

DREAM LEARN WORK | 2020 REPORT



# DREAW LEARN WORK | 2020 ANNUAL REPORT

# **WELCOME**

ream Learn Work (DLW) had a very challenging year due to the pandemic. Its impacts bring many uncertainties for the future, but we continue with much hope for improvement and focus on the impacts of a strong collective construction. DLW's work was directly affected and we all had to adapt to continue fulfilling our mission and remain present and supporting our participants, but still, respecting social distance. This scenario evidenced the importance and need for action that civil society organizations, such as ours, develop in different vulnerable communities around Rio de Janeiro. This social protagonism has been fundamental during a sanitary, economic and social crises.

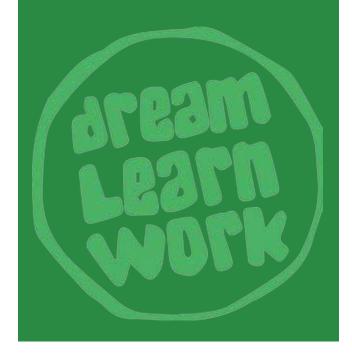
Our workforce continued to engage with a diverse network of volunteers, corporate partners and supporters. Their involvement and collaboration in our DLW programs and projects increased, despite such adverse times of COVID-19. Showing the importance and strength of our unity throughout continuous efforts and actions this year.

The DLW team was still able to establish new approaches, different strategic partnerships to carry on working and continue to fulfill our mission, due to the collective efforts of all involved. In 2020, we focused on exploring and optimizing digital tools, but also paying attention to the specific and urgent needs of food security and mental health of our youngsters and their family members. Alongside our mission to keep inspiring youngsters from Rio to dream about a better future through access to quality education and decent work opportunities.

This report presents our 2020 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. We understand that access to education is at the heart of socioeconomic inequalities in Brazil and we seek to provide opportunities for young adults to acquire vocational and educational qualifications to change their perspectives. These are very powerful instruments of social transformation to combat the ills rooted within our society. We are fighting racism, poverty, prejudice and intolerance and this can be done through access to education. Our organization believes in a world in which young people have this citizen awareness and where they are able to produce actions towards social justice. That is why we work to help make the dreams and goals of those who have always been denied this right come true, to help them to continue believing in themselves.

# **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, take calculated risks to continuously develop solutions and more opportunities to our participants.

### Goals

**Dream** - Encourage young adults 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, expanding networking contact & 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 informative and inspirational 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 needs within areas such as IT and English.

### **WORK**

Dream Learn Work actively seeks to diversify 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 does DLW operate?

We recruit participants from social projects that work in less developed neighbourhoods. These local projects contribute to the completion of basic education and the development of life skills. Dream Learn Work offers the next step: professional skills development and 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 years 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 informational meetings, webinars and workshops where we give advice on careers with the assistance of volunteers who share their educational and work related stories in order



to inspire and motivate the students to dream about a professional future. An important part of our mission, that had its difficulty increased caused by the effects of the pandemic, but that our organization was able to adapt and still contribute to the wellbeing of our participants during such adverse times.

### **PROJECTS and ACTIVITIES**

# Good Deeds Day 2020

DLW was for the fourth time invited to participate at the Good Deeds Day event, powerd in Brazil by the Atados organization. Good Deeds Day started in Israel in 2007 and today it 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 usually 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.

Due to the pandemic, the organization and format of the international event changed into an online mobilization to create different mechanisms and insights to engage more volunteering experience and how to promote and include social causes in different communities and territories around the world. Many organizations were asked to indicate and talk about their experiences and how to continue to fight for social justice and causes during COVID-19 and the result was an official Good Deeds Guide, created via collective construction with national and international civil society members.

Our contribution aimed at the importance and need of empowerment of local organizations in communities. Something that DLW is familiar in doing with its local partners in Rio de Janeiro and that shows good results for all involved.



Photo: Printscreen of the cover from the 2020 Good Deeds Guide. Produced with the collective construction on different civil society organizations all around Brazil

Photo: DLW's contribution in the 2020 Good Deeds Guide. Our organization reinforced the importance of empowering and supporting local NGOs in different territories, seeking community development







Photo: Printscreen of one of the online meetings to structure the 2020 Good Deeds Guide. Representatives highlighted powerful words that each organization focused on during the pandemic. DLW's word was "Action" Photo: Printscreen of one of the online meetings to structure the 2020 Good Deeds Guide. Representatives also discussed different issues in the fight against COVID-19

As DLW works with professional qualification and vocational training, 2020 was another great opportunity to talk and about the importance of professional networks and connections, promoting the exchange of experiences between volunteers and our participants. Making more and better connections to help overcome different types of adversities and continue offering access to quality education and employment possibilities. Access the full 2020 Good Deeds Guide **here.** 

# Seminar "Gender Equality and Sustainability"

On March 5th, we held the seminar "Gender Equality and Sustainability" whose theme encompassed several UN SDGs, such as: #5 – Gender Equality, #14 – Life Below Water and #17 – Partnerships for the Goals. We were immensely happy with everyone who was able to attend the day, and all the speakers in general, and in particular, to all the incredible women speakers, who shared their experiences, knowledge and voices. Leaving beautiful and strong messages to everyone present.

Some presentations included names such as: Flavia Maia – President of WISTA Brazil and member of the DLW Board of Directors, Pilar Neves of Innovation Norway, Bianca Amorim and Luiza of Instituto Ecológico Aqualung, Maíra Oliveira Ventura from Equinor, Juliana Oliveira from Eco Maré, in addition our event conted with the special participations from several of our participants, such as: Orlando Lira, Sara Pereira, Thaís Andrade, Leonardo Rodrigues, Gabriella Gomes and Yasmin Villaba. Such a great moment!

Many thanks to Marinha do Brasil, for having given up their beautiful space in the auditorium at the Directorate of Ports and Coasts. In addition, of course, of our partners in the organization at this event: WISTA Brazil, Instituto Ecológico Aqualung, Wilhelmsen group, Mattos Filho, Rystad Energy, Equinor and NBCC – Norwegian Brazilian Chamber of Commerce.





Photo: Some of the participants at the seminar "Gender Equality and Sustainability" in early March

# International Women's Day and Beach Cleanup

On March 7th, DLW in partnership with Instituto Ecológico Aqualung – Tatuí Project, Norwegian-Brazilian Chamber of Commerce and WISTA Brazil promoted a super beach cleaning campaign, held in Praia do Leme in celebration of the International Women's Day, aiming at the debate and collective awareness on issues about gender equality and sustainability.

Our action was attended by more than 150 volunteers, among those registered on the Atados website, corporate partners and DLW participants. In addition to issues that directly encompassed several United Nations SDGs, such as: # 5 – Gender Equality, # 14 – Life Below Water and # 17 – Partnerships For The Goals.

Our efforts resulted in 120 kg of waste removed, including micro waste, from the beach in just 2 hours of mobilization. It was a great weekend schedule on a Saturday morning, not only to leave the beach clean, but also to bring together families and friends who set out to learn, teach and act on behalf of Mother Nature and show that the transformation is collective.

