



2022 REPORT



WELCOME

In 2022 Dream Learn Work (DLW) had another challenging year. However, despite some general difficulties, such as changes in the internal team and some losses in financial support, the DLW year was a year of positive records with 182 courses completed and in progress. Showing our strength and efficiency in optimising results and continuing to deliver results for our participants. Our #DreamTeam continues working with much hope for improvement and focus on the impacts of a strong collective construction. 2022 followed the line of work of previous years and our role in strengthening the network, in addition to 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 such adverse times and a rebuilding scenario.

The DLW team goes on establishing new approaches, different strategic partnerships to carry on working and continue to fulfil our mission, due to the collective efforts of all involved. In 2022, we continued to focus on exploring and optimising digital tools, individual follow ups, but also paying attention to the specific and urgent needs of our youngsters and their family members mainly due to the sense of urgency of decent work in a country that is still far behind in several aspects of employability and income opportunities. 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 activities throughout the years on our three pillars: Dream, Learn and Work and also information on partnerships, communication, events and administration.



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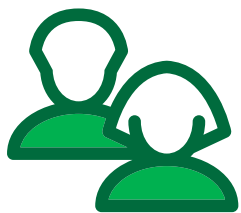
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1. ABOUT US

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.



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's 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.





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. Despite various adversities over a recent period. We remain firm to our principles and mission, always aiming to help in the collective construction of social organisations and fighting for more justice and social responsibility in our country.

PROJECTS and ACTIVITIES

- **Good Deeds Day 2022** - Return of original format and volunteering movement strengthening.

For the 6th consecutive year, DLW was invited to participate at the Good Deeds Day event, fomented in Brazil by the Atados organisation. Good Deeds Day started in Israel in 2007 and today it is organised 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 organise their own events to engage volunteers.

This year, our organisation continued 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. The 2022 Good Deeds Day focus was towards the resumption of the original format of the event, with face-to-face meetings between NGOs, interested people & enthusiasts in social themes, and volunteers. In addition to the different collective actions carried out by various third sector organisations, in celebration of the volunteering movement.



Photos: Some of the 2022 Good Deeds moments with our DLW'ers and volunteers, during the NGO Fair and our social action at Flamengo Park. The event, produced by Atados and aimed towards the collective construction of different civil society organisations all around Brazil and the strengthening of many social campaigns throughout the year.

DLW participants Tech Trajectory

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. one of our DLW participants, Orlando Lira. He is a software development intern at our corporate partner Grupo Gera. Orlando is studying Computer Science at Universidade Estadual do Rio de Janeiro - UERJ and is one of our veteran participants.

DLW understands that access to education is at the heart of socioeconomic inequalities in Brazil and we seek to offer opportunities for young people to acquire professional and educational qualifications to change their perspectives. These are very powerful instruments of social transformation to combat the evils rooted in our society.

Our organisation believes in a world where young people have this citizenship awareness and are capable of producing actions in favour of social justice.



Photos: Orlando during working hours. The DLW'er has divided his time between internship, studies and college and is always looking to improve the knowledge acquired in college at work and vice versa.



and this arose my interest, I ended up qualifying myself as webdesigner, and to become a webdesign master,

Inspirational and informational meetings

In order to motivate and inspire youth to choose education, we organise these informational meetings with local partners. 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 youngsters. In 2022, we continued with this practice of strengthening the network and follow-up with participants after the pandemic period. This gradual resumption of our face-to-face activities, including recruitment visits, continues to be fundamental and outstanding for the DLW differential

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.



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



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 year, many other important national and international institutions still offer different online course opportunities for students showing the increased strength and use of digital platforms and online learning for many youngsters. 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 2022 we kept our course completion rate at 97%, equaling the percentage of 2019 and 2020 and 2021. 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 participant, Dannyelle, with her course certificate from our Graduation Ceremony.

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 2022, we resumed some of the meetings with our local partners, managing to strengthen and continue our mission in partnership with our NGO partners, gradually restoring some of the annual recruitments, visits and the face to face follow-up with our participants in their territories. Always aiming the dialogue about many difficulties as social civil organisations during such adverse times and how to keep fulfilling our mission as a collective force. To continue talking about strategies for social justice and inclusion with our participants.



Photos: Team DLW visiting one of our local social organisation partners from Instituto Bola Pra Frente - IBP 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 2022, our partnership with Instituto Gourmet continued and 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 institution's 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.



Photos: DLW participant, Maiara (right) and Yuri (left), showing some of the gastronomy skills learned and acknowledging the opportunities obtained with the professional qualification and course conclusions.

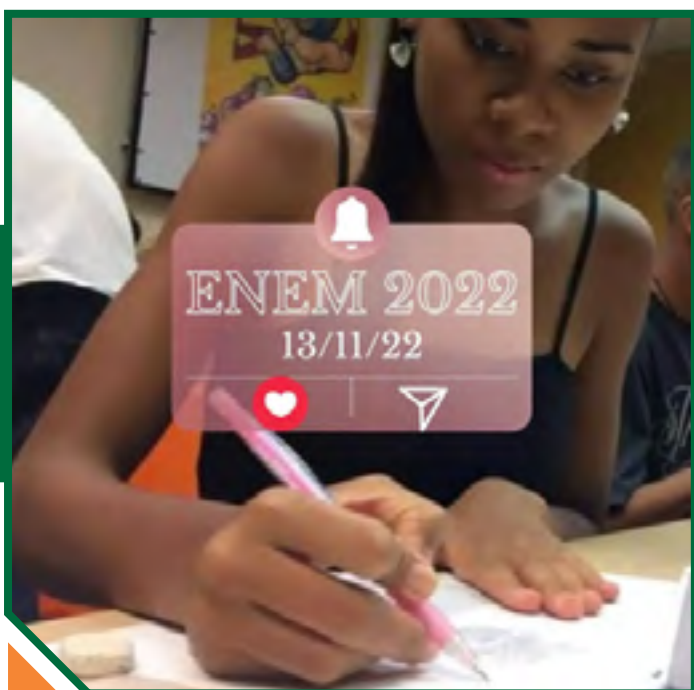
2022 COURSES

In 2022, we followed the educational path of participants' development. 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 65,6% 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 in 2021 and in 2022 we increased that number to 182 and kept our course completion rate at 97%, despite the consequences of such adverse and recent times. 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.

