

DREAM LEARN WORK
Annual Report 2017

**dream
Learn
work**



WELCOME

Dream Learn Work (DLW) celebrated its tenth anniversary in 2016 and in 2017 we had to adapt and change, as the economic and political crisis in Brazil presented many challenges. At DLW we continue to evolve and think outside of the box, establishing partnerships and alternative ways to develop our participants further. This report presents our 2017 activities on our three pillars: Dream, Learn and Work and also information on partnerships, communication, events and administration.

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1. ABOUT US

Aiming to enable dreams, so young adults can thrive

Dream Learn Work (DLW) is a Brazilian non-profit organization that has been envisioned and founded by representatives of Norwegian companies in Rio de Janeiro. The aim was (and still is) to reduce the gap between the labour market and young adults from less developed regions. Education lies at the heart of economic and racial inequalities and at DLW we assist young adults in acquiring professional qualifications in order to change their prospects in life. In the past decade, the Brazilian government has invested in better access to professional qualifications. However, research shows that the shortage of skilled labour remains a major issue for companies in the country and that there is the need to improve the access and quality of education. Therefore, the challenges that originated Dream Learn Work remain.

Mission

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 Learn Work's philosophy is based on three pillars: (i) dream: we inspire young people to dream, and create expectations about their futures; (ii) learn: we sponsor qualification and vocational training course. We organize and deliver workshops for the development of skills, in addition to individual follow up to keep young people engaged and motivated; (iii) work: we connect program participants with large companies, organize mentoring programs, CV building workshops, job search and interview training.

DLW recruits its participants through local social projects based on age, educational, and socio-economic criteria. With the support of these projects, we create an educational path for each participant based on their interests and abilities. After that, young people are enrolled in courses based on their individual aspirations and participate in workshops and extracurricular activities. The goal is to dream and conquer a better future through education and employment.

DREAM

DLW encourages the choice of education during information and inspiration meetings at our NGO partners and external activities, such as motivational workshops, visits, and seminars. Many young people from poor, low-income areas in Rio de Janeiro lack a basic understanding of what their professional opportunities are.

LEARN

Dream Learn Work sponsors professional qualification courses and vocational training at recognized educational institutions. In order to monitor progress, we have implemented individual follow-up of all students. This means that they are advised, supported and motivated during their training. This has produced positive results in completion rates and is an attempt of also increasing our focus in developing life skills. Our goal is to offer vocational training, but also build competencies that the labour market seeks, such as IT and English.

WORK

Dream Learn Work actively seeks to differentiate and to increase our participants opportunities in the labour market. We do this through active recruitment initiatives to companies, such as promoting candidates to vacant positions and internships,

building a corporate network of HR professionals and by sharing employment opportunities with our students through social media. Some of our participants work in Dream Learn Work partner companies.

How DLW operates?

We recruit participants from social projects that work in less developed neighborhoods. These local projects contribute in the completion of basic education and the development of life skills. Dream Learn Work offers the next step: professional skills development and the support to enter the formal job market. We do this by organizing and running a number of activities and events to help young people to dream of a better future through education (DREAM). We sponsor vocational training at recognized educational institutions, using our experience based training model (LEARN). In order to close the cycle we also organize work related activities, with the support and collaboration of corporate partners, bringing participants closer to the labour market (WORK).

The DLW Model

A few year ago, Dream Learn Work developed a model for training that all participants need to follow. They need to demonstrate motivation and dedication to complete each level and proceed to the next. Courses are in a range of areas, and each participant follows their own educational journey. All courses give a qualification and a diploma.

Level 1 - Basic knowledge and introduction to a subject. Aim: Assess skills and motivation.

Level 2 - Longer courses, following the introductory course. Aim: Prepares for an entry level position in a company and to follow on to vocational training course.

Level 3 - Advanced course. Aim: attain a vocational training professional qualification.

Level 4 - University degree.