We would like to thank all those who believe and continue to believe in our work and mission, especially the sponsors for this event who supported us in enabling another beach cleaning and voluntary work with purpose. Thank you very much: Rystad Energy, Wilhelmsen Group and Mattos Filho. Em comemoração ao

Dia
Internacional
da Mulher

Mutirão de Limpeza de Praia pela
conscientização ambiental e
igualdade de gênero.

Venha Defender a Mãe
Natureza!

07 de março - às 9h
Na Praia do Leme

NBCC
Promating Basinasis Balvasa\*

Ordemary and brasil

Photo: DLW flyers inviting volunteers and enthusiasts to help celebrate International Women's Day with a good collective action for the environment cleaning up Leme Beach.





Photo: Some of the volunteers from one of our partner companies that attended the beach cleanup event



Photo: Volunteers gathered together and celebrating International Women's Day during the beach cleanup



# Inspirational and informational meetings



In order to motivate young people to choose education, we organize inspirational and informational 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. 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. In 2019, we selected 58 new participants and in 2020 we were not able to recruit more students due to the global COVID-19 crisis.

Our recruitment is a process carried out in cooperation with our partner NGOs. The majority of local NGOs give support until the participants are around 18 years old, DLW offers a unique development opportunity beyond this stage.

Photo: Recruitment meeting with DLW Coordinators and individual follow up at one of our local partner NGOs

### My Life, My Dream - 2020 Edition

In August, our motivational workshop "My Life, My Dream", 2020 online edition, brought the theme: Photography as a form of expression. The activities went at full speed and had a total of 5 meetings, the participants showed some beautiful and creative results, through photo collage and editions with the available materials and technologies, that reflect their dreams, values and perspectives for the future.

We thank everyone involved, the 12 DLW participants and our dear Susi Baxter-Seitz for volunteering in this beautiful project that has a great importance in the DREAM pillar for all participants and that we were very happy that we were able to adapt and still manage to have great results.



Photo: DLW participants leaded by professional photographer and workshop volunteer, Susi Baxter-Seitz, during online activities in our 2020 "My Life, My Dream" project





Photo: During the workshop, participants showed beautiful and creative results, through photo collage and editions with the available materials and technologies, that reflect their dreams, values and perspectives for the future

### **2.2. LEARN**

The LEARN pillar is related to the acquisition of professional qualifications at recognized educational institutions. Our main course providers are: Firjan/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 the pandemic, many other important national and international institutions offered different online course opportunities for students, due to social distance and the fight against COVID-19. With that, our participants also seized the opportunity to apply, enter and conclude a great amount of qualification courses that were filtered by our organization and indicated according to each of their professional and educational goals.

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 2020 we kept our course completion rate at 97%, equaling the percentage in 2019. Number slightly improved from 2018, which was 96%, while in 2017 it was 95%, 2016 it was 94%, compared to 90% in 2015 and 88% in 2014. DLW has been demonstrating an increase of performance during the years.

Continuing the work started in 2016 offering individual follow-up to all our participants and identifying their professional dream, we also have strengthened our relationships with social partners and educational institutions. Our engagement with partner NGO continues and is being successful in sharing knowledge and improving processes, leading to better collaboration and overall support for our participants, maintaining engagement and excellent completion rates.

### PROJECTS and ACTIVITIES

### NGO program: sharing processes

At DLW we believe in the power of shared knowledge. As we work in partnership with six social projects, DLW also organizes meetings between all of our NGO partners. This initiative was created so we can learn from each other and improve our processes. This year we had to adapt our traditional gathering and encounter on an online platform. It was still another great event with our NGO partners and a very important moment to debate about different and similar difficulties as social civil organization during COVID-19 and how to keep fulfilling our mission.





Photos: Our contacts from our partner NGOs in November talking about strategies for social justice and inclusion during pandemic times

### **Gastromotiva Graduation**

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 2020, our partnership with Gastromotiva continues and shows good results and relevant roles in the social gastronomy and culinary areas. Our participants that enroll in their courses gain high standards in the area and acquire a variety of skills and insights that optimize their chances in the labour market. Our partnerships and individual follow-up with DLW'ers, helps increase the number of participants entering and complete the institution's courses. The courses offered (I. Gastronomic Entrepreneurship: make the sale and II. Professional Chef with an Emphasis on Social Gastronomy).





Photos: DLW participant, Yuri, celebrating the conclusion of gastronomy course and happy with employment opportunities obtained with the professional qualification



# Next stop, University

Our participant, Jaqueline, concluded last year her dental technician course at Senac, after returning to the course after maternity leave. That way, fulfilling her dream of becoming a dental professional. Currently, the student and now dental professional intern, is aiming for her next big step and dream. Entering college and becoming a certified dentist. For that, Jaqueline knows the importance of continuing and focusing her studies and learning progress towards the university national entry test. The youngster will continue having the DLW support and motivation in this very challenging process. Keep aiming high and chasing your goals, Jaqueline.



Photo: Jaqueline at our annual graduation ceremony, in January 2020. Now the student continues to work in her study area, but now also aims towards access in the university level and becoming a professional dentist

### **2020 COURSES**

In 2020, we followed the educational path of participants engaged in 2016, 2017, 2018 and 2019, but due to COVID-19, we were not able to recruit new participants this year, all though we maintained our 157 active students. Offering them different course opportunities, webinars, workshops and other online events/activities. We also continued to focus on employment and counted more than 66,6% of our active students already working by the end of the year. Much of the improvement on our employability rate is due to the fact that we were able to offer a higher number of course seats. 160 course seats were offered and we kept our course completion rate at 97%, despite all the adversity caused by the pandemic. With more professional qualification option seats, the students optimized their chances of enrolling in the labour market. Enabling us to keep fulfilling our mission as an organization.

DLW participants are also encouraged to enroll into free preparatory courses and to apply for the national university entrance exam, to continue their education and development at university. Over the course of this year, our team has worked hard to continue offering, organizing and maintaining different tutoring classes in math, English, and Portuguese (through volunteer teacher engagement). This way, students are better prepared for the tests and end up optimizing their chances of entry. DLW currently has 36 participants studying in universities, in 2019 that number was 23. During 2020 these activities all occurred via online sessions. The students at the university level are supported with transportation and scholar supplies and materials. Along with all our individualized follow-up support according to the particular needs of each participant's educational, pedagogical, professional track.