DLW participants are also encouraged to enrol into free preparatory courses and to apply for the national university entrance exam, to continue their education and development at university. DLW currently has 59 participants studying in universities, in 2021 we had 48 DLW'ers at this level and in 2020 that number was 36. The students at the university level are supported with transportation and scholar supplies and materials. Along with all our individualised follow-up support according to the particular needs of each participant's educational, pedagogical, professional track.



Photos: Students from our Oil Operator course at Firjan Sesi/Senai - Benfica Unit, in Rio.

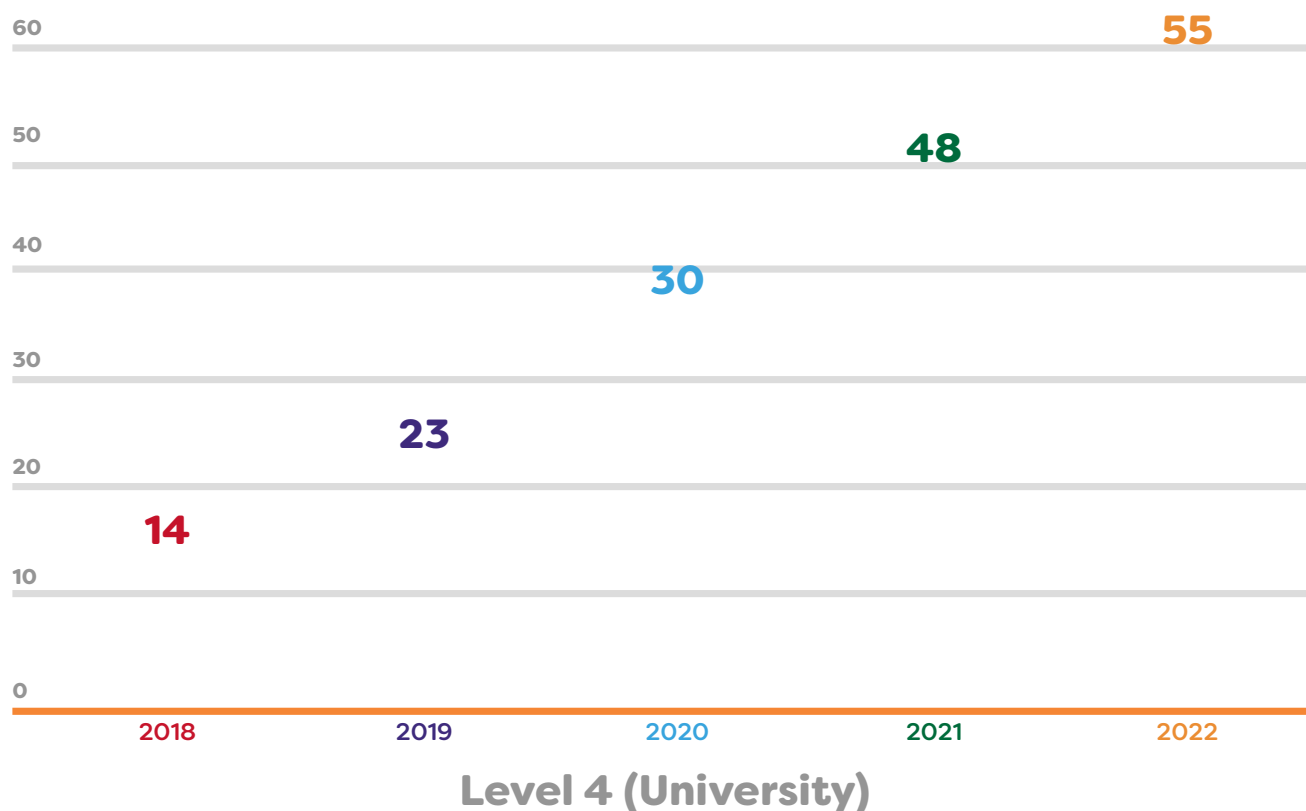


Photos: DLW post about the ENEM. Reminder for DLW participants with useful and informative tips about the Higher Education Entrance Exam.

NUMBERS OF COURSES

Over the years, DLW has worked hard with our participants and partners, for the continuous search for better access to quality education and professional qualification. So that young adults can achieve all their dreams and goals. In addition to being able to compete, enter, stay and grow in the increasingly competitive labour market.