2. OUR YEAR

2.1. DREAM

Events and activities linked to the DREAM pillar are intended to encourage and motivate the choice for education. Dream Learn Work organizes information meetings, when we give information on careers with the assistance of volunteers; inspiration meetings, when our participants tell their educational and work related stories to inspire; and workshops that are focused on dreams for a professional future.

PROJECTS and ACTIVITIES

• Film project: My dream

Film project where DLW participants film themselves talking about their dream. Every month a new participants video is published on Facebook.

Feb 2017: 1st My dream film is published.



Wendel talking about his dreams

• Film project: The dreamers

With the support of a film producing company, we filmed a pilot for a webserie about our participants. We had great response on the first story shared. The short video was launched at our CSR-event in July.

May 2017: The dreamers pilot filming starts.

June 2017: The dreamers pilot is published.



Tayanne introducing herself in the pilot of The dreamers.

• 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.



Visit to Instituto Bola Pra Frente

• 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 2017 we had a theatre edition: volunteers from the Oficina Social de Teatro (OST) collaborated with DLW to bring a five-day workshop to our participants.

May - June 2017: MY LIFE, MY DREAM Theatre Edition



DLW participants at the “My Life, My Dream” theatre workshops

• Graduation Ceremony

Students' achievements are celebrated at graduation ceremonies, being an important event to DLW participants and a motivational one to prospective students. In 2017 we decided to organize one graduation ceremony to students from all NGO partners. The event was held at the SESI Theatre, a space that is part of the FIRJAN network and linked to our main educational partner, SENAI. We had the presence of graduates, their families and friends, representatives from corporate partners and the DLW board.



Graduates at the ceremony in November 2017

Nov 2017: Graduation ceremony at Teatro Sesi in Rio de Janeiro

2.2. LEARN

The LEARN pillar is related to the acquisition of professional qualifications at recognized educational institutions. Our main course providers are: SENAI (National Service for Industrial Training) and SENAC (National Service for Commercial Training). Both institutions are recognised by their industries, offering a wide range of courses and guaranteeing the quality of training provided.

During individual meetings with participants, we establish an educational path for each one of them based on their dreams, interests and abilities. With the path established, we sponsor professional qualification courses and vocational training in a diversity of areas. Individual follow-up ensures that students are engaged and motivated. In 2017 our course completion rate reached 95%, while in 2016 it was 94%, compared to 90% in 2015 and 88% in 2014.

Continuing the work started in 2016, we have strengthened our relationships with social partners and educational institutions. Our program for NGO-partners continued and is being successful in sharing knowledge and improving processes, leading to better collaboration, follow up and overall support for our participants, maintaining engagement and excellent 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.



July 2017, meeting of our NGO program at Luta Pela Paz's office. Present were representatives from Projeto Karanba, Abrigo Rainha Silvia, Luta Pela Paz, Instituto Rogério Steinberg and Instituto Bola Pra Frente.

• 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.

2017 COURSES

In 2017 we followed the educational path of participants engaged in 2015 and 2016, having less openings to new recruits. DLW sponsored 95 course seats in 2017, achieving a 95% completion rate.

This year we set a target of 100 course seats, a reduction on the previous years, as we invested in longer, level 2 and 3 vocational courses for current students. Due to the economic downturn, a number of courses were cancelled and we could not achieve this number, being able to enroll students in 95 courses.

Program participants are encouraged to enroll into free preparatory courses and sit the national university entry exam to continue their education and development at university. DLW continues to fund tuition and transport for two engineer students.



DLW participant at his visual communication vocational course (level 3)

Full course overview on Annex I

Course level	2017 Course seats
Level 1 (30 - 100 hrs)	43
Level 2 (150 - 400 hrs)	12
Level 3 (< 1100 hrs)	7
Level 4 (4 - 5 years)	2
English (Basic - Intermediate - Level 1 - 2)	31
Total	95
Completion rate	95%

COMPLETION RATES

Completion rate is an important indicator and is defined as the percentage of enrolled students who completed qualification and vocational training courses. It is calculated based on participants that have been signed up in 2017 and data on courses ended until March 2018. Even though the number has been collected in 2018, the figure reflects the results of 2017, as students were enrolled that year.

