



DREAM LEARN WORK | 2021 REPORT



DREAM LEARN WORK | 2021 ANNUAL REPORT

WELCOME

Dream Learn Work (DLW) had yet another very challenging year due to the continuation of the pandemic scenario and some internal staff changes. COVID-19 and its variants, such as Omicron & Delta, still bring many uncertainties for the future, but our #DreamTeam continues working 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 youngsters. 2021 evidenced the importance and need for continuous actions that civil society organisations, such as ours, develop in different vulnerable communities around Rio de Janeiro. This social protagonism has been fundamental during this sanitary, economic and social crisis.

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 the many global and local issues throughout the year. Showing the importance and strength of our unity seeking 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 fulfil our mission, due to the collective efforts of all involved. In 2021, we continued to focus on exploring and optimising digital tools, individual follow ups, 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 2021 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 organisation 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 organisation 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 their 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 organise 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, organise 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 to also increase 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 DLW'ers 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 organising 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 organise 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

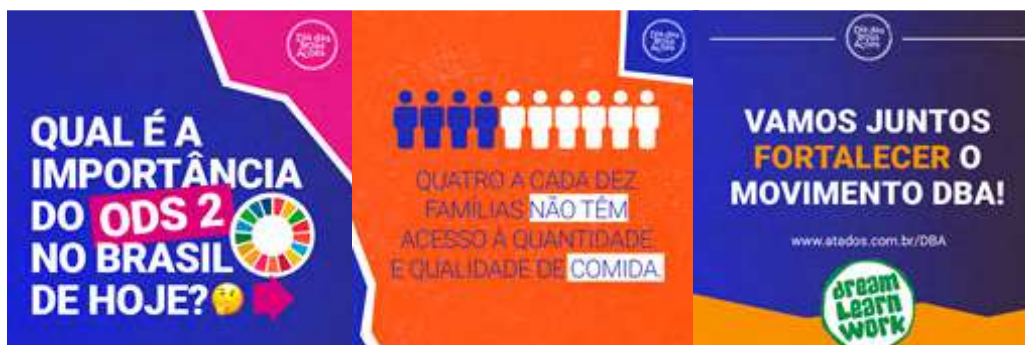
2.1. DREAM

Events and activities linked to the DREAM pillar are intended to encourage and motivate the choice for education. Dream Learn Work organises 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 organisation was able to adapt and still contribute to the wellbeing of our participants during such adverse times.

PROJECTS and ACTIVITIES

Good Deeds Day 2021 - Online Campaigns

Due to the continuation of the pandemic, the organisation and format of the international event continued as an online mobilisation 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. 2021 focus was towards the Sustainable Development Goal - SDG #2 that aims to end the problem of extreme hunger and global malnutrition and its importance in today's Brazil.



Photos: Print Screens of some of the designs for the 2021 Good Deeds Guide. Produced by Atados and aimed at the collective construction of different civil society organisations all around Brazil and the strengthening of many food campaigns throughout the year.

DLW participants Tech Dream



In the beginning of the year, we heard some great news about one of our participants development process in the tech area. It's fantastic to see the dedication and commitment of our DLW'ers, even during adverse times, to continue fighting and believing in their dreams. The project of our participant, Victor Silva (25), has the idea of valuing the local community and motivating each citizen to make a difference within their own neighbourhood with the interactive platform "ITU".

His project reached 2nd place in the Rede Recode Recorders Challenge. In addition, the young man had the collaboration of Linx corporate project specialist, Juliana Freitas, during all stages of the process. Full link to the article [here](#).

Photo: Victor Silva and his "ITU" platform project. Our DLW'er reached 2nd place in a local tech challenge.

HACKTUDO Tech Festival

On November 7th, we were invited by our corporate partner, Brunel Brasil, to participate in an amazing event, HACKTUDO. Our youngsters were very excited by the invitation, which would mark our resumption of in-person activities and external visits.

It was a very memorable day for the 30 Dream Learn Work participants, with lectures, 3D forest, drone race and many other innovative experiences for the DLW'ers. Click [here](#) for more information about the festival.

Photo: DLW participants at the HACKTUDO festival in November with our corporate partner from Brunel.



Inspirational and informational meetings

In order to motivate young people to choose education, we organise 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.



Photo: Recruitment meeting with the DLW team and individual follow-up at one of our local partner NGOs in December.