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

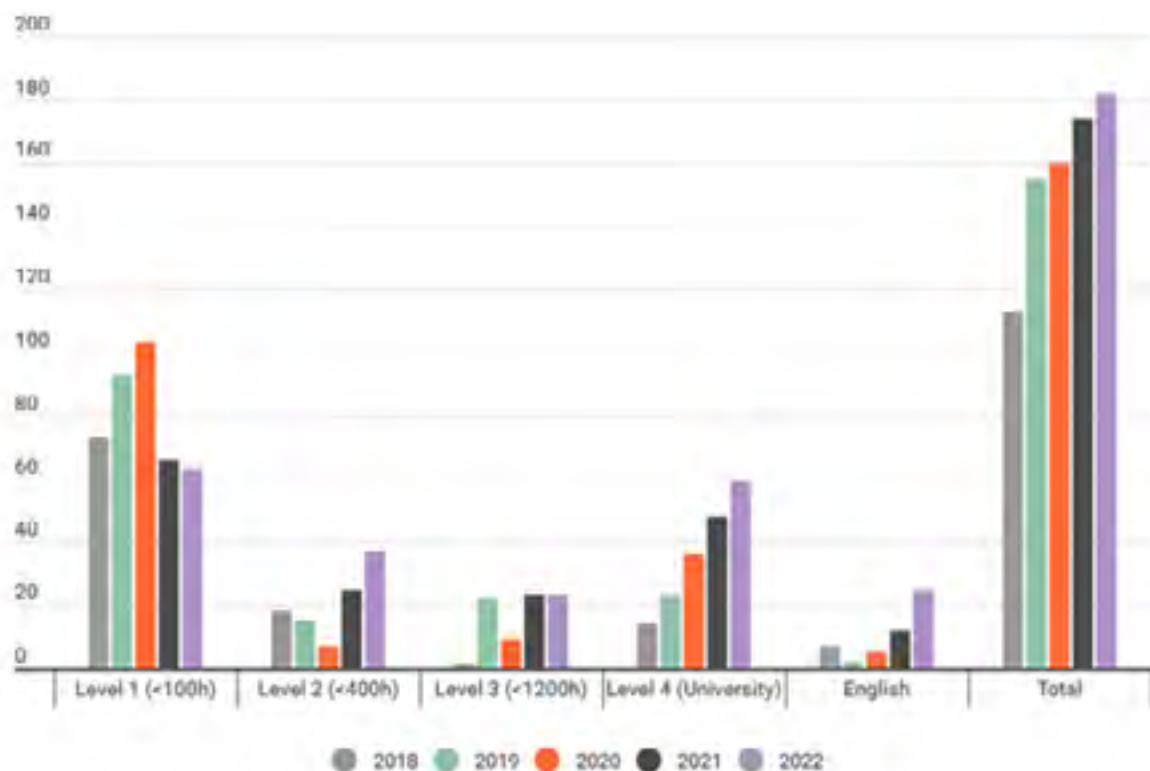


FULL COURSE OVERVIEW IN APPENDIX I

Course level	2018 Course seats	2019 Course seats	2020 Course seats	2021 Course seats	2022 Course seats
Level 1 (30 - 100 hrs)	73	93	103	66	63
Level 2 (150 - 400 hrs)	18	15	7	25	37
Level 3 (< 1100 hrs)	1	22	9	23	23
Level 4 (4 - 5 years)	14	23	36	48	59
English Course: (Starter, Plus & Master) Level 1, 2, 3	7	2	5	12	25
Total	113	155	160	174	182
Completion rate	96%	97%	97%	97%	97%

Course Seats Comparison

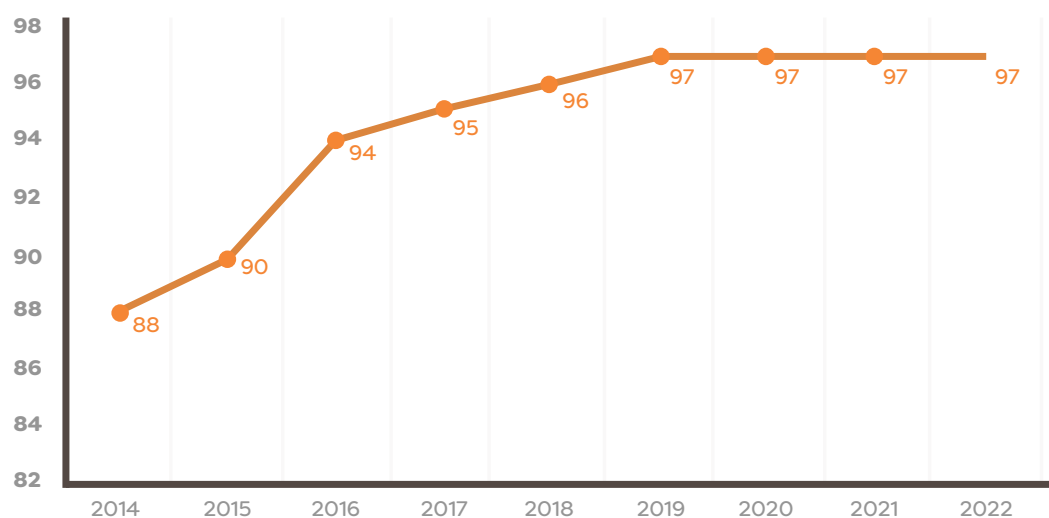
Course seats comparison separated by level (2018-2022)



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 2022.

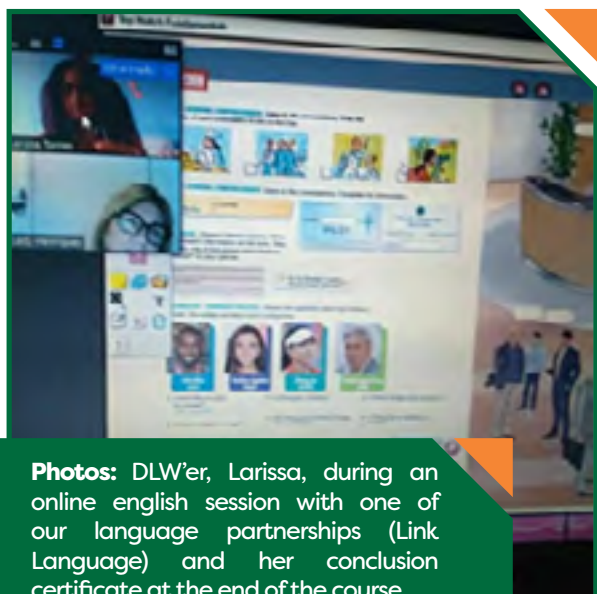
DLW continuous efforts on providing an increased number of course seats alongside with the growth and development of our students' conclusion rates reinforce the importance and commitment of our workforce in the constant individual follow-ups with students. Aiming so that participants extract the maximum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



Course seats comparison separated by level (2018-2022)

ENGLISH COURSES

Over the years, DLW has worked hard with our participants and partners, for the continuous search for better access to quality education and professional qualification. So that young adults can achieve all their dreams and goals. In addition to being able to compete, enter, stay and grow in the increasingly competitive labour market.



Photos: DLW'er, Larissa, during an online english session with one of our language partnerships (Link Language) and her conclusion certificate at the end of the course.



Photos: Our english language partnership with Link Language, was established in 2021 via our strong network and relationship with our partners from NBCC.