ENGLISH COURSES

This year we continue to invest in English courses and per-to-per exchange programs, as acquiring language skills is a challenge to young adults that had never had the opportunity to study other languages.

PROJECTS and ACTIVITIES

• Vocational orientation – Workshop with DIRECT

Vocational training is an essential part of DLW's work in Rio de Janeiro. This year we partnered with DIRECT, a company that works with vocational orientation, to offer our participants a two-day workshop to help them figure out their educational and professional path.



• 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.



Students visited Kongsberg's office in Rio de Janeiro. 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 continued its program with ANSA, a Norwegian organisation for students abroad. ANSA students are in Rio de Janeiro to complete their masters degrees, they meet DLW students to share study tips, practice English/Portuguese and have a cultural exchange.



ANSA students at the Good Deeds Fair

• A Day At Work

The main objective of the "A Day At Work" initiative, when a participant shadows a volunteer during a day, 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. It is also a good way for them to network. It is a way to develop our students further, bringing an understanding in how to apply what they are learning.

2.3. WORK

The WORK pillar is related to job support activities and recruitment. Dream Learn Work actively promote qualified participants to companies in order to fulfill full

time, internships and apprenticeship positions. Corporate partners share expertise and through volunteers we are able to organize activities such as CV workshops, visits, mentoring or informational sessions.

By the end of 2017, unemployment in Brazil was at its highest rate in the last decade. Despite that, 40% of our participants were formally employed and 43% of those in positions relevant to their qualification.

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.

• Online CV Database / Recruitment

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.



One of our participants as a Youth Apprentice at L'Oreal

• Dream Learn Work Mentor Program

DLW's Mentor Program has been developed in collaboration with partner companies and contributes for our participants development. It is about sharing knowledge, values, skills and perspectives, helping young people find their way and plan the next step for their professional development. We had two mentor programs this year, benefiting 21 participants.



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

3. PARTNERSHIPS

Dream Learn Work enjoys and nurtures strong local ties with our partners, having these strong local connections is fundamental in having positive results, enabling social change. Many partners have been part of our network since the beginning in 2006, others joined more recently, reflecting the growth and development of Dream Learn Work.

NGO partner	2017 active students
Bola Pra Frente - Guadalupe	39
Karanba - São Gonçalo	28
Abrigo - Itaboraí	18
IRS	3
Luta Pela Paz - Maré	18
Projeto Grael	8
Gol de Letra	1
TOTAL	115

3.1. Social partners (NGOs)

Dream Learn Work has today six local social partners (details in Annex II) in the metropolitan area of Rio de Janeiro. The NGOs are essential in sustaining support to our target audience, as we work in cooperation in order to recruit youth from less developed neighborhoods. This year, we have continued to visit NGO partners, giving support to participants already enrolled in our program.

In 2016, DLW started organizing regular meetings with NGO partners at their bases, a successful project that has improved processes related to our students and enabled NGOs to share working practices to better fulfill their missions.

A Day At WorkActive participants per NGO

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.

2017 Course seats per school and level

Educational Institution	Number of courses per level		
	Level 1	Level 2	Level 3
SENAI	23	11	5
SENAC	0	1	2
Unisuam	1	0	0
CCAA	0	1	0
Forbin	1	0	0
Cruz Vermelha	6	0	0
OST	12	0	0
Sociedade da Cultura Inglesa	28	0	0
Cidadão Pro Mundo	2	0	0
Total by level	73	13	7
Level 4	2		
Total number of courses	95		

Universities

In addition to these institutions, we have 2 students at university, which are fully sponsored by DLW.

Tuition sponsored by DLW:

Anhanguera - Mechanical engineering 3rd year

UNISUAM - Mechanical engineering 4th year

3.3. Corporate partners

Dream Learn Work focus on developing in-depth and long-term partnerships with corporate partners. We have identified many different areas and activities that both support our work and serve to engage and motivate employees.