Online Workshops with volunteers

In September, our organisation held a motivational workshop on “How to stand out in the corporate world”, bringing the theme: feel belonging and aim for plural opportunities. The activities went at full speed and had a total of 3 meetings, the participants showed their progress and understanding of different techniques and skills that could reflect their dreams, values and perspectives for the future in a corporate environment.

We thank everyone involved, the group of DLW participants that attended the 3 encounters of these workshops and our dear Roberta Sermoud 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 have this access to such an important topic and help our youngsters to think of themselves occupying the corporate world as well.

Photo: DLW participants led by our workshop volunteer, Roberta Sermoud, during online activities in our project.



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. Throughout the pandemic, many other important national and international institutions still offer different online course opportunities for students, due to social distance and the continuous fight against COVID-19 and its variants. With that, our participants also seized the opportunity to apply, enter and conclude a great number of qualification courses that were filtered by our organisation and indicated according to each of their professional and educational goals.

During individual meetings with participants (online or in person), 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 2021 we also kept our course completion rate at 97%, equaling the percentage of 2019 and 2020. Numbers slightly improved from 2018, which was 96%, while in 2017 it was 95%, 2016 it was 94%, compared to the 90% in 2015 and 88% in 2014. These DLW course completion percentages have been demonstrating an increase of performance and commitment 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.



Photos: DLW participants with their course certificates from our educational partners at Senac

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 organises meetings between all of our NGO partners. This initiative was created so we can learn from each other and improve our processes. In 2021, we were not able to be with all of our local NGO partners, but during some of the annual recruitments, visits and the face to face follow-up with our participants in their territories, we were able to strengthen and dialogue about many difficulties as social civil organisations during the extension of the pandemic and how to keep fulfilling our mission as a collective force. To continue talking about strategies for social justice and inclusion with our participants.

Photo: Team DLW with one of our local social organisation partners from Instituto Bola Pra Frente - IBPF in Guadalupe.



Instituto Gourmet Partnership

Instituto Gourmet is an organisation that has as their mission to train the largest number of successful professionals and entrepreneurs in the gastronomic area. Serving the students with excellence and transforming people's personal, professional and financial lives, generating wealth in a sustainable way. To read more about the institute [click here](#).

During 2021, our partnership with Instituto Gourmet showed good results and relevant roles in the gastronomy and culinary areas. Our participants that enrol in their courses gain high standards in the area and acquire a variety of skills and insights that optimise their chances in the labour market. Our partnerships and individual follow-up with DLW'ers, helps increase the number of participants entering and completing the institutions wide range of courses and workshops throughout the year that our DLW'ers had the opportunity to update and get to know different culinary skills.



Photo: DLW participant, Maiara Barcellos, showing some of the gastronomy skills learned and acknowledging the opportunities obtained with the professional qualification.

2021 COURSES

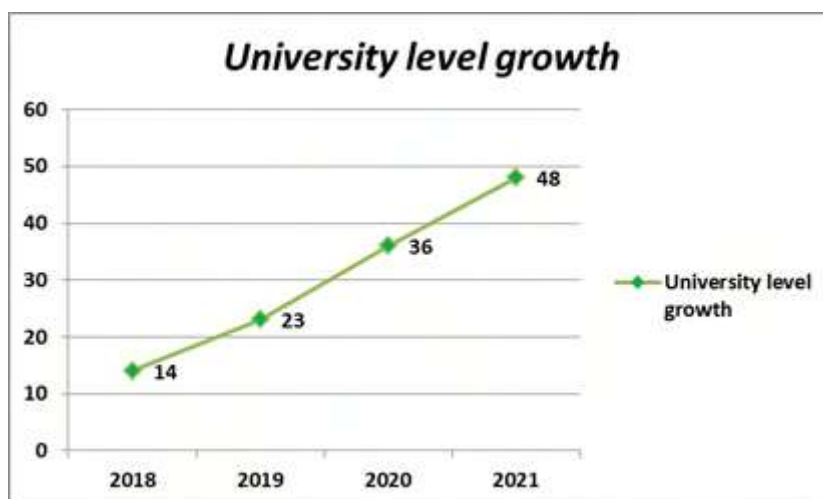
In 2021, we followed the educational path of participants development, despite the continuation of the COVID-19 pandemic and its impacts. DLW was still able to maintain and accompany 141 active students. Offering them different course opportunities, webinars, workshops and other online events/activities. 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. 177 course seats were offered and we kept our course completion rate at 97%, despite all the adversities and negative impacts caused by the pandemic. With more professional qualification option seats, the students optimised their chances of enrolling in the labour market. Enabling us to keep fulfilling our mission as an organisation.