Visits at our partner companies

DLW's traditional visits to partner companies, such as Kincaid, Brunel, DNB, Jotun, Kongsberg, Wood and others are unique opportunities and activities for our participants throughout the year to explore career prospects and how to put education to practise. 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.



Photos: Visit made to one of our corporate partners, Brunel, in previous years, showing the importance of this contact with several professionals from other areas and different specialties.



Photos: DLW'ers during a field trip with our partners from Brunel in previous corporate visits.



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, visits, mentoring or informational sessions.

In recent years, unemployment in Brazil has been at its highest rate in the last decade. Despite that 65,6% of our active participants are formally employed in 2022.

Stories of success

Villalba's new labour placement

This year we heard about the new professional placement of one of our DLW'ers. 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.



Photo: Villalba at her internship at Yinson, through a unique and very important partnership for our young people and our organisation.



I am delighted to say that I was part of all the acronyms of DLW.

From when it made me dream in 2019, when he introduced me to the maritime industry and fell in love, through workshops and visits to companies, to providing me with vast learnings about the maritime and offshore area, helping me with courses.

The last completed course was the Oil Operator Course, through a partnership between DLW and Yinson. That led me to be a Procurement Intern at Yinson. Currently, I am grateful to be able to work for the company that gave me the opportunity to take the Petroleum Operator course and today to be part of the team, learning and assisting in the purchasing part for the Operation of FPSO Anna Nery. I was part of Dream, Learn and today I am Work and I thank DLW and Yinson for their support."

In addition to several professional qualification courses, the participant has always participated in other Dream Learn Work projects, such as external visits, workshops, webinars. Certainly, all these experiences, and the search for new and better opportunities, helped Villalba along her trajectory.



Jaddy's Grupo Gera progress

It's very gratifying to see the growth of our DLW'ers. Jaddy started as an intern at Grupo Gera, a corporate partner of ours, and this year she was hired by the company. We wish you much success on this new journey, that you can reach your goals, Jaddy!



Well, talking about my process inside Gera brings tears to my eyes and joy to my heart. I have been at Gera for 1 year and 4 months and in the last month I was hired as an HR Assistant.

The beginning was very funny, I remember that I applied for the Financial Internship and the HR manager who interviewed me at the time ended up choosing me to work with him. In fact, HR Intern was the job I wanted and I already had a lot of appreciation.

Thanks to DLW who recommended and financed a good part of my courses and to Gera who believed in me and in my work, I achieved this first victory in my professional career.

I started participating in interviews, sometimes even introducing some. Who knew that today I'm the one who conducts interviews for internships and apprentices.

I was made very welcome from the start. Grupo Gera has become a family where I feel useful and where I am listened to. Where I learn every day and improve as a person and as a professional. I aim to grow and dedicate myself more and more, I want to one day be a reference in the area in which I work.

Thank you DLW and Gera for believing and betting on me," said the DLW participant during one of our follow-up meetings.



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

Karol's new paths with Subsea 7 in Foreign Trade

Here is a report from our youngster who is now performing her corporate tasks at one of our partners Subsea 7.



Photo: Karol in her work environment at Subsea 7 headquarters in Downtown Rio.

My name is Karol Pontes and I'm 23 years old. I was always a very agitated person at school, which made it very difficult for me to sit still and learn something I didn't 'like'. I always looked for something that identified me but I didn't find it. I took a test for the military, but without success, when I met DLW in 2019, a shipping agent course came up, which I concluded and it generated a desire/passion for this maritime world. With this course I got to know the foreign trade area, in which I went to college and graduated, which was an important step for my family and for the beginning of my life, also in 2019 I moved to a position at Subsea7 as a young apprentice where I stayed for 1 year and 7 months until the contract ended, where I dealt with PLSVs, comex and logistics. When I left in 2021, I had the goal of returning to work with Ship Logistics, which is where I can concentrate my qualities and add both the company and my professional life.

In 2022 I was called back to a vacancy where I would be hired and since September 2022, I have been dealing with vessels from the great Bacalhau Project, one of my day-to-day challenges is to communicate in English, as I did not have this practice, I still have some barriers and it is still a very masculine world in general, which the fact of having a female manager gives me great incentive.

Projeto Bacalhau is very dynamic and this is different from what I had already dealt with in the previous experience, but I have been doing well and I hope to be able to learn more and more from the professionals I deal with around me. I work with the motivation of looking back and seeing that regardless of all the difficulties so far, I have managed to gain my independence and make dreams come true," says the DLW'er.



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. The mentor program provides gains and exchange of fundamental experiences and networking for both mentees and mentors.



Photos: Iago and his mentor from Porto do Açú, during one of their sessions in previous years. At the time, Iago started a new challenge as an intern at Banco Arbi S/A and one of the goals of mentoring was to focus on the participant's professional development. Nowadays he is currently a contracted employee of the same company.

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.



2.4. SOCIAL PARTNERS (NGOS)

Dream Learn Work has 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. In 2022, DLW 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 recent 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

Course level	2018 Course seats	2019 Course seats	2020 Course seats	2021 Course seats	2022 Course seats
Abrigo Rainha Silvia	15	24	24	20	20
Cameratas Laranjeiras	0	1	1	1	1
Fundação Gol de Letra	2	2	2	2	2
Instituto Bola Pra Frente	36	42	42	35	35
Instituto Rogerio Steinberg	1	2	2	2	2
Luta Pela Paz	25	25	25	20	20
Projeto Graef	18	21	21	21	21
Projeto Karanba	16	40	40	40	40
TOTAL	113	157	157	141	141

Table: evolution of DLW participants during years (2018-2022).

Collaboration with other social organisations | Volunteering Experiences

This year our team continued to develop and refine our collaboration with the volunteer management and engagement system. Throughout the year, the organisation focused its efforts on restructuring the way it captures and strengthens the volunteer movement and its importance for the various activities of the DLW in this collective construction. And one of the main tools that made and is part of this integration with volunteering is our Atados page, the largest volunteering site in the country, in which our organisation has space, interest and participation of several enthusiasts with the social cause and ready to add with us in this fight for more social justice. In this tool on the Atados portal, we were able to consolidate all our volunteering opportunities. [Click here](#) to stay on top of all our opportunities.