Our partners contribute in many different ways:

- 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	2017
Axess			O	O	O	O	O
Brasil Plural	X		X	X	O		
BW Offshore	X				O		
DNB			X	X	X	X	X
DNV GL			X	X	O	O	O
DOF Subsea	X	X	X	X	X	O	O
Farstad Shipping	X				O		
Jotun	X			O	O		
Kongsberg Maritime	X	X	X	X	X	X	X
Lorentzen /Lorinvest	X	X	X	X	X	X	X
L'Oréal					O	O	O
Mandorla						O	O
Norskan	X	X	X	X	X	O	O
Norsk Hydro					O		
Norsul			O	O	O		
Innovation Norway	X	X	X	X	X	X	O
OSM Management	X				O		
Panoro Energy	X	X	X		O		
Pareto				X	O		
People Comunicações ⁹						O	O

X= financial support
O=non-financial support

Rolls Royce				O	X	O	O
Solstad	X				O		
Statoil	X	X	X	X	X	X	X
Vard (STX OSV)	X			X	X	X	X
Woodgroup			O	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.



Yoga and meditation
for DLW-participants

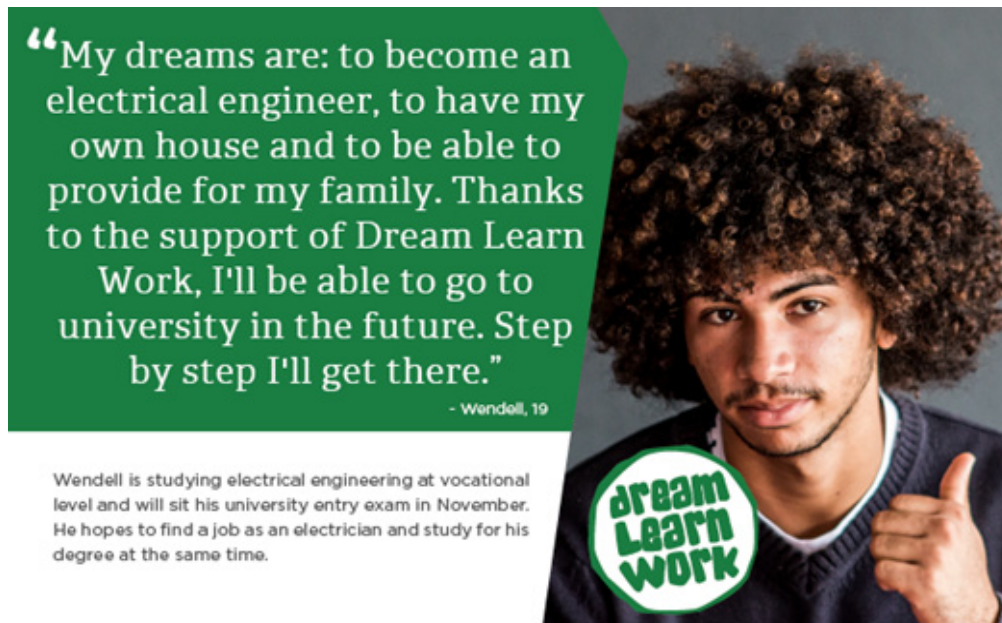


4. Communication

The changes in Dream Learn Work's communication and marketing strategies have helped us to communicate better with our target audiences, having an impact on our core objectives. In order to improve visibility we have increased our social media activity, released regular newsletters and launched a new mobile friendly website (www.dreamlearnwork.com).