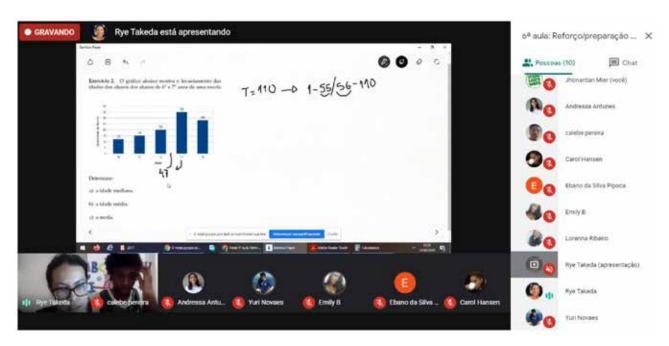


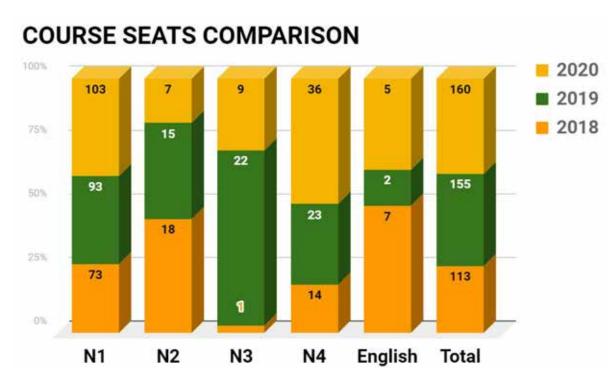
Photo: Students during an online math session with one of our volunteer teachers during the year

# Full course overview in Appendix I

Course level	2018 Course seats	2019 Course seats	2020 Course seats
Level 1 (30 - 100 hrs)	73	93	103
Level 2 (150 - 400 hrs)	18	15	7
Level 3 (< 1100 hrs)	1	22	9
Level 4 (4 - 5 years)	14	23	36
English Course: (Starter, Plus & Master) Level 1, 2, 3	7	2	5
Total	113	155	160
Completion rate	96%	97%	97%

Table: evolution of course seats during years since 2018





### **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 courses that are started, ongoing and concluded during 2020.

DLW continuous efforts on providing an increased number of course seats alongside with the growth and development of our students' conclusion rates reinforce the importance and commitment of our workforce in the constant individual follow-ups with students. Aiming so that participants extract the maximum of knowledge and networking during the courses and overcome any possible issues during them.

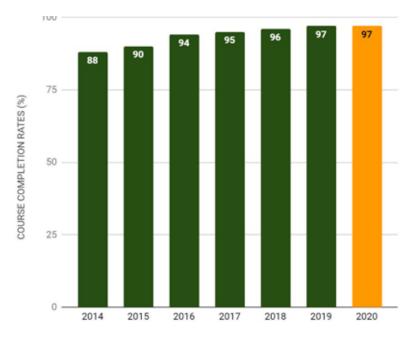


Table: DLW Course conclusion comparison and evolution (2014-2020)

**DREAW LEARN WORK** 



### **ENGLISH COURSES**

During 2020 we kept investing our efforts in English courses, new partnership possibilities, online english groups with volunteers, and webinars about the importance of the foriegn language, as acquiring linguistic skills is a challenge for young adults who never had the opportunity to study other languages. In 2019, one of our participants graduated in English from SBCI, completing all modules/phases of the course, which lasted a total of 6 years. In January 2020, during our traditional graduation ceremony, the student was a speaker at the event. Sharing, in spoken english, with everybody his experience during the course and his motivation on continuing his dreams. Such a great moment for everybody.





Photos: Our participant, Hugo Paz, received his English course certificate at SBCI in 2019 and was one of the DLW student speakers at our annual graduation event in 2020. Recently, Hugo told us that he finally published his e-book at Amazon and is in his final college years. He studies english-portuguese literature and languages

### **PROJECTS and ACTIVITIES**

### **Environmental awareness**

This year we continued with some activities and events that were aimed at not only increasing engagement among participants but also focusing on developing some competencies of participants in different learning areas. These events have a big environmental awareness impact and provide contact with highly experienced professionals and at the same time promote greater social debates that are extremely relevant and current.

Just like in 2019, DLW promoted a seminar about sustainability alongside corporate partners and other initiatives connected to the topic. We also were able to have another beach cleanup in Leme, in the beginning of the year, before the pandemic crisis erupted all around the globe. These actions that DLW believes and promotes, helps students learn about how our litter affects our lives and other animals and how each and every one of us has an important role and can help save our planet.

Even during the pandemic, and respecting social distancing, our organization participated in an important online event, promoted by our friends from WISTA Brazil. The event focused on the many ways that everybody could still engage with the sustainability cause. On the occasion, our General Manager and one of our DLW participants that co-founded Eco Maré, a group of young environment activists in Complexo da Maré, had the opportunity to talk and debate about the importance of the actions from local community engagement and civil society organizations collective strategies as well.







Photos: Invitation flyer of an online event, in September, promoted by WISTA Brazil, celebrating World Cleanup Day and DLW Participant during one of our environmental awareness actions in Leme beach before the pandemic

# 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.

Unfortunately, in 2020 we were not able to go on with our traditional visits to our partner companies, such as Kincaid, Brunel, DNB, Jotun, Kongsberg, Wood and others. But we adapted the necessity of this contact with specialized professionals via webinars, workshops and other online activities for our participants throughout the year.



Photo: students participation during one of the many webinars with a partner company. These activities were offered during the pandemic as an alternative to keep social distance but also continue to offer quality access to information and motivation during adverse times





Photo: DLW'ers during a visit to our partner Kincaid Maritime before and the end of 2019

# Volunteering experiences

This year our team continued to develop and refine our volunteer management and engagement system. With a number of one-time actions and ongoing activities with participants throughout the year, we were able to always keep active math, Portuguese and English teachers on our volunteer board, as well as others who wanted to assist in other ways and roles e.g. photographers, videomakers, and translators. Due to the pandemic, all of our volunteering experiences and interactions were executed via online platforms.

The support of all of these enthusiasts, their professional and academic expertise, has greatly assisted in improving the learning of our participants, especially our project with English, math and Portuguese classes for our interested youngsters, as well as our mentor program. With the support and commitment of these volunteers, our students were able to achieve better performance and test results in the courses they were taking and preparing more and better for other tests and life challenges. The feedback could not be better. In the end, the exchange of knowledge and time between those involved resulted in a priceless experience for all involved.



Photos: Students at DLW's office having a English and portuguese classes with our volunteers before COVID-19

### WORK

The WORK pillar is related to job support activities and recruitment. Dream Learn Work actively promotes qualified participants to companies in order to achieve full time -, internships - and apprenticeship positions. Corporate partners share expertise and through volunteers we are able to organize activities such as CV workshops, webinars, visits, mentoring or informational sessions.



In recent years, unemployment in Brazil has been on its highest rate in the last decade. Despite that and the current pandemic crises, 66,6% of our active participants were formally employed in 2020.

# PROJECTS and ACTIVITIES Stories of success

As part of the final stage of DLW's cycle, divided into the Dream, Learn and Work phases, we seek to introduce the student to the job market. This introduction happens in a variety of ways, such as visits to partner companies, workshops and mentoring programs. All of these activities are fundamental for students as they prepare them to begin their professional journey. DLW continues stepping further with our network engagement, as many partner companies have been asking for resumés to keep recruiting our students and with each new opportunity more qualified and determined students are recommended.