Photos: DLW's Atados page with all the opportunities to support our cause throughout the year towards social justice.



2.5. 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.

Universities

Currently we have 59 students engaged in different universities and courses. Last year, the number of DLW participants in this level was 48 in 2021, 36 in 2020, 23 in 2019 and the year before, that number was 14 in 2018. This shows our organisation'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.



2.6. 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 recently and that still have an impact on the current scenario, 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	2022
Aker Solutions									○			
Axess			○	○	○	○	○	○				
Brasil Plural	X		X	X	○							
Brunel								○	○	○	○	○
BW Offshore	X				○							
DNB			X	X	X	X	X	X	X	X	X	X
DNV			X	X	○	○	○	X	○	○	○	○
DOF Subsea	X	X	X	X	X	○						
Equinor	X	X	X	X	X	X	X	X	X	X	X	X
Farstad Shipping	X				○			○				
GNA									○	X	X	○
Grupo Gera											○	○
Huisman								○	X			
Innovation Norway	X	X	X	X	X	X	○	X	○	○	○	○
Jotun	X			○	○			○	○	○	○	○
Kincaid	○	○	○	○	○	○	○	○	○	X	X	X
Kongsberg Maritime	X	X	X	X	X	X	X	X	X	X	X	X
L'Oréal					○	○	○					
Lorentzen / Lorinvest	X	X	X	X	X	X	X	X	X	X	X	X
Mandorla						○	○	X				
NBCC									○	X	○	○
Norsk Hydro					○							
Norskan	X	X	X	X	X	○	○					
Norsul			○	○	○							
OSM Management	X				○							
Panoro Energy	X	X	X		○							
Pareto				X	○							
People 9 Comunicações						○	○	○				
Prumo								○	○		○	○
Rolls Royce				○	X	○	○					
Solstad	X				○							
Subsea 7									○	○	○	○
Teekay/Altera Infrastructure									X	X	X	X
Vard (STX OSV)	X			X	X	X	X	X	X			
Mattos Filho										○	○	○
Woodgroup			○	○	○	○	○	○	X	○	○	○
Yinson											○	X

Table: evolution of DLW's corporate partners during years (2018-2022).

X = financial support

○ = non-financial support



2.7. ADMINISTRATIVE PARTNERS

KINCAID MENDES VIANNA ADVOGADOS

Pro-Bono 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

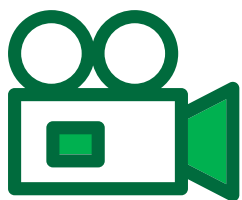
Accounting. Ensures that we deliver financial reports to the tax authorities, and that we adhere to accounting rules and principles of Brazil.

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

ZOOM OUT COMMUNICATION GROUP

Communication agency. Provides digital services and web at nominal cost.

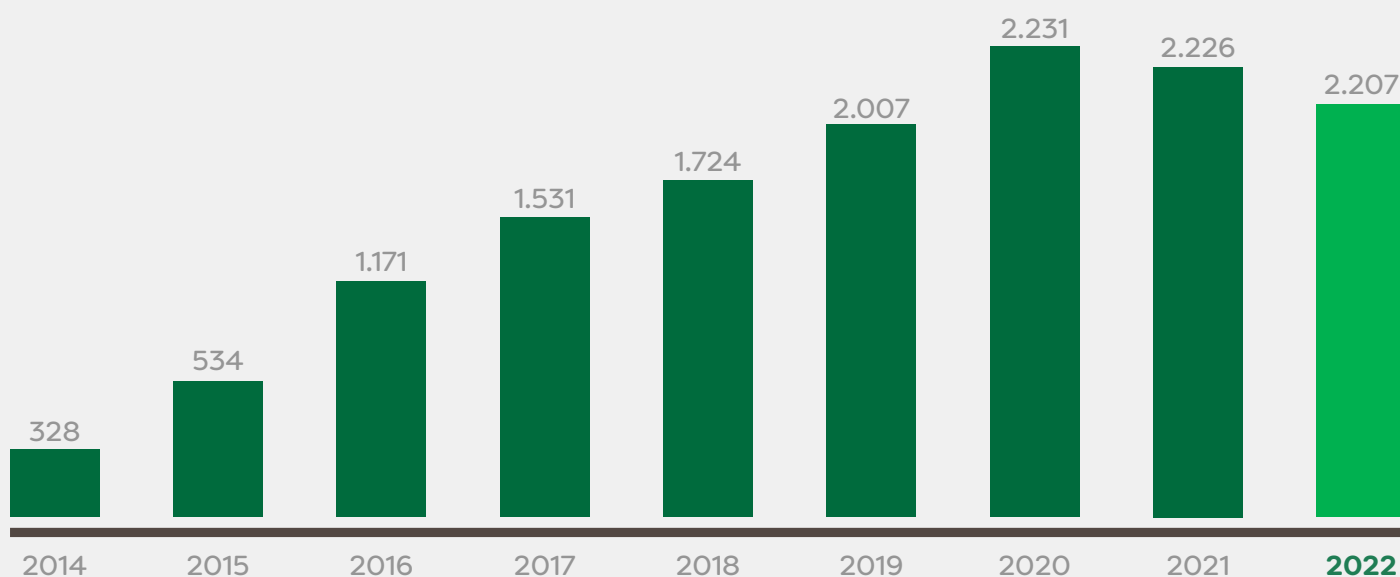
Visit: <https://zoomout.com.br/>



3. 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. Standardising 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 2023, we will continue to increase our reach on these networks and also intend to add greater visibility and communication value of our organisations work and seek for different digital inclusion strategies and opportunities for our DLW participants.

FACEBOOK FOLLOWER EVOLUTION



Our Facebook page had a **0.85%** decrease/increase, compared to 2022.