Photo: Students from our Excel course at Senac - Santa Luzia, in downtown Rio.



Photo: DLW participant applying for the ENEM and appearing on local news - Full link [here](#)



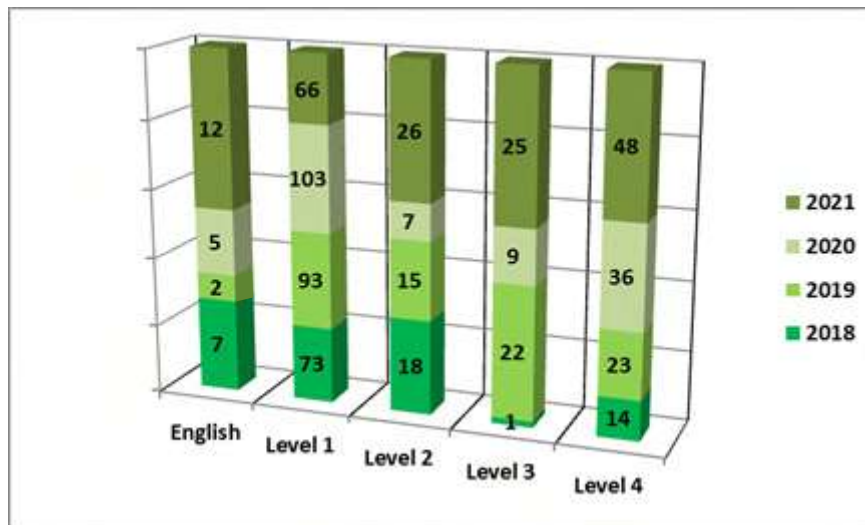
Graphic: Number of DLW'ers at university level throughout the years.

Full course overview in Appendix I

Course level	Course seats			
	2018	2019	2020	2021
Level 1 (30-100 hrs)	73	93	103	66
Level 2 (150-400 hrs)	18	15	07	26
Level 3 (<1100 hrs)	01	22	09	25
Level 4 (4 - 5 years)	14	23	36	48
English Course (Starter, Plus & Master) Level 1, 2 e3	07	02	05	12
Total	113	155	160	177
Completion rate	96%	97%	97%	97%

Table: evolution of course seats during years since 2018.

COURSE SEATS COMPARISON



Grafic: Course seats comparison separated by level (2018-2021)

COURSE 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 2021.

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.



Grafic: Number of DLW'ers at university level throughout the years.

ENGLISH COURSES

During 2021 we kept investing our efforts in English courses, new partnership possibilities, online english groups with volunteers, and webinars about the importance of the foreign language, as acquiring linguistic skills is a challenge for young adults who never had the opportunity to study other languages.

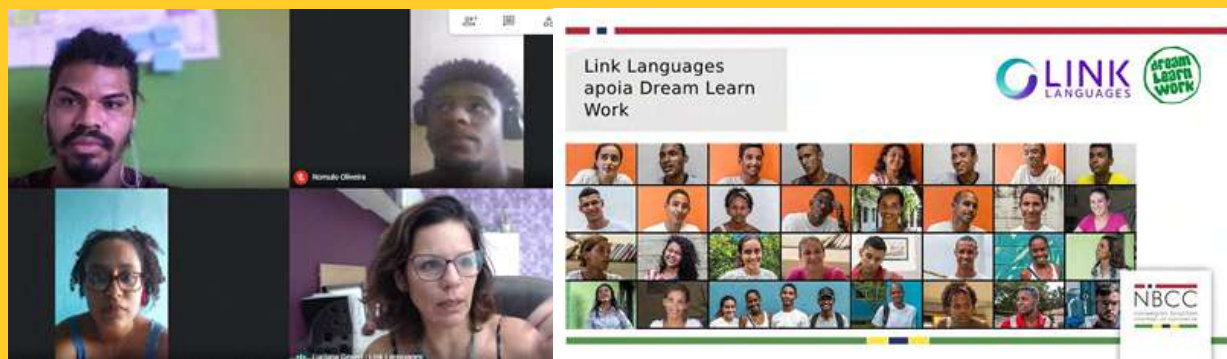


Photo: Students during an online english session with one of our language partnerships (Link Language).

