: International educational event
- RIO OIL AND GAS: NORWEGIAN MINISTER VISITS DLW
- DREAM LEARN WORK - TEN YEARS
- GRADUATION 2016 - ABRIGO RAINHA SILVIA/KARANBA
- GRADUATION 2016 - LPP/IBPF



Norwegian media coverage

In the printed edition of Verdens Gang (VG), one of the biggest newspapers in Norway, Dream Learn Work was featured in a seven page article about the reality of Rio de Janeiro, the article was published in July 2016.

Thamires, Leticia, Igor and Jaddy are our participants who were interviewed when

VG's journalists visited our workshop "My life, My Dream - Watercolor Edition" held in Santa Teresa.



Brazilian media coverage

• O Globo Sunday magazine - 5th June 2016

Dream Learn Work's General Manager, Ana Luíza Carboni-Brito, was interviewed by Mauro Ventura, for his column "Dois Cafés e a Conta com..." which was published in the Sunday magazine of O Globo newspaper.

Link to the online column

<http://m.oglobo.globo.com/rio/dois-cafes-a-conta-com-ana-luiza-carboni-19431186>



- **O Globo newspaper - 31 de agosto de 2016**

Half a page article published on the O Globo, the most prestigious newspaper in the country, due to our participation at Educação 360 (Education 360), yearly educational event 'Educação 360', organized by O Globo and Extra newspapers, in partnership with Sesc and the Rio de Janeiro's government, with the support of TV Globo and Canal Futura.

Link to the article online:

<http://oglobo.globo.com/sociedade/educacao/educacao-360/ong-norueguesa-inspira-prepara-jovens-para-mercado-de-trabalho-20019421>

- **Extra newspaper - 24 de setembro de 2016**

Article published after Dream Learn Work's participation at the Educação 360 international educational event.



Link to the article online (in Portuguese)

<http://extra.globo.com/noticias/educacao/educacao-360/reforma-do-ensino-medio-ganha-defensores-criticos-20175037.html#ixzz4LMIEkzme>

5. Events and activities

Dream Learn Work is usually invited to participate and deliver presentations during official visits and events in Rio de Janeiro and Oslo. We also organize events. They are important opportunities to build awareness around our work.

- **Team building**

In January we have started our team building activities. The aim is to learn more about each other – how each person thinks, works and solves problem - so we can work better together!



- **Norwegian Day (May 2016)**

Dream Learn Work's team helped in organizing the Norwegian Day celebrations at the Seaman's Church in Gávea, Rio de Janeiro.

- **T-shirt launch (July 2016)**

In 2016 the final works produced during the "My Life - My Dream - Watercolour Edition" were printed on T-shirts.



- **Our events during the Olympic Games (July - August 2016)**

- **Photo exhibition @ Devassa Copacabana**

During the Olympic Games the exhibition of the final work produced during "My Life - My Dream - Collage Edition" was held at the Norwegian / Swedish meeting point in Copacabana.



- **Handball matches @ Olympic Park**

Dream Learn Work had the opportunity to take a group of students to handball games during the Olympics in Rio de Janeiro. Thanks to the International Handball Federation and the Norwegian Consulate in Rio de Janeiro, 10 Dream Learn Work participants went to the Olympic Park and watched matches: Brazil x Montenegro and Sweden x France.



- **Activities to participants and the public @ Aterro do Flamengo and Ipanema beach**

Dream Learn Work has teamed up with the Danish concept Sport Unites Nationalities (SUN) to provide activities to our participants and corporate partners. In the olympic spirit we wanted to equip participants with tools for a more balanced life, helping them to achieve their goals. The yoga classes and workshops, were based on the 5 basic emotions to bring attention to the connection between body and emotions using yoga.

- **Yoga class for our students**



- **Fundraising event at Ipanema beach**

- **Educação 360 / Education 360 (September 2016)**

This year Dream Learn Work was invited to participate at the yearly educational event 'Educação 360', organized by O Globo and Extra newspapers, in partnership with Sesc and the Rio de Janeiro's government, with the support of TV Globo and Canal Futura. Our General Manager, Ana Luiza Carboni-Brito, participated in debates and presented our project at the event. 'Educação 360' is an international meeting with the participation of educators, teachers, school directors, students, families and representatives of the community. The aim is to share the largest possible number of visions and innovative and successful experiences that seek to meet the demands of society in relation to teaching and learning.



- **Ten year anniversary (September 2016)**

In 2016 Dream Learn Work celebrated ten years helping young people realise their dreams and create better futures for themselves through education. It was an opportunity to gather together students, school representatives, social and corporate partners to celebrate this milestone. Some of our participants shared their stories and showed that with dedication and commitment it is possible to succeed.



