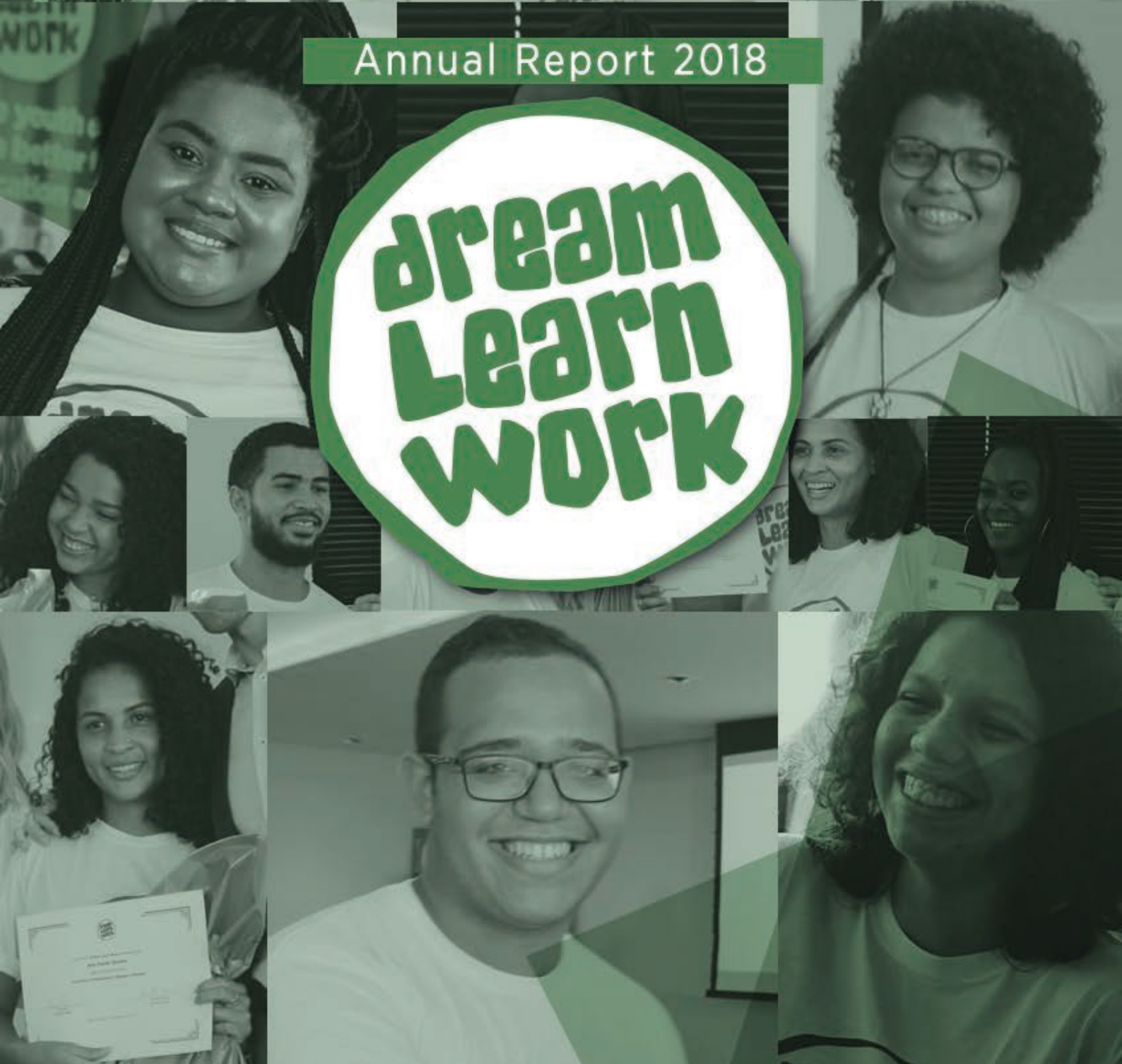




Annual Report 2018





WELCOME

Dream Learn Work (DLW) had a challenging year due to the crises and restructuring our team and management, but we also had great results as we identified and secured new partners to provide a diversity of courses to our participants and were able to engage more volunteers. During 2018 our completion rate was measured to be higher than ever, reaching 96%, which means only for 4% of our participants does not complete their courses. Internally we have analysed the reasons and these for 4% had unpredictable situations happening in their lives and there could not complete their course. This is definitely a result that reflects our individual follow-up and our close work with our partner educational institutions. Another point to underline is the importance of identifying their dream before they start studying and also the DLW levels which you can read a bit more about in the report, where we prepare the participants to study, starting at an easier level and letting the participant develop the art of learning during our program.