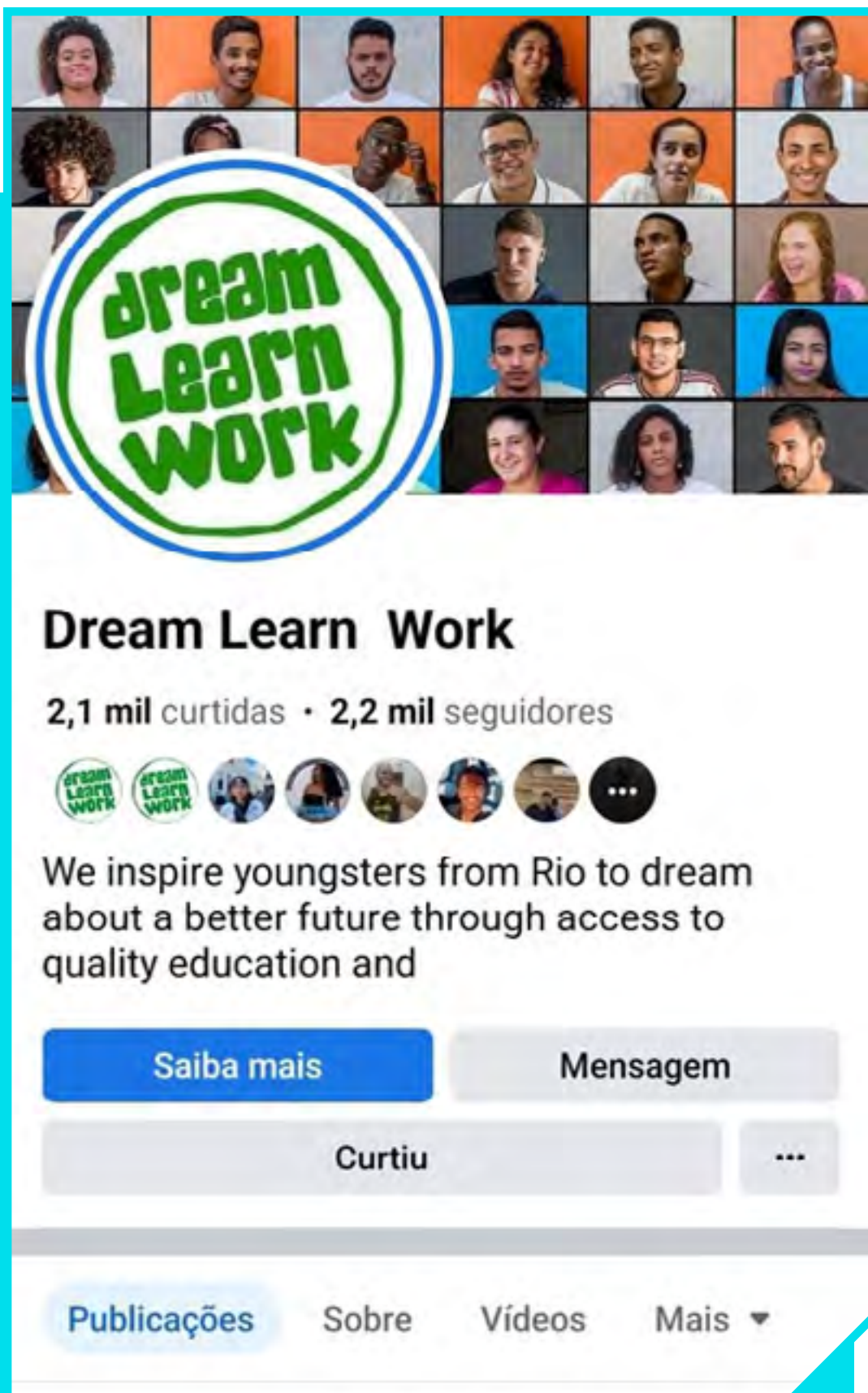
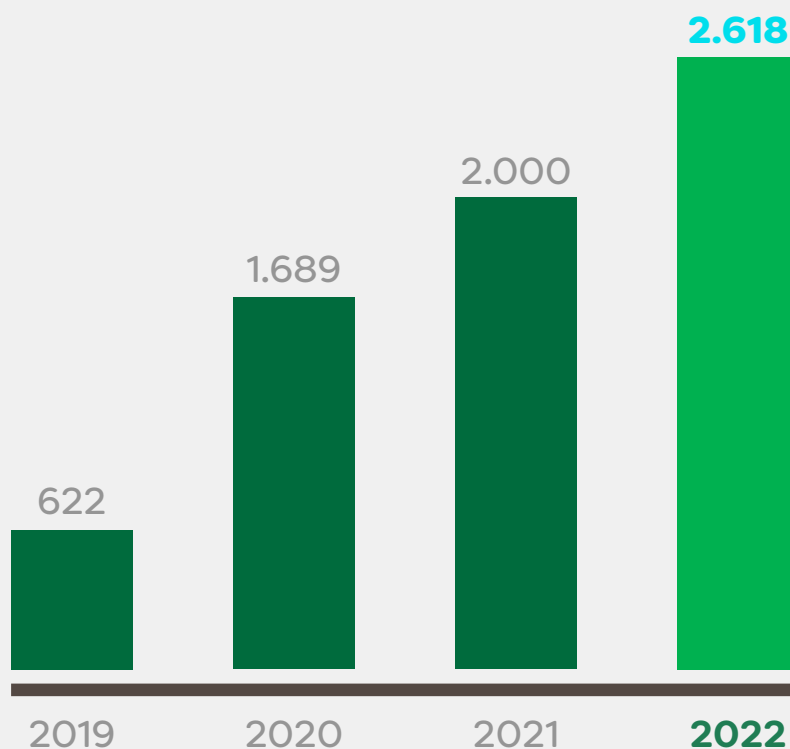


Photo: Follower count in 2022.

LINKEDIN FOLLOWERS GROWTH



Our LinkedIn page had a **30.9%** growth increase, compared to 2021, in this platform of social media.