Our organization also focuses on the optimization of entrepreneur techniques and soft skills, alongside with many different specialized requirements according to each participant's educational and professional path. We understand that these qualifications play a big role in the continuous development that increases income and employment possibilities.

# Dayane's clothing label

Dayane is one of our many participants that continues to develop incredible ideas and initiatives even in such adverse times. With DLW's support throughout her entire professional qualification trail, completing different courses such as photography, digital marketing and fashion designer. With these skills acquired, the youngster has created and keeps on developing her streetwear company named Urban Co. Her entrepreneur profile and willingness to learn each process of the production chain, increases the brand's reach and her success has been a reason of great pride for us all. Dayane's story is just another example that these youngsters just need a fighting chance and someone to keep encouraging their dreams through access to quality education and commitment.



Photo: Dayane poses with different product creation and manufacturing project:

I. Streetwear and urban culture gear, alongside with the development of a specific mask design for the fight against COVID-19





Photo: Two models pose with different product creations by Dayane's newest urban clothing wear collection launched before the pandemic

# Leandro's DNV GL progress

"I joined DNV-GL in March 2019, as an apprentice. It has been very pleasurable and satisfying to be in a good working environment and doing what I like. My co-workers are also very important to me. They are always willing to help me with subjects that arise and help and teach me to do some tasks that I have not yet learned. It has been an exchange of experience and very enriching for me. Both professionally and in building my autonomy as a human being as well.

I am very grateful to DLW for giving me this opportunity to qualify and enable me to be able to be here now, as a young apprentice, and to feed my dream to continue walking and growing in the area. I believe that, surrounded by trained professionals, continued professional qualification and the possibility of gaining experience at DNV-GL, I'm sure I'm on the right track," says the DLW participant about his corporate experience at our corporate partner, DNV GL.

Leandro has been studying administrative courses through DLW for a few years and has participated in many of our events that help prepare participants for different employment opportunities, such as HR workshops and Human Development courses. Currently the youngest has been promoted as an intern in the company and also is enrolled in an accounting bachelor degree.



Photo: Leandro in his work environment at DNV GL headquarters in downtown Rio



# Dream Learn Work Mentor Program

DLM'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. In 2018 we had one mentor program at Equinor, benefiting 8 participants. In 2019, our mentoring program with the company continued and expanded to other partner companies. With another 8 students in Equinor, 3 with Aker Solutions and 10 with Prumo Logística S/A, in this way the program increased from 8 to 21 DLW participants, during 2018-2019, benefiting from the individualized mentorship.

During 2020, our program, alongside all of our other projects with our participants, had to be held via online sessions with the participants. Despite many problems caused by the pandemic, we were still able to have a significant amount of students and volunteers involved. The number of DLW'ers in 2020 was 18 at total. The mentor program provides gains and exchange of fundamental experiences and networking for both mentees and mentors.



Calebe and his mentor from GNA, during one of their online sessions

# 3. PARTNERSHIPS

Dream Learn Work enjoys and nurtures strong local ties with our partners, having these strong local connections is fundamental to create 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 neighbourhoods. 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 activity that has improved processes related to our students and enabled NGOs to share working practices to better fulfill their mission. In these three 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	2019 active students	2020 active students
Abrigo Rainha Silvia	15	24	24
Cameratas Laranjeiras	0	1	1
Fundação Gol de Letra	2	2	2
Instituto Bola Pra Frente	36	42	42
Instituto Rogerio Steinberg	1	2	2
Luta Pela Paz	25	25	25
Projeto Grael	18	21	21
Projeto Karanba	16	40	40
TOTAL	113	157	157

### 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 Firjan/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 Appendix III.

2018-2019-2020 Course seats per school and level

Educational	Number of courses per level - 2018			Number of	f courses per l	evel - 2019	Number of courses per level - 2020				
Institution		Level 2	Level 3	Level 1	Level 2	Level 3	Level 1	Level 2	Level 3		
CCAA		1			0			0			
CEJA	1			0			0				
Cidadão Pró Mundo	2			0			0				



Cruz Vermelha Brasileira do Rio de Janeiro - CVBRJ	22	5	0	2	0	0	1	0	0	
Sociedade Brasileira de Cultura Inglesa - SBCI	3			2			3			
Unisuam	0			0	1	0	0			
Faetec	0			0			1	2	1	
Santo Inácio	0			0			0	0	5	
Instituto Oportunida de Social - IOS	0 0 0		0	0	0	0	2	0		
Other	0 0 0		0	0	0	77	1	0		
Total by level	78 20 1		93	15	22	103	12	9		
Level 4	14			23			36			
Total number of courses	113			155			160			

### Universities

Currently we have 36 students engaged in different universities and courses. Last year, the number of DLW participants in this level was 23 (2019) and the year before, that number was at 14 (2018). This shows our organization's continuous efforts towards our students' entry possibilities at this level. We encourage and support them during this important phase of their lives. We also believe and know that a higher education increases the possibilities that our students will have for better job opportunities in different labour market sectors.

### 3.3. Corporate partners

Dream Learn Work focuses 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. During Dream Learn Work's existence, we have had many different partners. Some are still with us and some contributed for a specific time, when they had projects in Brazil e.g. Also, due to the recent sanitary, social and economical world crises, caused by the COVID-19 pandemic, we had a reduction among our partners.

Our partners contribute in many different ways:

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



# List of corporate partners

Company	2008-1	2012	2013	2014	2015	2016	2017	2018	2019	2020
Aker Solutions			2010	2020	2010	2010		2010	0	2020
Axess			0	0	0	0	0	0		
Brasil Plural	х		x	x	0					
Brunel								0	0	0
BW Offshore	х				0					
DNB			х	х	х	х	х	х	х	х
DNV GL			х	х	0	О	0	х	0	0
DOF Subsea	х	x	x	x	x	0				
Equinor	Х	X	X	х	х	х	X	X	X	х
Farstad Shipping	х				o			О		
GNA									0	х
Huisman								0	Х	
Innovation Norway	х	х	х	х	х	х	0	х	0	0
Jotun	х			О	О			0	0	0
Kincaid	0	О	О	О	О	О	О	О	О	Х
Kongsberg Maritime	х	X	X	х	х	х	х	х	X	x
L'Oréal					О	О	0			
Lorentzen /Lorinvest	х	х	х	х	х	х	х	х	х	х
Mandorla						О	О	x		
NBCC									0	x
Norsk Hydro					О					
Norskan	Х	х	X	X	х	0	0			
Norsul			0	0	0					
OSM Management	х				О					
Panoro Energy	х	х	x		О					
Pareto				х	0					
People 9 Comunicações						0	o	0		
Prumo								0	0	
Rolls Royce				0	Х	О	0			
Solstad	х				0					
Subsea 7									0	0
Teekay									Х	х
Vard (STX OSV)	х			х	х	х	х	х	х	
Mattos Filho										0
Woodgroup			О	О	0	О	0	0	X	0

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. Since 2020, they have been added to our financial partner group as well.