- **Rio Oil & Gas (October 2016)**

This year we set up our stand within Norwegian stand at Rio Oil & Gas.

The Norwegian Deputy Minister of Petroleum and Energy, Ms Ingvil Smines Tybring-Gjedde, greeted us during her visit to exhibition. The minister showed interest in our work and congratulated us on our results so far. Dream Learn Work's plan for the near future is to focus on gender equality which Tybring-Gjedde is also engaged about, especially in the Oil and Gas sector. On all of her speeches during this visit she highlighted the importance of gender equality worldwide and specially in Brazil.



- **Christmas Lunch for NGOs and educational partners (December 2016)**

Every year we invite representatives from our social and educational partners, who have worked with us during the year through workshops and projects for a Christmas lunch. This year we added a Scandinavian tradition to the event and made Christmas cards - a big success!

- **ANSA Christmas event (December 2016)**

In 2016 Dream Learn Work and ANSA Brazil have teamed up and six Norwegian students have met DLW participants that are studying English to exchange culture, languages and to have a friend from a different country. We met up as a group to have breakfast and make traditional Norwegian Christmas cards, which was a great success!



6. Financials

	2014		2015		2016	
	Income	Cost	Income	Cost	Income	Cost
DLW Brazil						
Donations Brazil	349,580		365,475		293,108	
Funds transfer from Norway			250,000		612,084	
Training courses		175,772 *		285,663		219,815
Student transportation		32,410		51,410		75,704
Salaries/taxes employees		178,804		211,500		270,555
Social activities students		2,703		11,176		5,640
Marketing		4,884		9,000		4,879
Administration, incl. bank and judicial fees		19,965		22,964		29,561
DLW Norway						
Administration, incl. Bank, fin.audit and web maintenance fees				6,319		
TOTAL	349,580	414,538	615,475	597,050	905,192	606,154
<i>Received from Norwegian MFA</i>	<i>237,000</i>					

Notes:

*Cost for English course is included in Training courses

** cost in NOK: 15,354, average currency rate: 1 BRL= 2,43 NOK

*** Funds transferred in December 2015 and received in January 2016

As expected there was a decrease in the total donations from companies in Brazil in 2016, as the economic downturn worsens. Four applications to international foundations have been submitted and unsuccessful. We have planned the development of a more diversified range of financial contributors to improve prospects.

In 2016 DLW spent 20% on administration (based on the total cost for the year), the rest of the funds were spent directly towards the students and the educational program. As from October 2015 we started with a full working team.

The total and official financial report for Dream Learn Work Brazil and Dream Learn Work Norway can be forwarded upon request.

Accounting

DLW use recognized accounting companies both in Norway and Brazil, and all reports are filed according to local laws and regulations in both countries.

Brazil:

Accounting: Teixeira Contadores S/C LTDA

Law-firm: KINCAID Mendes Vianna Advogados

Norway:

Accounting: internal - Iris B. Frøybu (2016)



7. Administration

7.1. OSCIP

As an "OSCIP" registered NGO financial contributors can obtain the right to deduct the contributions from the taxable income.

This year renewal of our OSCIP registration has been slightly delayed due to issues regarding necessary documentation and changes in legislation. This has been resolved and registration is up-to-date..

7.2. Organizational Development

In addition to OSCIP, the following activities have been implemented to further develop the organization:

- Teixeira Contabilidade took over the accounting as from January 2016;
- Registered for TechSoup, a Technology resource aimed at nonprofit organizations featuring discounts, discussions, articles, and recommendations;
- Google account now free after registering with TechSoup we became eligible for Google for nonprofits.

8. Organization

Board in Norway	Board in Brazil
Harald Martinsen, Hamart	Halvard Idland
Halvard Idland	Arne-Christian Haukeland, DNB (until Sep 2016)
Arne-Christian Haukeland, DNB (from Oct 2016)	Alexander Tischendorf, Teekay
Jan Tore Linsdad, Kongsberg	Alexandre Imperial, DNV GL
Dagny M. Nome	André Leite, Statoil (until Dec 2016)
Iris B. Frøybu (secretary)	Ana Carboni-Brito (secretary)

Daily operation

Norway

- Iris B. Froybu, taking over from Elina Tomren (from Feb. 2015)

Brazil

- Ana Luiza Carboni-Brito, General Manager (as from 1st January 2016)
- Jeanette Lorvik, Project Manager Education and Communication (from 1st September 2015)
- Betina Lauritzen, part-time Project Manager Education and Fundraising (from 1st October 2015)
- Yasmim Nogueira, Project Assistant (as from May 2014)

Rio de Janeiro, 20th April 2017

DLW Brazil

Halvard Idland, President

Ana Carboni-Brito (secretary)