Photo: Social Media post of our language partnership with Link Language, established in 2021 via our strong network and relationship with our partners from NBCC.

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 2021 we still 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 specialised professionals via webinars, workshops and other online activities for our participants throughout the year.



Photo: flyer of one of the many webinars with a partner company. These activities continued to be 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 field trip to a Tech festival (HACKTUDO) with our partner Brunel in November.

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.



Photos: Students at DLW's office having Portuguese classes before COVID-19 and having online English with new volunteer members.

2.3. 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 organise activities such as CV workshops, webinars, visits, mentoring or informational sessions. In recent years, unemployment in Brazil has been at 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 organisation also focuses on the optimization of entrepreneur techniques and soft skills, alongside many different specialised 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.

Wendell's new labour placement

This year we heard about the new professional placement of one of our DLW'ers. Wendell De Lima Barreto, an electrical engineering student at UNISUAM with a full scholarship and also an electrical technician trained from Senai/Firjan. He never stopped believing in his goals and dreams, despite the adverse times that the pandemic still causes. The youngster continued and continues to seek the improvement of professional and educational qualifications. We continue to cheer and closely follow his trajectory alongside all of our other participants.

In addition to several professional qualification courses, the participant has always participated in other Dream Learn Work projects, such as external visits, workshops, webinars and has also had the opportunity to go through our mentoring program with Paulo Henrique Van Der Ven from Equinor. Certainly, all these experiences, and the search for new and better opportunities, helped Wendell along his trajectory.



Photo: Wendell with his work colleagues at the new company. The DLW'er continues to work in his area as an electrician technician.

Jaddy's Grupo Gera progress

"Hi, my name is Jaddy and I'm an HR intern at Grupo Gera. The beginning of my career was quite surprising, because I actually did an interview to do an internship in the accounting area, since I'm studying Accounting. But I ended up being hired to be an HR intern, which is my first passion - I just didn't go to an HR college, because there isn't one in a public college/university.

I'm at the beginning, starting my way within the company and I already feel very welcomed, I think this feeling is very important for those who are still learning. I want to deliver excellent work, take advantage of every opportunity, learn from people, evolve, grow. I am delighted to be in a place where my heart feels good, where I am treated well.

And I can't help but thank DLW who has been helping me with training for almost 6 years and Grupo Gera for the opportunity to develop individually and together with the company," says our DLW'er in a very inspiring and motivational statement.



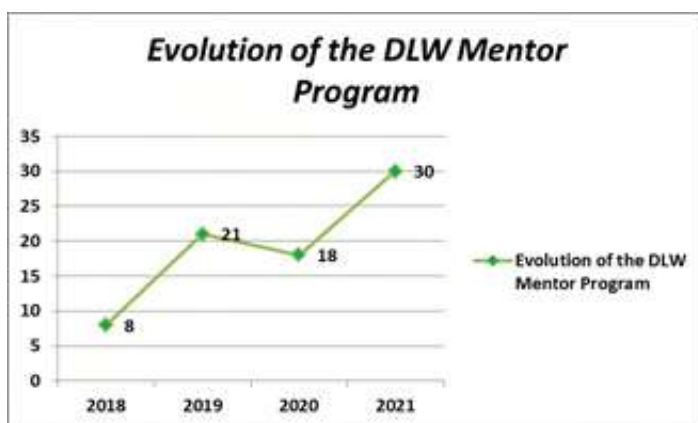
Photo: Jaddy in her work environment at Grupo Gera headquarters in Botafogo.

Dream Learn Work Mentor Program

DLW's Mentor Program has been developed in collaboration with partner companies and contributes to our youngsters 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 individualised mentorship.

During 2021, our program, alongside all of our other projects with our participants, continued 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 2021 was 30 in total. Compared to 18 the previous year (2020). The mentor program provides gains and exchange of fundamental experiences and networking for both mentees and mentors.

Photo: Lucylene and her mentor from Mattos Filho, during one of their online sessions



Grafic: DLW Mentor Program comparison and evolution (2018-2021)



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 organising 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 fulfil 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	Active students			
	2018	2019	2020	2021
Abrigo Rainha Sílvia	15	24	24	20
Cameratas Laranjeiras	0	01	01	01
Fundação Gol de Letra	02	02	02	02
Instituto Bola Pra Frente	36	42	42	35
Instituto Rogério Steinberg	01	02	02	02
Luta pela Paz	25	25	25	20
Projeto Graiel	18	21	21	21
Projeto Karamba	16	40	40	40
TOTAL	113	157	157	141

Table: evolution of DLW participants during years (2018-2021).