Visit: https://www.kincaid.com.br/

### Teixeira Contadores

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

Visit: https://sjteixeira.com.br/

### **Zoom Out Communication Group**

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

Visit: https://zoomout.com.br/

### 4. COMMUNICATION

The improvement 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) in the beginning of the year. All of this has optimized and improved our reach on social media and increasingly exposing our day to day results of our work. As a strategy that started back in 2019, we intensified our actions, not only on Facebook, but also LinkedIn, Youtube and Instagram. Standardizing communication in English and Portuguese on Facebook & Instagram and on the other hand, opted for communication only in English via our Linkedin page. Aiming at plans for 2021, we will continue to increase our reach on these networks, but also intend to further explore YouTube and Twitter thus adding greater visibility and communication value of our organizations work and seek for different digital inclusion strategies and opportunities for our DLW participants.

### Facebook follower growth

2013: N/A 2014: 328 2015: 534 2016: 1.171 2017: 1.531 2018: 1.724 2019: 2.007 2020: 2.231

Our Facebook page had a 11% growth increase, compared to 2019.

### **Facebook Insights**

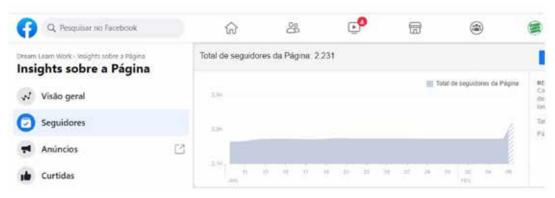


Photo: Follower growth count in 2020



# LinkedIn followers growth

2018: N/A 2019: 622 2020: 1.689

Our LinkedIn page had a boost of 171% growth increase, compared to 2019, in this platform of social media.

# **LinkedIn Insights**



Photo: Comparison of LinkedIn follower growth from 2019 -2020

# Instagram follower growth

By the end of 2020 we counted 1.107 followers in our account and we plan that it will keep increasing. Our organic reach increased by 60% compared to 2019 number of followers. This also shows how we are gaining engagement in this social media as well.





Photo: Comparison of Instagram follower growth from 2019 -2020



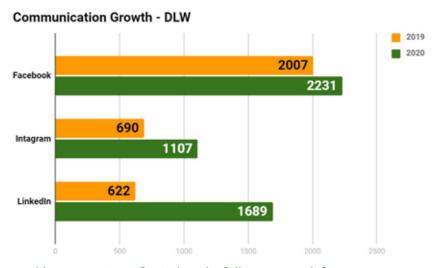


Table: Comparison of social media follower growth from 2019 -2020

### 2020 Newsletters

# Newsletter (January)

2019 DLW HIGHLIGHTS
NORWEGIAN CONSUL VISIT
NOR-SHIPPING 2019
WE CHOOSE EDUCATION
DLW GRADUATION CEREMONY
STUDENTS CELEBRATION EVENT

### **Newsletter (February)**

NEWSLETTER DLW 1st EDITION 2020 BEACH CLEANING INITIATIVE DLW ANNUAL REPORT DLW GRADUATION CEREMONY

### **Newsletter (March)**

NEWSLETTER DLW 2nd EDITION 2020 SEMINAR: GENDER EQUALITY AND SUSTAINABILITY BEACH CLEAN UP

### **Newsletter (March)**

Little by Little GlobalGiving Campaign 2020 GLOBALGIVING LITTLE BY LITTLE CAMPAIGN DLW SUPPORT NETWORK · COVID-19

# **Newsletter (April)**

<u>DLW SUPPORT NETWORK · COVID-19 | UPDATES</u> DLW SPECIAL MOMENTS · HAPPY HOLIDAY!

### Newsletter (May)

DLW - GIVING TUESDAY SUPPORT GIVING TUESDAY CAMPAIGN

### **Newsletter (June)**

DLW - SMALL GESTURES, BIG IMPACTS! DLW SUPPORT NETWORK · COVID-19

# **Newsletter (July)**

DLW SUPPORT NETWORK · COVID-19 CAMPAIGN UPDATES

# **Newsletter (August)**

SAVE THE DATE! NATIONAL VOLUNTEERING DAY - BRAZIL DLW: 1st quarter Webinar Project | COVID-19 EVENT LINE-UP! NATIONAL VOLUNTEERING DAY SMILE!!! OUR NATIONAL VOLUNTEERING DAY IS TOMORROW T'S TODAY!!! DLW'S NATIONAL VOLUNTEERING DAY

# **Newsletter (September)**

DLW: Food Box Campaign | COVID-19 INVITATION: NGO RECRUITMENT AS A CSR STRAT-EGY IT'S TODAY!!! NGO RECRUITMENT AS A CSR STRAT-EGY

### **Newsletter (October)**

Networking challenges and social actions during 2020 - DLW Partnerships "Harassment in the labor market" | TOMORROW

# **Newsletter (November)**

DLW Christmas Campaign 2020 DLW INVITATION: RIO OIL & GAS 2020

### **Newsletter (December)**

DLW CHRISTMAS GREETINGS! HAPPY HOLIDAYS



# 5. EVENTS AND ACTIVITIES

Dream Learn Work's team organizes and takes part in events and activities throughout the year. These are important opportunities to build awareness around our work and also develop our students. 2020 was a very unusual year, many adjustments and new approaches had to be made, but we managed to continue to reach and bring access to quality education and professional education and different employment opportunities. More importantly, we kept giving hope to our participants and their families even during such adverse times. Our organization thanks all the partnerships, partners, volunteers and supporters that helped, stayed by our side and kept helping our mission during the pandemic. We wish that 2021 can be a year full of good news, social justice and collective transformation.

# Class of 2019 - Graduation Ceremony (January)

DLW organized its annual graduation ceremony at Kincaid's office in downtown Rio de Janeiro. Participants that completed a course in 2019 celebrated with our corporate partners, educational institutions, NGO's, volunteers, family and DLW friends.



Photo: DLW board members, collaborators & participants all together

### DLW participant in KPMG (February)

Our participant, André was recruited in 2019, with his track focused in the administrative and accounting area. He had already taken courses with us, alongside visits and workshops. DLW was very happy to receive the good news of his opportunity as an apprentice at KPMG Brazil.



Photo: André in his new work environment at KPMG Brazil as an apprentice



# DLW'er achieving college degree (February)

February was a special month for DLW. Our participant and Senior Project Coordinator, Yasmim started her undergraduate studies with us, and was the 1st to complete her degree in mechanical engineering. Congratulations and we are all very proud of you on another great achievement



Photo: Yasmim receiving her college degree as a mechanical engineer

# New Kincaid financial partnership (March)

In 2020, Kincaid – Mendes Vianna Advogados has decided to start investing in DLW. They have been helping our organization with legal issues on a pro bono basis, and have always supported us in our mission to give young people from non privileged areas opportunities for a better future through access to education and professional qualification, since day one.



Photo: Kincaid announcing the new financial partnership in DLW for 2020

# International Women's Day Event and Beach Cleanup (March)

In early March DLW hosted a seminar on "Gender Equality and Sustainability" and on the same weekend organized a big beach cleanup in Leme. These were wonderful opportunities to celebrate International Women's Day and mother nature in a very gratifying volunteering event with partners, DLW students and other environmental enthusiasts.