At DLW we continue to evolve and think outside of the box, establishing partnerships and alternative ways to develop our participants further. 2018 was a year with new corporate partnerships, where we managed to prepare more students to the labor market, through workshops with our partners, teaching how to present yourself in a job interview, CV workshops and company visits so that the students can see how a professional work and environment is in real life. In 2018 we measured that 51% of our active students are employed and we passed our goal of closing 100 courses during the year with 112 courses, with over 30 courses for free from our educational partners. Also this year, DLW have has 14 participants studying at the in university, 12 through scholarship or through public university, which is the best result so far in DLW history. These results motivated us to aim higher to next year and keep developing these young Brazilians to the labor market.

This report presents our 2018 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

Enabling young adults to build sustainable lives

Dream Learn Work (DLW) is a Brazilian non-profit organization founded by Norwegian companies in Rio de Janeiro. Their aim was to develop a social project that not only could help young people thrive and support themselves through meaningful work, but also contribute to solve a serious lack of qualified personell in their industries.

The mission was - and still is - to narrow the gap between the labour market and disadvantaged young adults. Education is the solution to reduce inequality, both economic and racial.

Dream Learn Work assists young adults in acquiring professional qualifications in order to change their prospects in life.

Since we started DLW in 2006, the Brazilian government has invested in better access to professional qualifications. However, studies show that the challenge remains. The shortage of skilled labour is still a major issue for companies in the country and the need to improve the access and quality of education is still urgent. Therefore, our work in Dream Learn Work is just as important as when we set out. Every single young adult that can create their own livelihood through meaningful work is a positive contribution to a family, to a local community - and to business.

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 her/his 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 courses. And 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

• Good Deeds Day

DLW has been invited to participate at the Good Deeds Day events in Rio de Janeiro for the second year running. 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. As we work with professional qualification and vocational training, this year we decided to talk about the importance of professional networks and connections, promoting the exchange of experiences between volunteers and our participants and also making great connections.

The 2018 event was held at Quinta da Boa Vista, a huge park nearby São Cristóvão, north zone of Rio de Janeiro - an amazingly beautiful venue for this type of event! The fair is meant to be a bridge between volunteers and NGOs. People who would like to volunteer simply go around from stand to stand to learn about the different organisations and pick the one they find interesting or can identify themselves with. Then, they sign up and offer volunteer work for the NGOs through Atados' (NGO responsible for the event) website.

Summing up, the event was a great success. We also tried to match participants interested in the same area as the volunteer's profession, so they could understand, for instance, a bit more of what exactly an architect does, or at least some of the direction you can take within architecture. Twenty volunteers signed up and twenty students participated as well.

Thank you to the ones who joined our action for volunteering and to all our participants who attended the event as well!



Good Deeds Day action event at Parque do Flamengo. All the students linked with at least one volunteer to keep contact and expand their professional network.

• Event organized by SESI

DLW was invited to participate in an event promoting social projects, sponsored by O GLOBO - Brazil's main national media channel and SESI - the industry social service organization. In addition to the partnership with Globo Network, Global Action has the support of the Rio de Janeiro state government, city halls and several other partners, including federal, state and municipal institutions, NGOs, associations, companies and universities. Due to its strong impact, the Global Action project is one of the most important democratic and citizenship events that Brazil knows. For these reasons, we at DLW were very happy with the invitation and the opportunity to disseminate our mission that is to give youth from less developed areas opportunities for a better future through education and employment.



SESI offers various public services and actions in the areas of health, education, leisure and culture. Here we had the DLW team together with some participants volunteering for the event day.

• Christ the Redeemers Visit - organized by Intertouring

In September DLW organised an event with Intertouring, a local travel agency to promote qualifications and careers related to tourism. The travel agency also arranged presentations by professionals working in the area and sharing their own experiences. All 20 participants had never been to Christ the Redeemer.

The visit to the Christ happened only at the end of the day. First, Intertouring met with our participants in the city centre, where Mônica, a hilarious guide that captured the attention of the DLW participants at once, led us. After hearing about the city's history, we entered a huge bus that they rented for the occasion. On the way to the Christ, three employees from the tourism agency described their jobs and talked about how they ended up working in the area.

Arriving at the train that would take us to the main attraction, we had a small snack offered by Viver Fit and a presentation by Jaqueline, one of the co-workers at the administration of the tourist attraction.

Taking the train was an experience in itself, and the participants were eager and enthusiastic. Once we got up there it was difficult to keep the group together, because it was selfie time. However, we managed to hijack the famous stairs so we could have a group picture with the Christ himself in the background.

Thank you so much to Tânia, Intertouring and the Train of Corcovado for making this possible! We also want to thank the staff for the lunch pack served by Viver Fit and the professionals for speaking about their careers and educational journeys! The emotions and happiness of this event was overwhelming to see.



We had the opportunity to invite 20 students to have a guided-tour in the historical city center, a bus trip through Rio de Janeiro and a visit to Christ the Redeemer, one of the most famous tourist attractions in Rio.