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.

2018-2021 Course seats per school and level

Educational Institution	Number of courses per level 2018			Number of courses per level 2019			Number of courses per level 2020			Number of courses per level 2021		
	Level 1	Level 2	Level 3	Level 1	Level 2	Level 3	Level 1	Level 2	Level 3	Level 1	Level 2	Level 3
CCAA	01			0			0			0		
CEJA	01			0			0			0		
Cidadão Pró Mundo	02			0			0			01		
CVBRJ	22	05	0	02	0	0	01	0	0	0		
Empregando saúde		0		01	0	0	0			0		

Firjan / SENAI	45	09	0	41	04	01	15	01	01	16	06	01
Gastromotiva	0	03	0	0	05	0	0	01	0	0		
Harmonize Rio	01	0	0	01	0	0	0			0		
IMAPOR & Sinda Rio	0			0	0	19	0	0	01	0		
Insightly	0	01	0	0			0	02	0	0	02	0
Nave do conhecimento	0			01	0	0	0			0		
PUC-RIO	01	0	0	0			0			0		
Senac	03	02	0	47	05	02	09	0	01	17	0	10
SBCI	03			02			03			03		
Unisuam	0			0	01	0	0			0		
Faetec	0			0			01	02	01	05	05	05
Santo Inácio	0			0			0	0	05	0	0	04
Instituto Oportunidade Social	0	0	0	0	0	0	0	02	0	0		
Other	0	0	0	0	0	0	77	01	0	28	21	05
Total by level	78	20	01	93	15	22	103	12	09	66	38	25
Level 4	14			23			36			48		
Total number of courses	113			155			160			177		

Table: evolution of DLW course seats per level during years (2018-2021).

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	2008-11	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Aker Solutions									0		
Axess			0	0	0	0	0	0			
Brasil Plural	X		X	X	0						
Brunel								0	0	0	0
BW Offshore	X				0						
DNB			X	X	X	X	X	X	X	X	X
DNV			X	X	0	0	0	X	0	0	0
DOF Subsea	X	X	X	X	X	0					
Equinor	X	X	X	X	X	X	X	X	X	X	X
Farstad Shipping	X				0			0			
GNA									0	X	X
Huisman								0	X		
Innovation Norway	X	X	X	X	X	X	0	X	0	0	0
Jotun	X			0	0			0	0	0	0
Kincaid	0	0	0	0	0	0	0	0	0	X	X
Kongsberg Maritime	X	X	X	X	X	X	X	X	X	X	X
L'Oréal					0	0	0				
Lorentzen / Lorinvest	X	X	X	X	X	X	X	X	X	X	X
Mandorla						0	0	X			
NBCC									0	X	0
Norsk Hydro					0						
Norskan	X	X	X	X	X	0	0				
Norsul				0	0	0					
OSM Management	X				0						

Panoro Energy	X	X	X		O						
Pareto				X	O						
People 9 Comunicações						O	O	O			
Prumo								O	O		
Roylls Royce				O	X	O	O				
Solstad	X				O						
Subsea 7									O	O	O
Teekay / Altera Infrastructure									X	X	X
Vard (STXOSV)	X			X	X	X	X	X	X		
Mattos Filho										O	O
Wondgroun			O	O	O	O	O	O	X	O	O
Grupo Gera											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. 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://siteixeira.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 optimised and improved our reach on social media and increasingly exposed 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.

Social media / Year	2019	2020	2021
Facebook	2007	2231	2226
LinkedIn	622	1689	2000
Instagram	690	1107	1189

Table: Comparison of social media follower growth from 2019 -2021

2021 Newsletters

Newsletter (March)

DLW 2020 IMPACT REPORT
WOMEN'S EMPOWERMENT MONTH
TODAY! WOMEN'S EMPOWERMENT MONTH WEBINAR

Newsletter (April)

DLW FOOD SECURITY CAMPAIGN COVID-19
PREVENT FOOD INSECURITY!

Newsletter (May)

HURRY AGAINST HUNGER!

Newsletter (June)

THANK YOU THURSDAY!