• Facebook followers grows

Facebook



Best post 2014: Audience reach 469

Best post 2015: Audience reach 1626

Best post 2016: Audience reach 2678

Best post 2017: Audience reach 5888

• 2017 Newsletters

1st Newsletter (May)

- DREAMS: The NGO's dreams for 2017
- "DREAMS OF RIO": Published as a book!
- GOOD DEEDS DAY: DLW participates for the first time!
- DREAMMURO - Colorindo sonhos

2nd Newsletter (August)

- CORPORATE EVENT: Social Responsibility in Times of Crises
- NEW PARTNER: Projeto Graef
- MY LIFE, MY DREAM: Theater Edition
- NGO PARTNERS: Sharing experiences

3rd Newsletter (November)

- KONGSBERG MARITIME: Receives DLW participants for a visit
- STATOIL: MENTOR PROGRAM
- NEW DONOR PLATFORM: Global Giving
- GIVING TUESDAY: International donate day
- O POLEN: Donate while you shop online

4th Newsletter (December)

- VOCATIONAL ORIENTATION: Workshop with DIRECT
- The Norwegian Consulate interviews: Pedro Henrique
- GRADUATES 2017: Stories of success
- The Norwegian Consulate interviews: Wendell
- NORWAY/BRAZIL WEEK: SEMINAR AND RECEPTION
- The Norwegian Consulate interviews: Yasmim

5. Events and activities

Dream Learn Work's team organize and take part in events and activities throughout the year. These are important opportunities to build awareness around our work and also develop our students.

Team building

Team building activities help us learn more about each other, so we can work better together!

Good Deeds Day (April 2017)

In 2017, DLW has been invited to participate at the Good Deeds Day events in Rio de Janeiro for the first time. Good Deeds Day started in Israel in 2007 and today is organized all over the world. It is an international day of volunteering, uniting people doing good deeds for others and the planet. In Rio de Janeiro there are two days of events, one is a fair with stands and shows, where volunteers can see the work of social projects. The other is an action day, when social projects organize their own events to engage volunteers and do good. The DLW action gathered participants, volunteers and our team for a day of activities, so we could get to know each other and talk about dreams and how to achieve them.



DLW team, participants and volunteers at DLW's Good Deeds Action and our stand at the fair at Ipanema Park.



The event is hosted by the organisation ATADOS in Brazil, that connects volunteers with NGOs. Great way for us to find qualified pro-bono workers.

DAY 1: DREAM AND GOAL SETTING Dream Learn Work held a workshop for participants and new volunteers, talking about dreams and goals to achieve them. During an afternoon, we proposed different group activities so volunteers and participants could get to know each other better. One of them created the opportunity for participant and volunteer to pair up and suggest targets to achieve each other's dreams. Many new ideas came along and people left with a note of goals and new friends.



DAY 2: NGO FAIR IN IPANEMA On Sunday, Dream Learn Work had a stand at Atados' Good Deeds Day event in Parque Garota de Ipanema, at Arpoador.



Norwegian Day (May 2017)

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



Corporate Event: Social Responsibility Practices in Time of Crisis (June 2017)

Dream Learn Work has organized a corporate event to draw attention to the importance of Corporate Social Responsibility (CSR), especially in times of financial crisis. The keynote speaker of the event was Mônica de Roure, executive director of Brazil Foundation, which works to mobilize resources for ideas and actions that transform Brazil. She applauded the scope of Dream Learn Work and believes that greater collaboration as the path to follow. Alex Imperial, DNV GL Oil & Gas's regional manager for South America, presented his company's vision on sustainability and the UN sustainable development goals, Richard Klevenhusen from L'Oreal, Geir-Erik Valø Nilsen from Kongsberg Maritime, and Paulo van der Ven from Statoil shared insights on how their companies cooperate with DLW. Participants that have taken part in projects with partner companies have also shared their experiences. Closing remarks were given by Vice-Consul of Norway in Rio de Janeiro, Torbjørn S. Larsen.





Presence at NorShipping in Lillestrøm (Oslo), Norway (May-June 2017)

This year we had the opportunity to be have a presence at NorShipping. The event took place across a series of venues in Oslo and Lillestrøm from 30 May to 2 June, holding over 220 events, gathering 150 speakers, and welcoming exhibitors from 48 countries.