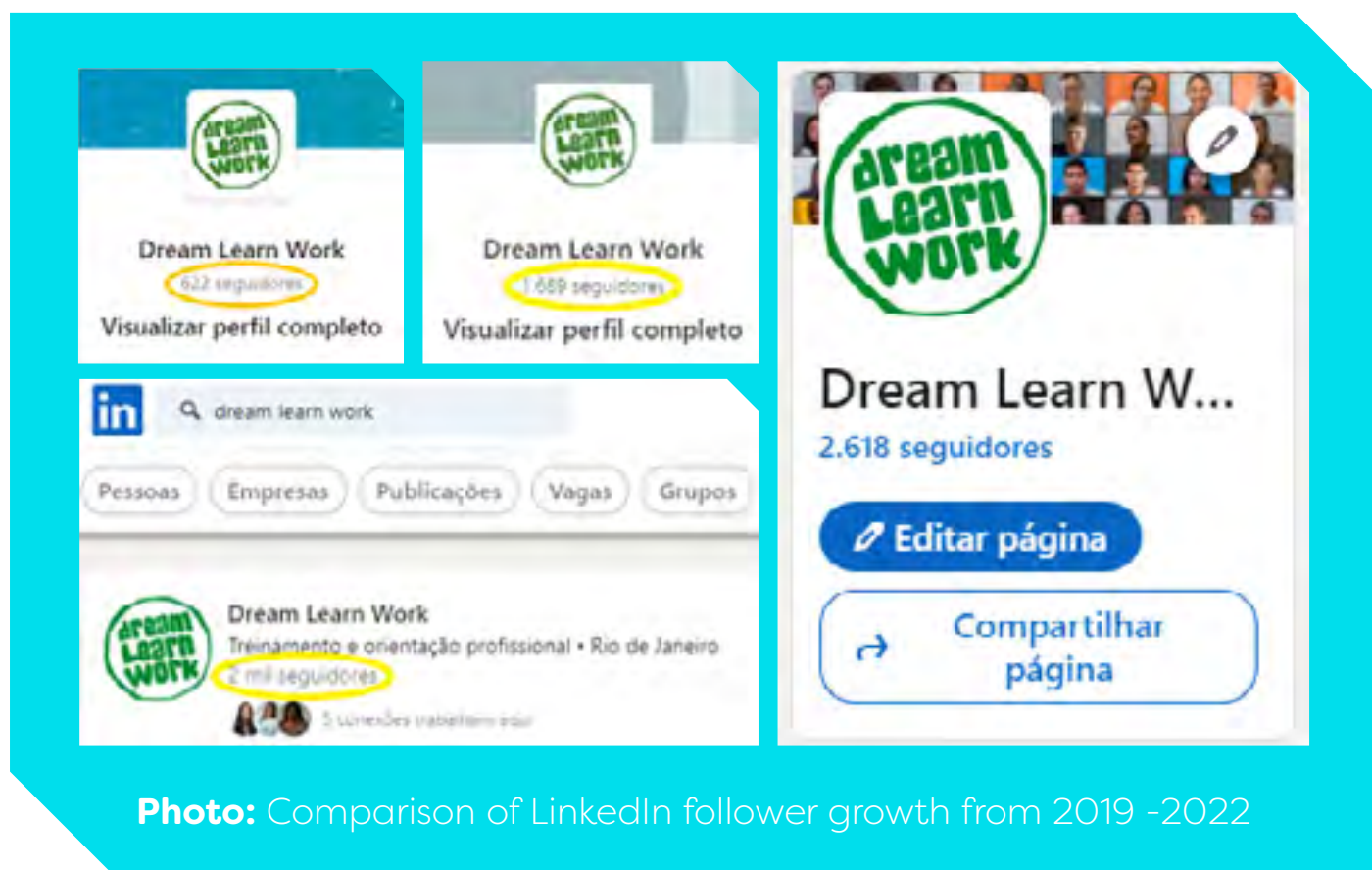


Photo: Comparison of LinkedIn follower growth from 2019 -2022

INSTAGRAM FOLLOWER GROWTH

By the end of 2022 we counted 1239 followers in our account and we plan that it will keep increasing. Our organic reach increased by 4.2% compared to the 2021 number of followers. This also shows how we are gaining engagement in this social media as well.

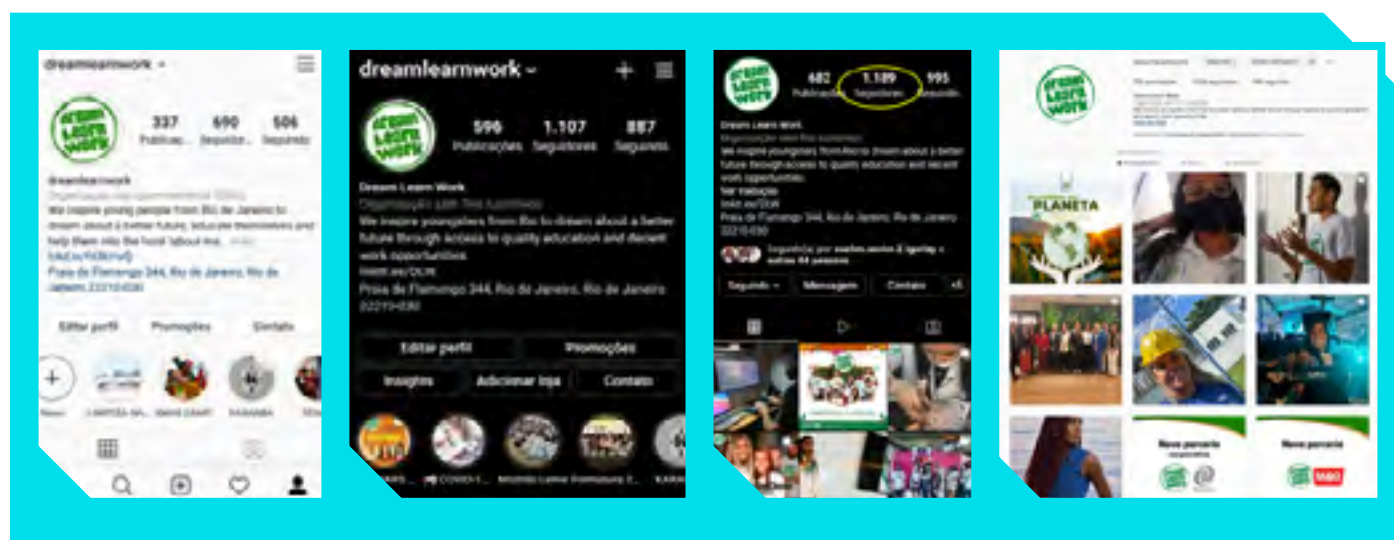


Photo: Comparison of Instagram follower growth from 2019 -2022.