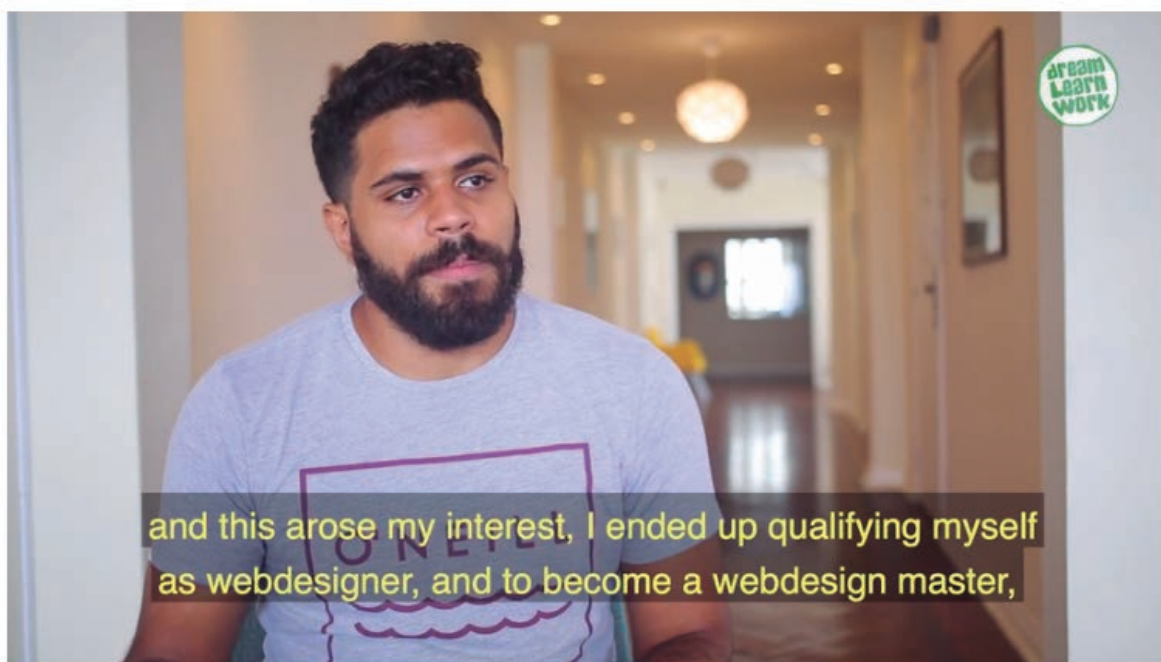
• Film project: Rede Globo

At the beginning of the year a group of employees from Rede Globo, the largest Brazilian TV channel, offered to make short videos about our participants. Orlando was interviewed and was challenged to film a bit of his day-to-day life

During the filming session, our participant, Orlando, recruited from our partner NGO, Fight for Peace, in Maré talked about his many dreams and told us a little about his reality within the day-to-day basis inside of Maré. Our participant also reported how DLW came into your life and how we managed to collaborate to make it viable and have access to better education and employment opportunities, as well as unique experiences in different actions within our project as well. It is worth checking the full report on the link.



dream learn work



ORLANDO - DLW PARTICIPANT AND A DREAMER

Screenshot of Orlando's video, made by Rede Globo audiovisual professionals.

The result can be seen at:

<https://bitly.com/>

• Inspiration and information meetings

In order to motivate young people to choose education, we organize inspiration and information meetings. As many of our current participants are at the end of their educational journey with us, finishing their vocational training, looking for jobs and continuing their development, we have been able to open opportunities for more young people. This year we have selected 52 new participants, a process carried out in cooperation with our partner NGOs. The majority of local NGOs give support until around 18 years old, DLW offers a unique development opportunity beyond this stage.

Last year recruitment at Projeto Karanba, 15 eager young Brazilians met up to talk about professional dreams and how to reach them. We were happy to see that almost all of them had a dream to follow and motivation to study. Five of them wanted to become doctors and were not scared away by the many years in the lecture classes. Others were interested in Mechanics, Game design, Photography and Economics. In the last years we've had few recruits from Karanba, but this year the project has opened up to the community to do English and IT courses, besides football, which is the main focus. This is great for our recruitment, due to the participants being interested in studying and developing themselves academically and professionally.



Recruitment meeting at Projeto Karanba. 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.

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 2018 our course completion rate reached 96%, while in 2017 it was 95%, 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.

Our partner NGOs are spread throughout the territory of the State of Rio de Janeiro, in order to provide access in a decentralized manner and with a broader scope of access to professional qualification and education for these young adults. And one of the reasons for choosing these NGOs as partners, is linked to the fact that there projects have a big overall impact in the local community development. And in different areas of activity.

In one of last year reunions, with all of the six representants from our partner NGOs, we all had the opportunity to visit the Projeto Grael. It was created in 1996 and uses

nautical activities as a learning and socialization tool. We also visited the area where the professionalization part of the project takes place preparing the youngsters to work in the nautical industry.