Photo: Some of the speakers at the seminar: Flavia Maia - WISTA Brazil (left), Bianca Amorim - Instituto Aqualung (center) and Pilar Neves - Innovation Norway (right)



Photo: DLW participants, volunteers and other local environment enthusiasts at our beach cleanup in Leme

# DLW's Food Box and Hygiene and cleaning kits (March)

Since March, our organization acted fast and diagnosed the need to support our participants during the pandemic. The evident need for our youngsters food securities and sanitary cares were some of the focuses that we directed our energies this year. Throughout the entire year we held and developed our campaign to buy and deliver grocery staples and personal hygiene and cleaning supplies during COVID-19.

With these donations, we managed to help our participants and family members, in situations of vulnerability during the crises. DLW cannot express enough our gratitude from all the donors, supporters, corporate partners involved and volunteers that helped us with this collective construction. We thank you all for this engagement.





Photo: DLW participants during one of our food box and hygiene kits in Complexo do Muquiço



Photo: DLW participant during one of our food box and hygiene kits in São Gonçalo

# DLW in Nowegian newspaper (April)

DLW appeared in the media of Norway's largest newspaper. The article was about the effects of the pandemic in Brazil and reported the importance and need for the engagement and performance of different sectors of society and how our organization's role in Rio de Janeiro, has been important in many communities.



Photo: Print Screen of Nowegian article talking about DLW's actions during the pandemic. Link here Students Online Courses (May)



One of DLW strategies during the COVID-19 crises and how our organization had to adapt to continue fulfilling our mission to continue to promote and motivate our youngsters to continue to seek for professional qualification was via online courses. Our team filtered and provided a great amount of different educational courses and opportunities for the students to study on online platforms.



During the pandemic, DLW continued offering and motivating many online qualification courses for students

# Altera Infrastructure partnership (June)

In June, DLW announced another financial partnership. We welcomed Altera Infrastructure, formerly a part of Teekay, to our network of partners. Their connection with Norway and Brazil is another synergy between the two parties and only strengthens our common relationship and interest.



Photo: DLW flyer announcing the new Altera Infrastructure financial partnership for 2020



# Webinar Project and National Volunteering Day event (July)

Since May and throughout the entire year of 2020, DLW focused on providing access to quality professional expertise on a variety of topics and subjects that are relevant for youngsters in the beginning of their careers and great network possibilities During the entire year our organization, alongside a great number of partner companies, volunteers and other individuals that collaborated and supporters to this collective construction during the pandemic, helped in a great proportion our participantes to continue battling for their goals and dreams, through these motivation and informative online interactions.

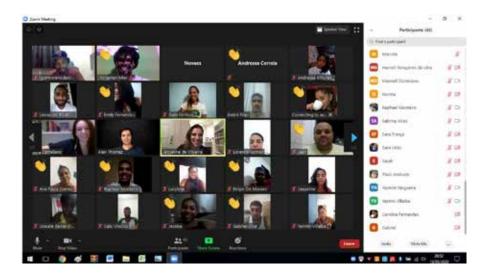


Photo: One of the 93 DLW webinars that our organizations promoted for our participants throughout 2020. This project counted with the collaboration and engagement of many of our corporate partners and supporters



Photo: In August our organization had the opportunity to host a big online event with many corporate partners and enthusiasts from the volunteering movement in Brazil My Life, My Dream Workshop - 2020 Edition (August)



Dream Learn Work pleased to announce our motivational workshop "My life, My dream". The focus of this year's workshop was to make our youngsters register images with their cell phones and through photos, and share their perspective and reality and vision of dream, even during such adverse times. The intention of this project is to keep our youngsters engaged and seeking for better opportunities, through access to education and professional development.



Photo: Flyer of our motivation workshop that had photography as a form of expression this year

# DLW'er community empowerment (September)

One of DLW's participants, Thais has been doing her part and is collaborating with her local community in Complexo da Maré. The youngster has been working on a project from Fiocruz that combats COVID-19 in Rio communities in partnership with community councils and NGOs.



Photo: One of DLW's participants important role in the fight against coronavirus of the Fiocruz project in favelas on TV Recruiting NGOs as a social responsibility strategy (September)

In September, we held an online event with NBCC - Norwegian Brazilian Chamber of Commerce on recruiting NGOs as a social responsibility strategy. We invited everyone to participate and understand how easy it is to recruit our organization and others as well. We explained the benefits that exist within partnerships like this.





Photo: DLW participants alongside corporate partners such as: NBCC, Kincaid and Kongsberg during online event

# Workshops on "Harassment in the labor market" (October)

In this online event DLW counted with the support from our partners, Subsea 7, Equinor and Mattos Filho to talk about this very important subject to make the population more aware of how to identify, react and notify harassment. Since the numbers of female violence increased so much during the isolation.



Photo: Flyer of DLW Workshop, in partnership with other corporate partners debating on the importance on how to identify, react and notify harassment

### Structural Racism Webinar (November)

In November, DLW held a webinar about "The fight against racial discrimination: experiences, resistance and combat." The online event was to celebrate Black Awareness month, by remembering and highlighting the fight against racial discrimination and stimulating the debate of opportunities that result in more social justice for the black population.



Photo: Flyer of DLW webinar celebrating Black Awareness month



# DLW Christmas Campaign and Rio Oil & Gas 2020 (December)

In December, we continued our food box campaign for our participants and their families, with a special box full of christmas items for the end of year holidays.



Photo: DLW participant receiving the Christmas food boxes in December

Also during December, we had the opportunity to attend the Rio Oil & Gas 2020 event. In the last three editions, Innovasjon Norge Innovation Norway South America has invited us to the Norwegian Pavilion to connect with the Norwegian network in the Oil & Gas industry in Rio de Janeiro and meet new connections.

DLW was honored to be able to talk about "Corporate social responsibility post COVID-19" along with some of our partners, such as Maíra Ventura de Oliveira, Senior Sustainability Consultant at Equinor and also Geir-Erik Valø Nilsen, Managing Director at Kongsberg Maritime.



Photo: Rio Oil & Gas speakers during online event



# 5.1. COVID-19 Actions

# Food Box Campaign

DLW thanks all of our friends, volunteers and partners, who share our vision of how to offer and offer better opportunities for our young people. All the donations and engagements made possible our action during the campaign, allowing us to distribute food boxes, personal care, hygiene and cleaning products during the pandemic. With these donations, we were able to help our participants and family members in situations of vulnerability during such adverse times. We have been running this campaign and distribution for our youngsters since March 2020 and we continue to support these initiatives. Our idea is to continue with this project until the normalization of activities. Therefore, collaboration and help from everyone remains essential.