Trends and Innovation Social Forum - Fórum Social de Tendências e Inovação para Empresas (July 2017)

Dream Learn Work was invited to attend this Social Forum organized by Atados. During the meeting, Helô Coelho (Rio Voluntário), Daniel Moraes (Atados), Tayana Leoncio (Há Esperança), Priscilla Menezes (Osthoff & Sant'Anna Gomes Advogados Associados), Rick Yates (Mercatto) and Alan Maia (Intermedia Social) shared their experiences regarding good practices and trends regarding social responsibility in companies and the social sector.



Norway - Brazil Week (November 2017)

The Norway - Brazil Business and Science Week was an initiative of the Royal Norwegian Embassy in Brasília, Royal Norwegian General Consulate in Rio de Janeiro

and Innovation Norway. The idea was to emphasize and strengthen successful cooperation on various levels between Brazil and Norway.

Ocean Tech Seminar

DLW was invited to the Ocean Tech business seminar organized by Innovation Norway and held at Firjan. Norwegian and Brazilian authorities and the business sector met to discuss framework conditions and cooperation. It was an excellent opportunity to network with a number of Norwegian companies in the country, introduce our CSR project and make contact.



Reception at the Norwegian Consul's residence in Rio de Janeiro

During the official reception at the Norwegian Consul's residence in Rio de Janeiro, Dream Learn Work had quite an unique contribution. Pedro Henrique, our participant and Kitchen Assistant at the renowned Italian restaurant, Fasano Al Mare in Ipanema, helped the well-known chef Denise Guerschman to prepare the food for the reception. It was a very successful night with Scandinavian inspired food. Another important contribution was a video requested by the consulate in Rio de Janeiro and made by our participant Wendel Gonzaga. He is as a video editor in a production company that works for TV channels. The short video edited by him showed nature in Norway and Brazil and it was screened at the Ocean Tech event and at the reception in the evening.



Social Forum: Trends and Possibilities for Rio 2018 - Fórum Social: Tendências e Possibilidades para o Rio 2018, (December 2017)

DLW was invited to this social forum, an event promoted and organized by ONU Brazil and Atados. It was a discussion forum on transformative initiatives with several speakers. A morning full of learning and exchanges.

6. Financials

All figures in R\$.

	2014		2015		2016		2017	
	Income	Cost	Income	Cost	Income	Cost	Income	Cost
DLW Brazil								
Donations Brazil	349,580		365,475		293,108		518,698	
Funds transfer from Norway			250,000		612,084			
Training courses		175,772*		285,663		219,815		195,663
Student transportation		32,410		51,410		75,704		84,366
Salaries/taxes employees		178,804		211,500		270,555		323,310
Social activities students		2,703		11,176		5,640		1,802
Marketing		4,884		9,000		4,879		5,036
Administration, incl. bank and judicial fees		19,965		22,964		29,561		60,888
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	518,698	671,029
Received from Norwegian MFA	237,000							

*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 in the previous year, there was a decrease in the total donations from companies in Brazil in 2017. We also had an unexpected increase in administrative costs, as we had to procure a new office, paying rent and other expenses. This meant that we had to use funds raised in previous years to cover our costs this year and have been looking into reducing our overall expenses and how to secure a more diversified range of financial contributors to improve prospects.

Even though we had a significant increase in administrative cost, DLW spent just over 20% on administration (based on the total cost for the year), the rest of the funds were spent directly towards the students, on follow up and the educational projects and programs.

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 the OSCIP registration legislation has completely changed. The new rules state that we need to request the issue of the certificate every three months. Registration is up-to-date.

7.2. Organizational Development

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

- In December 2016 we had to vacate the space we shared at the Innovation Norway hub. After a few months working from home and in alternative arrangements we were able to secure a permanent space at the Swedish Consulate in Rio de Janeiro in May 2017.
- After an accelerator campaign, DLW was able to become a member of the Global Giving platform, a crowdfunding website for non-for-profit organizations. This enables recurring donations and fundraising campaigns.
- DLW became a member of O Pólen - a website and plug-in that revert donations from shops on purchases online to social projects.