The project offers courses in fiberglass, marine canvas, outboard motor mechanics, diesel motor mechanics, marine refrigeration, naval carpentry, and electrical and electronic installations on sailboats and motorboats. Besides that, Projeto Grael has an environmental program that generates interaction between the nautical activities, the use of technology, the revival of maritime culture, and the environment.

The event was an excellent opportunity to share experiences and align our workflow. Thank you all, specially everyone in Projeto Grael for the hospitality!



Our contacts from the NGO partners, Abrigo Rainha Sílvia (Itaboraí) - Projeto Grael (Niterói) - Projeto Karanba (São Gonçalo) - Instituto Rogério Steinberg (Jardim Botânico) - Bola Pra Frente (Guadalupe) and Luta Pela Paz (Maré), after an introduction to sailboating, lead by Projeto Grael.

• **Gastromotiva Graduation**

Paula, one of our participants, graduated in a professional chef course at our partner Gastromotiva. Gastromotiva is an organization that uses the power of education, food and gastronomy to promote social change, aiming to transform lives of people in conditions of vulnerability and social exclusion. During 6 months of this course she learned about sustainable cooking and how to reduce food waste. Gastromotiva gives vocational kitchen training, food entrepreneur classes, nutrition and sustainable food education, food waste programs and also works as a connection to the culinary industry. Paula has already done an internship through them and is already in the labour market.

Congratulations Paula!



Paula with her diploma from Gastromotiva. She is already working in a buffet service, and is the newest entrepreneur in catering services. Now thinking about studying culinary at university.

• SENAC Graduation

Three years ago DLW participant, Joana discovered her dream through the DLW workshop "My Life, My Dream". At that time, she painted with watercolor her dream, which was to work with wellbeing and the balance between body and mind. For the DLW team it was a challenge, Joana was the first participant to have a dream like that. Since then, Joana has done several courses related to the body. In October she graduated as a Massage Therapist at SENAC Copacabana, where she studied for a year and a half. As soon as she finished her course, she got a job as a massage therapist at Espaço Zen - AB Sports in Copacabana. In Parallel to this, she has done several other courses to be more and more qualified and improving her technique and knowledge in the area. That way, becoming a more complete professional for the competitive job market of today. Joana's next dream is to graduate as a physiotherapist.



Joana at her graduation receiving her diploma as a Massage Technician together with DLW General Manager, Jeanette Lorvik.

2018 COURSES

In 2018 we followed the educational path of participants engaged in 2016 and 2017, but also recruiting 52 new participants, this resulting in 112 active students. We also focused a lot on employment and counted 51% of our active students in work by the end of the year, 100 course seats started and achieving a 96% completion rate.

This year we set a target of 100 course seats, continuing a reduction on the previous years, due to the crises, but we have managed to find cheaper and free courses without lowering the quality of the education.

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, and have 12 participants studying through scholarships and public universities for free. These students are supported with transport and materials.



Some of our participants on their way to their First Aid course, and the first step toward their academic and professional dreams!

Course level	2018 Course seats
Level 1 (30 - 100 hrs)	73
Level 2 (150 - 400 hrs)	18
Level 3 (< 1100 hrs)	1
Level 4 (4 - 5 years)	14
English (Basic - Intermediate - Level 1 - 2)	7
Total	113
Completion rate	96%

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 2018 and data on courses ended early 2019. Even though the number has been collected in 2019, the figure reflects the results of 2018, as students were enrolled that year.

ENGLISH COURSES

This year we continue to invest in English courses and language 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

• Digital Marketing and Entrepreneurship at Dream Learn Work

This year we set up an event for 30 students with some of our partners, focusing in the importance of social networking and entrepreneurship. We were lucky to have Line Østergaard and Carolina Regina, from Mandorla (a digital marketing company) with us. They walked us through the business-oriented social network LinkedIn, which is fundamental when looking for a job. The students learned many tips to increase their profile and use the tool. After that, the students heard a little about the entrepreneurship experience of Bruna Andrade, from AB Sports RJ. Bruna founded AB Sports, a company that works with functional training, health and welfare in Copacabana. She not only talked about her story and the company but also prepared a simulation exercise for the participants to learn about business plans. During this sharing afternoon, yoga master Angela Moreira initiated the youngsters into yoga practicing focused on stress control, breathing and concentration.



LEARNING
MORE ABOUT
DIGITAL
MARKETING



LinkedIn Workshop with Line Østergaard and Carolina Regina, from Mandorla, Digital Marketing experts and a Entrepreneurship Workshop with Bruna Andrade, from AB Sports RJ and all of here entrepreneur experience shared with our participants.

• Visits at our partner 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. This year we went to Brunel, DNB, Jotun and Wood. Our mission is to give youth from less developed area opportunities for a better future through education and employment, and these visits to our partner companies are certainly a great way for our participants to continue to be inspired and keep dreaming.