Photos: DLW Participants receiving their food boxes and hygiene and cleaning kits throughout the pandemic

# COVID-19 Campaign to collect and distribute food boxes, cleaning items and hygiene kits

COVID-19 Campaign to collect and distribute food boxes, cleaning items and hygiene kits



## Webinars and other online activities

Throughout the pandemic, we held various activities and online events with different partners and volunteers. Aiming to continue motivating, offering relevant content, learning skills to our participants and continuous individual follow-ups with the youngsters.

Some participants expressed some mental health issues such as anxiety and depression, during the isolation period. DLW mobilized our network to send participants to talk and have contact with specific professionals and volunteers in the area. In addition, we organized several online activities on related subjects as well, like yoga and meditation, mindfulness and many webinars with psychologists.







Photos: Some examples of other online activities that DLW held and supported during the pandemic, such as: Webinars, online workshops and mental health support with partner volunteers









# 6. FINANCIALS

All figures in R\$.

	20	)14	2015		2016		2017		2018		2019		2020	
	Incom e	Cost	Inco me	Cost	Inco me	Cost	Incom e	Cost	Incom e	Cost	Incom e	Cost	Incom e	Cost
DLW Brazil														
Donations			365,47		293,10									
Brazil	349,580		5		8		518,698		327,719		424,914		751,305	
Funds transfer														
from			250,00		612,08									
Norway			0		4				353,886				232.126	
Bank balance											430,000		297,414	
Training		175,772		285,66										
courses		*		3		219,815		195,663		129,683		73,960		24,192
Student														
transportation		32,410		51,410		75,704		84,366		66,655		106,565		23,155
Salaries/taxes				211,50										
employees		178,804		0		270,555		323,310		278,669		269,425		279,324
Social activities														
students		2,703		11,176		5,640		1,802				1,500		
Marketing		4,884		9,000		4,879		5,036		2,748		0		2,808
Administration,														
incl. bank and														
judicial fees		19,965		22,964		29,561		60,888		71,968		84,584		75,085
TOTAL	349,580	414.538	615,47 5	597,05 0	905,19 2	606,154	518,698	671,029	681,605	549,723	854,914	536,035	1.280,8 45	404,564

DREAW LEARN WORK



# 7. ADMINISTRATION

# Accounting

DLW uses a recognized accounting company in Brazil and receives guidance from accounting professionals in Norway, 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 Financial Auditor: Elin Helene Fjellberg

# 8. ORGANIZATION

# **Board in Norway**

Halvard Idland, DBO Energy Helle Moen, Eggs Design Arne-Christian Haukeland, DNB Jan Tore Linsdad, Kongsberg Maritime Dagny M. Nome, Factlines Iris B. Frøybu (secretary)

#### **Board in Brazil**

Halvard Idland, DBO Energy Alexandre Imperial, DNV-GL Paulo Van Der Ven, Equinor David Richardson, Transocean Flavia Maia, Gard and WISTA Jeanette Lorvik (secretary)

Audit Council Claudio Goulart, DNB Victor Dutra, DNV-GL

# Daily operation

#### Norway

Iris B. Froybu, General Manager

#### Brazil

Jeanette Lorvik, General Manager Yasmim Nogueira, Senior Project Coordinator Yasmin Villalba, Intern Jhonantan Mier, Project Coordinator & Communication

Rio de Janeiro, December 31st of 2020

DLW Brazil	
Halvard Idland, President	Jeanette Lorvik (secretary)



# 9. APPENDIX

# 9.1. APPENDIX I - Course Overview from June 2013 onwards

Course	LEVEL 1	LEVE L 2	LEVEL 3	LEVE L 4	2013	2014	2015	2016	2017	2018	2019	2020
Digital Marketing	х										1	
Technical Drawing intro	x				18	9						
Technical Drawing, ind. Application	х				12					2		
Welding (mag)	х				10	13						
Warehouse operation	х				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	х						1	8	1	5		3
Excel, advanced	х					2	19	16	6		1	2
Gastronomy, chocolate products	x						5					
Gastronomy, artistic cake	x						5					
Gastronomy, cake design	х						2	2		1		
Gastronomy, savory pastries	х						1					
	х						1					



Digital photo and image processing	x			4	2	1	1		
Intro to digital photo	x			1					
Digital Photography	x							4	
Digital Illustrator	x							3	
Kinesio Taping	x							1	
Photoshop Image Treatment	х							1	
HR Personnel Department	х			1		2	5	1	1
Forklift operator	х			1					
Electrical installations (residential and commercial)	x			5					
The art to speak in public	х				1				
Basic IT	x				2			19	4
Excellence in customer service	х				2				2
Oral Health Assistant 1	x				1				
Computer operator	x				1			1	
Colorimetry	x				1				
First Aid	х				2	8	22		
Wintersterapy and Moxabust	x							1	
Myofascial Release and Sport Massage	x							1	
Eyebrow Design	x				1			1	



								_		
Eyelash Extension	х								1	
Savoury for Parties	x								1	
Savoury Making	x								1	
Otto Cycle Engine Technology	x								1	
Assembly and Configuration of microcomputers	x					1	1			
NR33 + NR35	х					1				
Film script writing	х					1				
Industrial Painter	х					1				
Private Security Supervision and events	x					2	1			
Video Editor	x					2		1		
Digital Painting with Tablet and Photoshop	х					1				
Administration of Payable and Receivable Accounts and Treasury	х								1	3
Foriegn trade										1
Human Resources Management										1
Youtuber with Mobile	х								1	
ERP Software Business Management		x							1	2
Other Level 1 online courses										63
Administrative Assistant		x			3	1	2		5	5
HR Assistant		x			1	1				2



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						
Car Electrician	x							1	
Automation, logical Programing	x		4		2				
My life, My dream (motivational course)	x			9	18	24	12		12
Industrial plumbing	x		16						
Vehicles Mechanical Maintenance	x				3				
Motorcycle maintenance	x					2			
Autocad mechanical design	x				1				
Welding inspector	x				1				
4g Coated Carbon Steel Welder	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 systems for buildings	x		1	3	3				
Oral Health Assistant 2	x					1			
Photographer	x					3	1		1
Event Organizer	x					1			
Stock assistant	x					2			
Gastronomic Entrepreneurship Management	 x					1			1
Couturier	x							1	
Maritime Agent		x						21	1
Offshore Safety Course		x	10						
Automation Technician		x	2	2					
Administrative Technician		x	1	1		2	1	1	4
Electrician Technician		x		5	3	3			1
Dental Prosthetic Technician		x						1	
Mechanical Technician		x		1	3	4		1	1
Health and Safety Technician		x		1		1			
Edifications Technician		x			1	1	2		
IT		x				1			
		x				1	2		



Installation of electrical commands	x				1	1			
Installation of electrical systems for buildings	x		1	3	3				
Oral Health Assistant 2	x					1			
Photographer	x					3	1		1
Event Organizer	x					1			
Stock assistant	x					2			
Gastronomic Entrepreneurship Management	x					1			1
Couturier	x							1	
Maritime Agent		x						21	1
Offshore Safety Course		x	10						
Automation Technician		x	2	2					
Administrative Technician		х	1	1		2	1	1	4
Electrician Technician		x		5	3	3			1
Dental Prosthetic Technician		x						1	
Mechanical Technician		x		1	3	4		1	1
Health and Safety Technician		x		1		1			
Edifications Technician		x			1	1	2		
IT		x				1			
		x				1	2		