Oslo, 20nd April 2017

DLW Norway Board

Harald Martinsen

Iris Bente Frøybu (secretary)

9. ANNEXES

9.1. ANNEX I - Course Overview from June 2013 onwards

Course	LEVEL 1	LEVEL 2	LEVEL 3	LEVEL 4	2013	2014	2015	2016
Technical Drawing intro	x				18	9		
Technical Drawing, ind. application	x				12			
Welding (mag)	x				10	13		
Warehouse operation	x				1	10		
Industrial piping	x				3	14		
Elements of electrotechnics	x				2	10	7	
Automation, basics	x					2		
University exam preparatory course	x					1	1	1
Firefighter course	x					1	1	
Excel, Basic	x						1	8
Excel, advanced	x					2	19	16
Gastronomy, chocolate products	x						5	
Gastronomy, artistic cake	x						5	
Gastronomy, cake design	x						2	2
Gastronomy, savory pastries	x						1	
Gastronomy, brazilian cuisine	x						1	
Gastronomy, japanese cuisine	x						4	1
Hydraulic installer	x						2	
Basic hydraulics	x						1	
IT for administration	x						2	2
Web designer	x						1	
Digital photo and image processing	x						4	2
Intro to digital photo	x						1	
HR Personnel Department	x						1	
Forklift operator	x						1	
Electrical installations (residential and commercial)	x						5	
The art to speak in public	x							1
Basic IT	x							2
Excellence in customer service	x							2
Oral Health Assistant 1	x							1
Computer operator	x							1
Colorimetry	x							1
First Aid	x							2
Eyebrow Design	x							1
Assembly and Configuration of microcomputers	x							1
NR33 + NR35	x							1
Film script writing	x							1
Industrial Painter	x							1
Private Security Supervision	x							2

Video editor	x							2
Digital Painting with tablet and Photoshop	x							1
Administrative assistant		x					3	1
HR Assistant		x					1	1
Riggers NR 11		x						1
Welding, Tig		x				5		
Autocad 2D		x			10			
Applied industrial maintenance		x			4	2	1	
Mechanical maintenance		x				1		
Pipe installation		x			1		7	
Ship electrician		x			18			
Automation, logical programing		x			4		2	
My life, My dream (motivational course)		x				9	18	24
Industrial plumbing		x			16			
Vehicles Mechanical maintenance		x					3	
Motorcycle maintenance		x						2
Autocad mechanical design		x					1	
Welding inspector		x					1	
Autocad 2D & 3D		x					2	1
Electrical certification, NR 10		x					1	2
Installation of electrical control systems		x					9	2
Installation of electrical commands		x					1	1
Installation of electrical system for buildings		x			1	3	3	
Oral Health Assistant 2		x						1
Photographer		x						3
Event Organizer		x						1
Stock assistant		x						2
Gastronomic Entrepreneurship Management		x						1
Offshore safety course			x		10			
Automation technician			x		2	2		
Administrative technician			x		1	1		2
Electrician technician			x			5	3	3
Mechanical technician			x			1	3	4
Health and Safety technician			x			1		1
Edifications technician			x				1	1

IT			x					1
Visual Communication			x					1
Logistics			x					1
Dental prosthesis technician			x					1
Production Engineering				x	1	2	1	1
Mechanical Engineering				x			2	2
Architecture degree				x	1	1		
Marketing degree				x				1
Administration				x				1
English	x	x	x		6	11	56	24
Total					113	106	184	140

9.2. ANNEX II - Social Partners

Bola pra Frente

Established in 2000 (Guadalupe), our first social partner in Rio de Janeiro. Supports approx. 1000 children age 6-17 and their families through activities within sports (mainly football), education, arts, culture and professional qualification.

http://www.bolaprafrente.org.br/pages/quemsomos_perfil.asp

Recruited in 2015: 35

Active and recruited in 2016: 43

Karanba

Established in 2006 (Main: São Gonçalo, and 8 centers in south and north part of Rio), supports today approx 1200 children and youngsters age 6-25 offering activities within sports, mainly football. The goal is to create opportunity for a better life, and to strengthen and build community relationships, encourage personal development and promoting positive values and attitudes.

<http://www.karanba.com/>

Recruited in 2015: 51

Active in 2016: 31

Abrigo Rainha Silvia

Abrigo Rainha Silvia (Itaboraí) was established in 1989, and is a shelter for pregnant women and their children. The goals are distinct and long term; to help the women to help themselves, through studies and responsibilities change the future for themselves and their kids.