Our participants at Jotun's factory in November. Having this direct contact and opportunity with the work environment and with professionals in the field has had a big difference for all of our recruits.



• 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. In November, the first meeting was with our participant, Gabriella Ferreira, that dreams about working with tourism (very essential to practice her English), and she recruited from the Projeto Graef, and Olav, Naval Engineering student at Universidade Federal do Rio de Janeiro - UFRJ.

ANSA students at DLW's office



• A Day At Work

"A Day At Work" means that one of our participant will shadow a volunteer professional during a day. The main objective of the 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 professional. A good way for them to network. It is also a way to develop our students further, bringing an understanding in how to apply what they are learning. In 2018 we did a group version of this project where 8 students spent a whole day at "Passeio direto" a partner company, shadowing a professional. We also repeated the project at Kongsberg and are planning to increase the number of companies involved.



Neudiane our participant, with Paula and Daniel from Kongsberg. "A day at work".

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.

The last years, unemployment in Brazil has been on its highest rate in the last decade. Despite that, 51% of our active participants were formally employed.

PROJECTS and ACTIVITIES

• Story of success

Rafael is one of our participants that has completed the full Dream Learn Work's cycle. After finishing his vocational training in administration, he went to study International Relations and English while working in a bureau de change in Rio de Janeiro. Through his mentor, he was able to have an international work experience last year in DNB - Den Norske Bank. As he did well, he was asked to return and stay for a year. Another beautiful example of how dreaming in having a better future, alongside with professional training, mentoring, willpower, perseverance, access to education, and an opportunity of a real fighting chance in the labor market, modifies realities and surpasses expectations. Well done Rafael!!



Rafael at work in Luxembourg. He gained work permit for 3 years.

• Igor Moreno, exhibiting art at CCBB

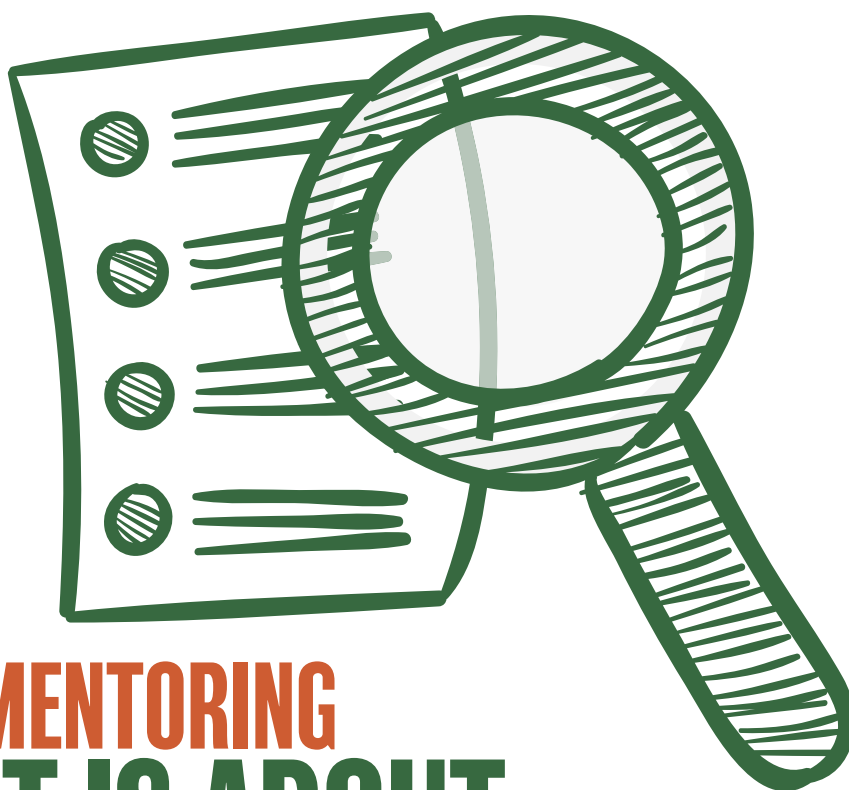
Dream Learn Work's participant, Igor Moreno, with the artistic name IZY has shown his art at the famous Centro Cultural Banco do Brasil, CCBB in Rio de Janeiro. His graffiti work was commissioned as part of the project #compartilhecultura (meaning "share culture"), he went to CCBB and painted a 2 sided 5 metre length panel. After that he was also invited to prepare an art in honour of Basquiat, which has been shown with the work of other artists during Basquiat exhibition at CCBB. Igor Moreno's work was in CCBB's foyer between August and November and moved to the 2nd floor after that, the work as part of the Basquiat exhibition has been shown between December and January 2019. Igor has been with Dream Learn Work since 2015, studying design and visual communication. This year he finished his vocational training in Visual Communication at SENAI Maracana. During these years he has also developed his own social project in Muquico, a slum area near his home, where he has been using art to develop the dreams of the people living in the neighbourhood. The UN has made a video about his project. His greatest passion is graffiti and street art. When he started our program his dream was to be able to make a living of his art, which he is now doing.