Newsletter (December)

SEASON'S GREETINGS FROM DLW

5. EVENTS AND ACTIVITIES

Dream Learn Work's team organises 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. 2021 continued to be an unstable year, many adjustments and continuous 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 organisation 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 2022 can be a year full of new possibilities, social justice and collective transformation.

Link Language Partnership - (January)

We would like to highlight another partnership from Dream Learn Work, this time with our friends from Link Languages. Initially, 2 DLW participants will have the opportunity to study English, with the entire structure of qualified professionals and personalised learning from the English course during 6 months.

PROJETO SOCIAL



Photo: DLW announces partnership with Link Language enabling students to study english.

DLW in the Good Deeds Day (February)

Our organisation participated in the 1st Atados 2021 Network Meeting. It was a big online meeting with our partners and several other civil society organisations. This contact and dialogue between so many great people and institutions who want to make things happen, through collective mobilizations and transformations, is what we need to, together, continue to face and overcome this pandemic. Enter full link [here](#).

Photo: 1st Atados 2021 Network Meeting with other collective organisations in dialogue on positive social impact.



DLW webinar with Kincaid (February)

February was a special month for DLW. We resumed our webinar project with our participants and partners. Certainly, we started the project on the right foot with this conversation about Brazil-China relations alongside Wallace Wu (雷伟霆), from our Kincaid - Mendes Vianna Advogados partner. The volunteer accepted the challenge of sharing such rich information and responding to comments and questions from our DLW'ers throughout the webinar.



Photo: Print screen for a moment during our webinar with our corporate partner from Kincaid.

International Women's Day Event (March)

In March DLW helped organise a Marathon in celebration of International Women's Day, from March 29 to 31, during women's month. This great virtual event will count on the presence of several organisations, companies and institutions that also fight for this cause – Royal Norwegian Embassy in Brasília, Royal Norwegian Consulate General - Rio de Janeiro, Innovasjon Norge, Innovation Norway South America, NBCC - Norwegian Brazilian Chamber of Commerce, WISTA Brazil, Aker Solutions, Karanba, Kincaid - Mendes Vianna Advogados, Equinor and Yara International.

Photo: Flyer Save The Date on our collective online event with other organisations to talk about gender equality.



DLW's Food Box Campaign Continuation (March)

Since March of 2020, our organisation 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.



Photos: DLW participants during one of our food box and hygiene kits in Complexo da Maré and Complexo do Muquição

Easter Eggs Donation - Mattos Filho (April)



For Easter, Mattos Filho's Corporate Volunteering Program - MOVA, donated almost 100 chocolate Easter eggs from Cacau Show to our youngsters, and certainly the presents helped sweeten up a bit the lives of our DLW'ers, despite such adverse times due to the pandemic.

Photo: DLW participant holding one of the Easter Eggs that one of our corporate partners.

Grupo Gera partnership (June)

In June, DLW announced another corporate partnership. We welcomed Grupo Gera. DLW is very happy with this new chapter and with the commitment and corporate role of our friends to supporters of the company and all its employees. We continue together in this collective construction, opening more and more doors and opportunities for these young people who just want a fair chance.



Photo: DLW flyer announcing the new Grupo Gera corporate partnership for 2021

Pioneers in SDGs Awards 2021 (September)

DREAM HIGH! In the Pioneers in SDGs Awards, our "Vocational Training for Young People in Brazil" project was selected as one of the organisations and initiatives that contributed to the implementation of the SDGs with tangible results. Dream Learn Work won the Innovation Award. This year, the ceremony was held on September 15th 2021.

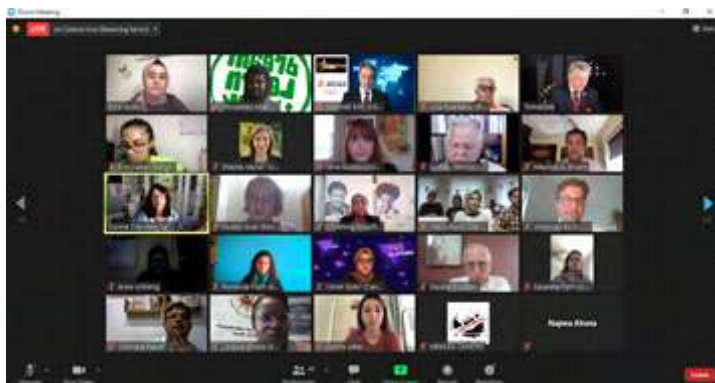


Photo: The Journalists and Writers Foundation (JWF) and its Global Partners recognize Pioneers in SDGs that help achieve the United Nations Sustainable Development Goals (SDGs) by implementing innovative and creative projects benefiting local communities. Access the full ceremony and details [here](#)

Jeanette's DLW farewell and new NBCC mission (October)

"It is with a sad heart that I announce that I am leaving Dream Learn Work after almost 7 years with the organisation. It has been a great journey and I am very grateful for all the opportunities offered and for the chance to impact the lives of the participants. You participants are a true inspiration and I wish you all the best for the future, with the determination and motivation you are creating, the sky's the limit," Said our former General Manager, Jeanette Lorvik.