<http://abrigo.se/om-oss/information/>

Recruited in 2015: 15

Active and recruited in 2016: 18

IRS – Instituto Rogerio Steinberg

Established in 1997 (Leblon). Focus on identifying and developing children with special talents and high motivation, from families with limited financial capacities. Cooperating with specialists and institutions in many areas, the organization has until today assisted 32 000 participants, and many of their students conclude with graduation from acknowledged universities.

<http://www.irs.org.br/instituto/quemsomos.asp>

Recruited in 2015: 2

Active and recruited in 2016: 3

Luta Pela Paz (LPP) - NEW

Established in 2000 at Complexo da Mare - a favela complex, it uses boxing and martial arts combined with education and personal development to realise the potential of young people in communities affected by crime and violence

<http://fightforpeace.net/pt-br/rio-de-janeiro/>

Recruited in 2015: 6

Active and recruited in 2016: 24

Fenase

Fenase (Piratininga, Niteroi) was established in 1994 and offers activities for children age 5-14, primarily social assistance, homework support, playgroups etc. They also offer course for waiters for participants age 16-20. DLW has recruited students from Fenase since 2013. However, more recently they do not have many people on our age group and have been unable to refer participants to us,

<http://www.fenase.org.br>

Recruited in 2015: 1

Active in 2016: 0

Projeto Graael - Recently added

Based on the principle that sailing as a sport is a tool for socialization through education and professional training, Olympic champions Lars Graael, Torben Graael and Marcelo Ferreira idealized the GRAEL PROJECT in 1996, shortly before the Atlanta Olympic Games. The idea was materialized in June of 1998, when the first nucleus was created, in Jurujuba, Niterói. The objective is to promote social inclusion and citizenship of children and young people from low-income families, offering socialization through sailing, professional alternatives in the nautical sector, environmental education and the resume of the culture of the of marine way of life.

<http://www.projetograael.org.br/home.php>

Recruited in 2016: 0

9.3. ANNEX III - Educational Partners

SENAI

Senai, the National Industrial Training Service, part of Firjan (the Industrial Federation) and responsible for most of the technical qualifying courses in Brazil, and now also offering degrees and postgraduate courses. They have an extensive catalogue of courses relevant to the manufacturing/production industries, providing different levels of qualification within all areas, from a large number of schools. SENAI is recognized as the best institution for this type of education in Brazil.

<http://www.portaldaindustria.com.br/senai/>

SENAC

The National Service for Commercial Education (Senac) has been, since its creation by the National Confederation of Goods Trade, Services and Tourism (CNC) in 1946, the main agent of education to the goods trade, services and tourism industries. Senac also has a large catalogue of courses and it is recognised by all sectors and industries.

<http://www.senac.br/>

ESCOLA TECNICA ELECTRA

ELECTRA provides education within a number of disciplines from short qualification courses to vocational technical courses. Their focus are vocational courses in the following areas: Industrial Electronics, Electrical Engineering, Mechatronics (Industrial Information Technology), Telecom, Oil & Gas and Health & Safety.

<http://www.escolaelectra.com.br/ielectra/>

SBCI

Sociedade Brasileira de Cultura Inglesa is a nonprofit organisation that, by teaching English as a foreign language, aims at promoting the socioemotional and professional development of teenagers and adults who find themselves in a situation of social and economic vulnerability, so that they can turn their lives around. SBCI was founded in 1934 and, since 2007, has devoted its efforts exclusively to teaching English without any charges, providing high-quality courses to teenagers and adults.

<http://www.sbcirj.org.br/english/index.asp>

Cidadão Pro Mundo

Cidadão Pro Mundo is a social project that promotes inclusion through the acquisition and development of languages skills. It started in São Paulo in 1997 and its first school in Rio de Janeiro was set up in 2012.

<http://www.cidadaopromundo.org/>

CCAA

CCAA is a language school that has English courses on all levels from basic to advanced.

<https://www.ccaa.com.br/>

Universities

In addition to these institutions, we had 4 students at university (UNISUAM and Anhanguera), of which 2 are sponsored by DLW . We expect this number to increase in 2016.

- **Anhanguera** - Mechanical engineering 1st year
- **UNISUAM** - Mechanical engineering 2nd year

Schools that have been used in special circumstances:

Forbin is a private security training school with more than twenty years experience in training, retraining, qualification and improvement of private security professionals.

<http://www.forbin.com.br/>

Senes is a school that offers supplementary adult education to complete basic education.

<http://www.senesunetec.com.br/>

Shelter mar was founded in 2007 by six former Brazilian Navy officers with extensive experience in maritime affairs. The company specialises in training for the offshore oil and gas sector. The courses offered by Shelter are recognised by the Brazilian Navy and the company is registered in the Petrobras (CRCC).

<http://www.sheltermar.com.br/>



DREAM LEARN WORK

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