Igor's graffiti work was commissioned as part of the project #compartilhecultura then he was also invited to prepare an art in honour of Basquiat, during the Basquiat exhibition at CCBB gallery.

- **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 one mentor programs this year, at Equinor, benefiting 8 participants.



MENTORING
IT IS ABOUT
SHARING
KNOWLEDGE,
VALUES,
SKILLS AND
PERSPECTIVES



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.

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. In these two years there were many important changes made by our partners based on the exchange of experiences, these have resulted in better processes and positively impacted our relationships and work.

Active participants per NGO

NGO partner	2018 active students
Bola Pra Frente - Guadalupe	36
Karanba - São Gonçalo	16
Abrigo - Itaboraí	15
IRS	1
Luta Pela Paz - Maré	25
Projeto Grael	18
Gol de Letra	1
TOTAL	112

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.

2018 Course seats per school and level

Educational Institution	Number of courses per level		
	Level 1	Level 2	Level 3
SENAI	45	9	0
SENAC	3	2	0
PUC-Rio	1	0	0
CCAA	1	0	0
CEJA	1	0	0
Cruz Vermelha	22	5	0
Harmonize Rio	1	0	0
Sociedade da Cultura Inglesa	2	0	1
Cidadão Pro Mundo	2	0	0
Insigth	0	1	0
Gastromotiva	0	3	0
Total by level	78	20	1
Level 4	14		
Total number of courses	100		



Universities

In addition to these institutions, we have 2 students at university, which are fully sponsored by DLW and we have 12 students studying at the university through scholarships or at public universities. DLW pays transport and material cost.

Tuition sponsored by DLW:

Anhanguera - Mechanical engineering 4th year

UNISUAM - Mechanical engineering 5th 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

CHANGE
THROUGH
EDUCATION



List of corporate partners

Company	2008-11	2012	2013	2014	2015	2016	2017	2018
Axess			O	O	O	O	O	O
Brasil Plural	X		X	X	O			
BW Offshore	X				O			
DNB	X		X	X	X	X	X	X
DNV GL			X	X	O	O	O	X
DOF Subsea	X	X	X	X	X	O	O	O
Farstad Shipping	X				O			O
Jotun	X			O	O			
Kongsberg Maritime	X	X	X	X	X	X	X	X
Lorentzen /Lorinvest	X	X	X	X	X	X	X	X
L'Oréal					O	O	O	O
Mandorla						O	O	X
Norskan	X	X	X	X	X	O	O	O
Norsk Hydro					O			O
Norsul			O	O	O			O
Innovation Norway	X	X	X	X	X	X	O	X
OSM Management	X				O			O
Panoro Energy	X	X	X		O			O
Pareto				X	O			O
People Comunicações ⁹						O	O	O
Rolls Royce				O	X	O	O	O
Solstad	X				O			O
Equinor	X	X	X	X	X	X	X	X
Vard (STX OSV)	X			X	X	X	X	X
Woodgroup			O	O	O	O	O	O
Brunel								O
Prumo								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

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

2014: 328	Best post 2014: Audience reach 469
2015: 534	Best post 2015: Audience reach 1626
2016: 1171	Best post 2016: Audience reach 2678
2017: 1531	Best post 2017: Audience reach 5888
2018: 1724	Best post 2018: Audience reach 4068

Post Details

Performance for Your Post

4,068 People Reached

103 Reactions, Comments & Shares

58 Like	17 On Post	41 On Shares
12 Love	0 On Post	12 On Shares
9 Comments	1 On Post	8 On Shares
24 Shares	24 On Post	0 On Shares

141 Post Clicks

23 Photo Views	2 Link Clicks	116 Other Clicks
--------------------------	-------------------------	----------------------------

NEGATIVE FEEDBACK

1 Hide Post	1 Hide All Posts
0 Report as Spam	0 Unlike Page

Reported stats may be delayed from what appears on posts

• 2018 Newsletters

1st Newsletter (May)

- Recruitment Projeto Karanba
- Good Deeds Day 2018
- The future and me: Yasmin
- Marielle Franco (27 July 1979 - 14 March 2018)
- Global Giving Campaign - Little by Little
- Learning how to dream bigger
- The future and me: Dimitri

2nd Newsletter (September)

- From the favela to a future in finance
- One more DLW-chef
- The future and I - Raissa
- Exhibition CCBB, Igor Moreno

3rd Newsletter (November)

- Rio Oil and Gas 2018
- Visit to the Christ, the Redeemer
- DNB Rio de Janeiro Oil and Gas Event
- Meeting with our NGO partners at Projeto Grael

4th Newsletter (December)

- Give the gift of giving
- Workshop: Digital marketing and entrepreneurship
- Visit at Jotun's factory
- HR workshop at Wood (former Wood Group)

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 (February 2018)

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



Women's Day Event (March 2018)

For the women's day in March we gathered some of our participants with female volunteers and corporate partners to talk about issues in the day-to-day life as a woman. The gathering was great and we are planning to do this more frequently to help our female participants with social issues. The fight for gender equity and the role of women in society as a whole and especially female representation in the labor market were discussed during the meeting. Having an exchange of experience among all involved. Thank you once again for the presence!