New office (May 2017)



8. Organization

Board in Norway

Harald Martinsen, Hamart

Halvard Idland

Arne-Christian Haukeland, DNB

Jan Tore Linsdad, Kongsberg

Dagny M. Nome

Iris B. Frøybu (secretary)

Board in Brazil

Halvard Idland

Alexandre Imperial, DNV-GL)

Alexander Tischendorf, Teekay (until Oct 2017)

Paulo Van Der Ven, Statoil

Ana Carboni-Brito (secretary)

Audit Council

Adriana Duarte, DNB

Victor Dutra, DNV-GL

Daily operation

Norway

Iris B. Froybu

Brazil

Ana Luiza Carboni-Brito, General Manager

Jeanette Lorvik, Project Manager Education and Communication

Betina Lauritzen, part-time Project Manager Education and Fundraising

Yasmim Nogueira, Project Assistant

Rio de Janeiro, 20th April 2018

DLW Brazil

Halvard Idland, President

Ana Carboni-Brito (secretary)

Oslo, 20nd April 2018

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	2017
Technical Drawing intro	x				18	9			
Technical Drawing, ind. application	x				12				
Welding (mag)	x				10	13			
Warehouse operation	x				1	10			1
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	1
Excel, advanced	x					2	19	16	6
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	1
Intro to digital photo	x						1		
HR Personnel Department	x						1		2
Forklift operator	x						1		

Electrical installations (residential and commercial)	x						5		
The art t 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	8
Eyebrow Design	x							1	
Assembly and Configuration of microcomputers	x							1	1
NR33 + NR35	x							1	
Film script writing	x							1	
Industrial Painter	x							1	
Private Security Supervision and events	x							2	1
Video editor	x							2	
Digital Painting with tablet and Photoshop	x							1	
Administrative assistant		x					3	1	2
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	12
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	1
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	1
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	1
Electrician technician			x			5	3	3	
Mechanical technician			x			1	3	4	
Health and Safety technician			x			1		1	
Edifications technician			x				1	1	2
IT			x					1	
Visual Communication			x					1	2
Logistics			x					1	
Dental prosthesis technician			x					1	
Production Engineering				x	1	2	1	1	
Mechanical Engineering				x			2	2	2
Architecture degree				x	1	1			
Marketing degree				x				1	
Administration				x				1	
English	x	x	x		6	11	56	24	30
Confectioner		x							1
Cook		x							1

Industrial cook		x							2
Excel with VBA	x								1
HR Management	x								1
IT for Administration		x							2
Surgical technologist		x							2
Frequency inverter operator		x							2
Make-up artist		x							1
Planejamento e Controle de Produção	x								1
Industrial networks		x							2
REVIT (architect software)	x								1
Automotive maintenance technician			x						1
Technician in massage therapy			x						1
Training and development	x								1
Total					113	106	184	140	94

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

Active and recruited in 2017: 39

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

Active and recruited in 2017: 28

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

Active and recruited in 2017: 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

Active and recruited in 2017: 3

Luta Pela Paz (LPP)

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

Active and recruited in 2017: 18

Projeto Graael - Partnership established in 2016

Based on the principle that sailing as a sport is a tool for socialization through education and professional training, Olympic champions Lars Grael, Torben Grael 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

Recruited in 2017: 8

9.2. ANNEX II - Social 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/>

Cruz Vermelha is the Brazilian Red Cross and the main provider of First Aid courses and other courses to train health professionals.

<http://www.cruzvermelha.org.br/pb/>

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 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 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/>

OST or Oficial Social de Teatro is a theatre school founded in 2000 that offers a number of courses and workshops to children, young people and adults in performing arts.

<http://ofsocialdeteatro.com/site/>



DREAM LEARN WORK