Visual Communication Logistics 3 1 х Dental prosthesis technician 1  $\mathbf{x}$ **Production Engineering** 1 2 1 1 Х Mathematical and Earth Sciences 2 2  $\mathbf{x}$ Computer Science 1 Х 1 Pedagogy Mechanical Engineering 2 2 2 2 1 1  $\mathbf{X}$ Architecture degree 1 1  $\mathbf{X}$ Marketing degree 1 1 1 1  $\mathbf{X}$ Administration 5 9 1 4  $\mathbf{x}$ Music 1 1  $\mathbf{X}$ English 7 6 11 56 24 30 2 4 Х Х  $\mathbf{x}$ Confectioner 1 1 Х Cook 1 1 3 Х Industrial cook 2 Х Excel with VBA 5 1 1 х HR Management 5 1 3  $\mathbf{X}$ IT for Administration 2 2 Х Surgical technologist 2 х Frequency inverter operator 2



Makeup artist 1 Х Production Planning and Control 1 1 х Industrial networks 2 Х REVIT (architect software) 1 Х Administrative Practices 21 Х Automotive maintenance technician 1 Х Technician in massage therapy 1 Х Training and development 1 Х Physical Education 2 1 1  $\mathbf{X}$ Electrical Engineering 1 1 1  $\mathbf{x}$ **Chemical Engineering** 1 1 Х Naval Engineering 1 1 х Psychomotricity and educational practices 1 Х Auricular therapy 1 х Waxing/Hair removal 1 Х Stock Management and Integrated Logistics 1 Completion of secondary education for adults 2 1 Х After Effects Basic 1 Х



Professional lighting for cinema and tv 1 Х Maintenance of steering and suspension systems 2 Х Design and Creation of Character 1 Х Warehouse Administration and Organization 1 Х Cupping therapy 1 Use of "pantalla" in body massage 1 Х **Human Development** 19 30  $\mathbf{X}$ Personnel Assistant 1 х Culinary course: Pasta making 1  $\mathbf{x}$ Caregivers of the Elderly 5  $\mathbf{x}$ Community Social Caregiver 2 1 Х Entrepreneurship 2 Х Entreprise - Make and Sell 2  $\mathbf{x}$ Visual Graphic Project Editor 1 х Portuguese - English Degree 2 2 х Photography 1 Х 1 Science of Accounting (university) 1 3 Х



Biology (university)		x						1	1	1
Public Management										1
Nutrition		x						1	1	1
Accounting (university)		x						1	2	
History		x							2	2
Total			113	106	184	140	94	113	157	160

#### 9.2 APPENDIX II - Social Partners

# Instituto Bola pra Frente

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

#### www.bolaprafrente.org.br

Active and recruited in 2016: 43 Active and recruited in 2017: 39 Active and recruited in 2018: 36 Active and recruited in 2019: 42 Active and recruited in 2020: 42

#### Projeto Karanba

Established in 2006 (São Gonçalo), supports today approx. 1.200 children and youngsters ages 6-25 offering activities within sports, mainly football. The goal is to create opportunities for a better life, and to strengthen and build community relationships, encourage personal development and promote positive values and attitudes.

#### www.karanba.com

Active in 2016: 31

Active and recruited in 2017: 28 Active and recruited in 2018: 16 Active and recruited in 2019: 40

Active and recruited in 2020: 40

#### Abrigo Rainha Silvia

Abrigo Rainha Sílvia (Itaboraí), was established in 1989 as 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.

#### abrigo.se

Recruited in 2015: 15

Active and recruited in 2016: 18

Active and recruited in 2017: 18

Active and recruited in 2018: 15

Active and recruited in 2019: 24

Active and recruited in 2020: 24



**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 assisted +32.000 participants, and many of their students conclude with graduation from prestigious universities.

#### www.irs.org.br

Active and recruited in 2016: 3 Active and recruited in 2017: 3 Active and recruited in 2018: 1 Active and recruited in 2019: 2 Active and recruited in 2020: 2

# Luta Pela Paz (LPP)

Established in 2000 (Complexo da Maré) - 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.

# fightforpeace.net

Active and recruited in 2016: 24 Active and recruited in 2017: 18 Active and recruited in 2018: 25 Active and recruited in 2019: 25 Active and recruited in 2020: 25

#### **Projeto Grael**

Partnership established in 2016 (Niterói), 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 Projeto Grael 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 maritime way of life.

#### http://www.projetograel.org.br

Recruited in 2017: 8

Active and recruited in 2018: 18 Active and recruited in 2019: 21 Active and recruited in 2020: 21

# Fundação Gol de Letra

Founded on December 10th, 1998, International Human Rights Day, Gol de Letra Foundation is a non-profit civil society organization born of the dream of four-time world soccer champion Raí and Leonardo to contribute to the education of children and young people. young people from socially vulnerable communities so that they have more opportunities and life prospects.

With operations in Vila Albertina, in São Paulo, and in Caju, in Rio de Janeiro, the Foundation serves children, adolescents and young people, combining educational and social assistance practices with community and family development.

# https://goldeletra.org.br

Active and recruited before 2019: 2 Active in 2019: 2 Active in 2020: 2



# Cameratas Laranjeiras

Camerata Laranjeiras is an independent string orchestra, based at Casa da Música in Laranjeiras, which aims to develop musical and interpersonal skills among young musicians from different social classes and places.

www.cameratalaranjeiras.wordpress.com

Active and recruited before 2019: 0 Active in 2019: 1 Active in 2020: 1

#### 9.3. APPENDIX III - Educational Partners

#### Firjan/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. Firjan/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 Brasileiro do Rio de Janeiro - CVBRJ is the Brazilian Red Cross, in Rio de Janeiro 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. <a href="http://www.sbcirj.org.br/english/index.asp">http://www.sbcirj.org.br/english/index.asp</a>

**Cidadão Pró-Mundo** is a social project that promotes inclusion through the acquisition and development of language 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/

**Gastromotiva** was founded in 2006, by chef and social entrepreneur David Hertz, Gastromotiva is an organization that offers professional training for its students to become entrepreneurs, kitchen assistants and chefs, replicators of its methodology. In addition to arousing in many of them the desire to become community mobilizers, which generate local opportunities and actions to fight hunger in their territories. There are multiple impacts, using gastronomy as a tool for social transformation and combating waste. <a href="https://gastromotiva.org/">https://gastromotiva.org/</a>

**Universities** in addition to these institutions, we had 14 students at a university level in 2018. We increased that number in 2019 to 23 and currently we have 36 participants enrolled in a degree. We are working on improving these results every year and establishing more and different types of partnerships with these educational institutions aiming for possible extension courses for our beneficiary participants and also continually seek new approaches to keep supporting the access and conclusion of a higher education degree of our DLW students.

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