Good Deeds Fair (April 2018)

In addition to Good Deeds Day, the organisation Atados yearly arranges a fair with NGO's to increase activity and promote the organisations. We had a stand selling our t-shirts from the workshop My life, My dream, and had the opportunity to talk to many different people and exchange experiences with other institutes.



Norway Day Seminar (May 2018)

For the celebration of the 17th of May (Norwegian Constitution Day). NBCC and the Norwegian Consulate held a seminar for the Norwegian business in Rio. DLW attended the event. These events are great for DLW to network and connect with our current partners.

Norwegian Day (May 2018)

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



- We were also invited to the annual reception at the General Consul, Sissel Hodne, residence the 16th of May, with Norwegian traditions and food. Also a great event to network and talk about DLW's work and results.

Seminar on gender equality (May 2018)

The Consulate General of Norway, Innovation Norway, NBCC, the Consulate General of Canada, Brazil-Canada Chamber of Commerce and Firjan have organized a Seminar on Gender Equality. Our team was invited to attend. Gender equality is an important subject to discuss with our participants and this was an important opportunity for us to learn about issues and how to deal with them.

Rio Oil and Gas (September 2018)

In the last three editions of Rio Oil & Gas, Innovation Norway has invited us to the Norwegian Pavilion to connect with the Norwegian network in the Oil and Gas industry in Rio de Janeiro and meet new alliances. Even though every year was a great success, 2018 brought a fresh breeze of positivity to the industry.

Dream Learn Work was founded by six Norwegian companies in 2006: DOF Subsea (formerly NorSkan Offshore), Jotun Coatings, DNV GL (formerly Det Norske Veritas), Kongsberg, DnB, and Vard (formerly STX OSV). This is one of the main reasons DLW is so close to the Norwegian industry here in Rio de Janeiro. However, since the founding, we have also partnered with several other companies from Norway and the Norwegian government. Getting the opportunity to have a stand at Rio Oil and Gas every second year is crucial for us, and we are extremely grateful for the spot we are given all these years.



Once again DLW had the honor of having a stand during the Rio Oil and Gas event. The 2018 event was a very special one for all its exciting prospects for the oil and gas industry. Our NGO is was delighted in having the opportunity to present our work and the results of this event in such a important event.

Our participation at Rio Oil & Gas is not only at the stand. Dream Learn Work also attended the traditional Rio Oil & Gas Dinner hosted by NBCC, which was another great opportunity for us to connect with the industry and share our vision and work. Glorisabel Garrido and the NBCC team, thank you for inviting us. Moments like these networking events are essential for our work towards the corporate partners.

At the fair, we also participated in a few activities. For example, at our partners stand, Equinor, the HR leader, Debora Barros, held a presentation explaining what Equinor looks for when hiring. She also talked a bit about the company's culture and benefits. Have a look at her slides in the photo album! There are definitely many interesting things to have in mind when looking for a job, not only at Equinor but also at other companies. Great presentation, Débora!

Thank you, Rio Oil & Gas, for this edition and the positive energy. We were happy to meet all new contacts and follow up on the ones that already are in our network. DLW is already looking forward to the next edition!



Our participation with a stand in an event of this magnitude was very enriching for our organization and we hope to continue exposing our results and networking with other possible partners.

Norwegian-Brazilian Chamber of Commerce dinner at ROG (September 2018)

The traditional dinner NBCC during ROG was a great opportunity for DLW to connect with new and existing partners.

Halvard Idland, DLW President, Erik Hannisdal, Peter Jenkins and Jorge Camargo.



DNB Rio de Janeiro Oil & Gas event (November 2018)

In October, Dream Learn Work was invited to DNB's (Den Norske Bank) Rio Oil & Gas event, in Rio de Janeiro. Kristin H. Holth, DNB's Global Head of Ocean Industries, and Felipe Kury, ANP Director, presented Brazil's oil and gas perspectives. These events are crucial for our relationship with our corporate partners, to continue working together, getting the participants out in the labour market. DNB is one of Dream Learn Work's founders, together with DNV-GL, DOF, Jotun, Kongsberg, and Vard. We are hugely grateful for still having a strong relationship after 12 years together. DNB Brazil, Claudio Goulart de Andrade and Tom Mario Ringseth, thank you for the opportunity to present our organisation at the event.