Photo: Our former General Manager alongside our board of directors and DLW participants.



DLW Christmas Campaign (December)

In December, we also continued our traditional Christmas campaign for our participants. Help us continue our mission of contributing with young adults development & professional qualification so that they can create more opportunities and a better future through access to a quality education and employment.

Photo: DLW Christmas Campaign flyer.



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. We have been running this campaign and distribution for our youngsters since March 2020 and we continue to support these initiatives.

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



6. FINANCIALS

All figures in R\$.

DLW Brazil	2014		2015		2016		2017		2018		2019		2020		2021	
	Income	Cost	Income	Cost	Income	Cost	Income	Cost	Income	Cost	Income	Cost	Income	Cost	Income	Cost
Donations Brazil	349,580		365,475		293,108		518,698		327,719		424,914		751,305		534,815	
Funds transfer from Norway			250,000		612,084				353,886				232,126		96,254	
Training courses		175,772		285,663		219,815		195,663		129,683		73,960		24,192		67,571
Student transportation		32,410		51,410		75,704		84,366		66,655		106,565		23,155		35,853
Salaries / taxes employees		178,804		211,500		270,555		323,310		278,669		269,425		279,324		286,935
Social activities students		2,703		11,176		5,640		1,802				1,500				
Marketing		4,884		9,000		4,879		5,036		2,748				2,808		4,124
Administration, incl. bank and judicial fees		19,965		22,964		29,561		60,888		71,968		84,584		75,085		127,24
TOTAL	349,58	414,538	615,475	597,050	905,192	606,154	518,698	671,029	681,605	549,723	424,914	536,035	1.280,845	404,564	631,069	521,723

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/CLTDA
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)

Daily operation

Norway

Iris B. Froybu, General Manager

Brazil

Jeanette Lorvik, General Manager
 Yasmim Nogueira, Senior Project Coordinator
 Thamires Lacerda, Intern
 Jhonantan Mier, Project Coordinator & Communication

Board in Brazil

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

Audit Council

Claudio Goulart, DNB
 Anthony D'Avila, DNV

Rio de Janeiro, December 31st of 2021

DLW Brazil

Halvard Idland, President

Jeanette Lorvik (secretary)

9. APPENDIX

9.1. APPENDIX I - 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
Active and recruited in 2021: 35

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
Active and recruited in 2021: 40

Abrigo Rainha Sílvia

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
Active and recruited in 2021: 20

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 organisation 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
Active and recruited in 2021: 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
Active and recruited in 2021: 20

Projeto Grael

Partnership established in 2016 (Niterói), based on the principle that sailing as a sport is a tool for socialisation through education and professional training, Olympic champions Lars Grael, Torben Grael and Marcelo Ferreira idealised Projeto Grael in 1996, shortly before the Atlanta Olympic Games. The idea was materialised 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 socialisation 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
Active and recruited in 2021: 21

Fundação Gol de Letra

Founded on December 10th, 1998, International Human Rights Day, Gol de Letra Foundation is a non-profit civil society organisation 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 practises with community and family development.

<https://goldeletra.org.br>

Active and recruited before 2019: 2
Active in 2019: 2
Active in 2020: 2
Active and recruited in 2021: 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
Active and recruited in 2021: 1

9.2. 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

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 Pró-Mundo

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

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 organisation 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. <https://gastromotiva.org/>

Instituto Gourmet

Organisation that has as their mission to train the largest number of successful professionals and entrepreneurs in the gastronomic area. Serving the students with excellence and transforming people's personal, professional and financial lives, generating wealth in a sustainable way.

<https://institutogourmet.com/sobre-nos/>

Universities in addition to these institutions, we had 14 students at a university level in 2018. We increased that number in 2019 to 23 then 36 in 2020 and currently we have 48 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