DLW representatives together with Kristin Holth and Tom-Mario Ringseth from DNB

Ocean Conference (November 2018)

We were invited to attend the «Sustainable oceans – waves of innovation» conference at the Tomorrow Museum. The event was organized by Innovation Norway, The Norwegian Consulate in Rio de Janeiro, the Brazilian Navy, Museu do Amanhã, Aquario, and Institute for Development and Management (IDG). It was a great opportunity to meet contacts, network and talk about our project.



Sustainable Ocean Economy seminar at Museu do Amanhã. Another great opportunity to expose our organization and show our work with our participants through our mission to bring education and employability to young adults from vulnerable areas.



Christmas Activity with volunteers and NGOs representatives (December 2018)

Early December we had our annual lunch with some of our contacts from the NGOs, schools and our volunteers! After a delicious meal, we did some manual activities like Norwegians usually do for Christmas. Our Norwegian volunteers Anita and Ingeleiv taught us how to decorate gingerbread cookies.

Gingerbread making during the Christmas lunch

6. FINANCIALS

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.

Last 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.



8. ORGANIZATION

Board in Norway

Harald Martinsen, Hamart (until Nov 2018)
 Halvard Idland
 Arne-Christian Haukeland, DNB
 Jan Tore Linstad, Kongsberg
 Dagny M. Nome
 Iris B. Frøybu (secretary)

Board in Brazil

Halvard Idland
 Alexandre Imperial, DNV-GL
 Paulo Van Der Ven, Equinor
 David Richardson, Transocean (as from Nov 2018)

 Jeanette Lorvik (secretary)

Audit Council

Adriana Duarte (until April 2018)
 Claudio Goulart (as from May 2018)
 Victor Dutra

Daily operation

Norway

Iris B. Froybu

Brazil

Ana Luiza Carboni-Brito, General Manager (until May 2018)
 Jeanette Lorvik, secretary (as from June 2018)
 Yasmim Nogueira, Project Assistant
 Andreza Santos, Trainee (as from September 2018)
 Betina Lauritzen, Project Coordinator (until May 2018)
 Julie Rochette, Project Coordinator (between September and November 2018)

Rio de Janeiro, 10th of February 2019

DLW Brazil

Halvard Idland, President

Jeanette Lorvik (secretary)

Oslo, 10th of February 2019

DLW Norway Board

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	2018
Technical Drawing intro	x				18	9				
Technical Drawing, ind. application	x				12					2
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	5
Excel, advanced	x					2	19	16	6	
Gastronomy, chocolate products	x						5			
Gastronomy, artistic cake	x						5			
Gastronomy, cake design	x						2	2		1
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	1
Intro to digital photo	x						1			
HR Personnel Department	x						1		2	5
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	8	22
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		1
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 programming		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	2
Architecture degree				x	1	1				
Marketing degree				x				1		1
Administration				x				1		5
English	x	x	x		6	11	56	24	30	7
Confectioner		x							1	1
Cook		x							1	1
Industrial cook		x							2	
Excel with VBA	x								1	5
HR Management	x								1	5
IT for Administration		x							2	
Surgical technologist		x							2	
Frequency inverter operator		x							2	
Makeup artist		x							1	
Production Planning and Control	x								1	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	
Physical Education				x						1
Electrical Engineering				x						1
Psychomotricity and educational practices	x									1
Auricular therapy	x									1

Waxing/Hair removal	x									1
Stock Management and Integrated Logistics	x									1
Completion of secondary education for adults	x									1
After Effects basic	x									1
Professional lighting for cinema and tv	x									1
Maintenance of steering and suspension systems	x									2
Design and creation of character	x									1
Warehouse Administration and Organization	x									1
Cupping therapy										1
Use of 'pantalla' in body massage	x									1
Human development	x									19
Personnel Assistant		x								1
Culinary course: Pasta making		x								1
Caregiver of the Elderly		x								5
Entrepreneurship		x								2
Visual Graphic Project Editor		x								1
Science of Accounting (university)				x						1
Biology (university)				x						1
Nutrition				x						1
Accounting (university)				x						1
Total					113	106	184	140	94	113

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

Active and recruited in 2016: 43

Active and recruited in 2017: 39

Active and recruited in 2018: 36

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/>

Active in 2016: 31

Active and recruited in 2017: 28

Active and recruited in 2018: 16

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

Active and recruited in 2018: 15



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>

Active and recruited in 2016: 3

Active and recruited in 2017: 3

Active and recruited in 2018: 1

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/>

Active and recruited in 2016: 24

Active and recruited in 2017: 18

Active and recruited in 2018: 25

Projeto Grael - 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.projetograel.org.br/home.php>

Recruited in 2017: 8

Active and recruited in 2018: 18

9.2. 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/>

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 have 14 students at university, of which 2 are sponsored by DLW . We expect this number to increase in 2019.

Sponsored by us:

Anhanguera - Mechanical engineering 4th year

UNISUAM - Mechanical engineering 5th 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/>



**BRINGING
PARTICIPANTS
CLOSER TO THE
LABOUR MARKET**



DREAM LEARN WORK