Social Media/ Year	2019	2020	2021	2022
Facebook	2007	2231	2226	2207
LinkedIn	622	1689	2000	2618
Instagram	690	1107	1189	1239

Table: Comparison of social media follower growth from 2019 -2022



4. 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. 2022 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.

World Social Justice Day - (February)

Universities

DREAM | We would like to highlight a very important day at Dream Learn Work. Since 2015, the United Nations (UN) has used February 20 to mark the World Social Justice Day, aiming to raise awareness about equality between peoples, in addition to respect for diversity.

DLW, along with all our partners and supporters, believe in the importance of the collective quest for #SocialJustice and continue to inspire young people in Rio de Janeiro to dream of a better future through access to quality education and decent work opportunities.

The main objective of the date is to support the efforts of the international community to eradicate poverty, promote dignity at work, gender equality, social well-being and justice for all. Our partners at Kincaid Mendes Vianna Advogados have assisted our organisation in pro bono legal matters, and have always supported us in our mission to give young people from underprivileged areas opportunities for a better future through access to education and professional qualification, from the very beginning.



Photos: DLW'er at our traditional annual graduation ceremony in Kincaid's Headquarters. A very special moment, which manages to synthesise all the struggle and achievement of our participants in the pursuit of their dreams and strengthening the fight for social justice.

Recruitment activities at partner NGOs (Ongoing)

LEARN | In 2022, DLW resumed the process of recruiting new young adults within the territories served by our organisation. This collective construction is done with local support and strengthening with our long-standing partner organisations.

Young people have already taken a fundamental step in the search for more access to quality education and professional qualification. DLW wants to continue to inspire them to dream and aim for ever higher flights. Assisting in the acquisition of vocational and life skills, guiding and supporting their choices.

In these meetings, we have the opportunity to contextualise the history of DLW, an opportunity with several corporate partners, through access to quality education and professional qualification accompanied by individualised follow-up.

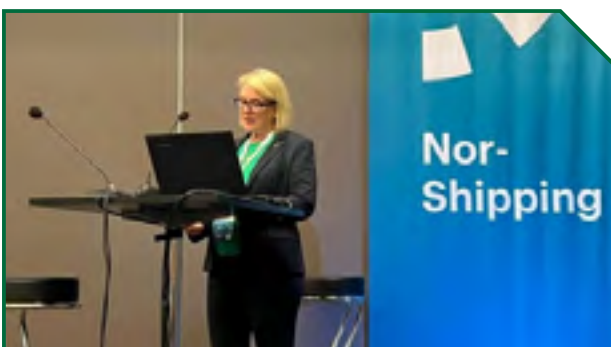


Photos: DLW visits one of our partner NGOs, Karanba, in São Gonçalo/RJ.

2022 Nor-Shipping Event (April)

DREAM | Our General Manager in Norway, Iris Froybu, moderated the roundtable on “Norway x Brazil – the importance of the #ESG agenda.” The event was attended by: Fernando De Lapuerta , Christian Fjell (Altera Infrastructure) and Aage Thoen.

During this year’s Nor-Shipping, the conference Brazil@Nor-Shipping will be built to explore the Brazilian economic and market outlook, its business opportunities, concrete actions towards the target of zero emission, and the potential to strengthen partnership with Norwegian Ocean industry’s players to foster a sustainable market environment in both countries. DLW was honoured for being invited again to such an important international event and we were represented in Lillestrøm during April 4th to 7th.



Photos: Manager in Norway, Iris Froybu, moderated the roundtable on “Norway x Brazil – the importance of the #ESG agenda.”

Norway's Constitution Day (May)

DREAM | On May 17th, Norway's Constitution Day, our organisation remembers one of the memorable moments during this year's Nor-Shipping edition, which took place last April in Oslo. DLW received a recognition medal in Norway! We were awarded by the Brazil@Nor-Shipping delegation, in recognition of our contribution to the social development in Brazil. We would like to extend our special thanks to Camila Mendes Vianna Cardoso, from Kincaid | Mendes Vianna Advogados, and to all the other member organisations from Brazil@Nor-Shipping such as ABRAN and NBCC - Norwegian Brazilian Chamber of Commerce.

Iris Froybu, our General Manager in Norway, represented our entire #DreamTeam at the international conference. We are very grateful and dedicate this achievement to everyone who is part of DLW and who help us in countless ways in this collective construction in favour of the fight for social justice.



Photos: A special hurray to the Norwegians here in Brazil and of all our Norwegian partners that have been collaborating since our foundation.

DLW's Good Deeds Day Campaign (June)

WORK | IT WAS AMAZING! We thank everyone who attended Dia das Boas Ações - DBA 2022, which marked the reunion of many social organisations, partners and old friends in a day with lots of love and strengthening of the network in favour of the Volunteering Movement.

At the NGO fair event, we took some of our DLW'ers to exhibit the knowledge and skills acquired and improved with the Dream Learn Work qualification and follow-up courses, in addition to having the opportunity to expose their brands and exchange experiences with other organisations. Special thanks also for the invitation and partnership with Aatados and reinforce the collective mission of all in the fight for a better world.



Photos: DLW participants and other volunteers, during the annual international event Good Deeds Day takes place, organised in Brazil by Atados. in which DLW has participated since the beginning here in Brazil.

Completion Course at Firjan (July)

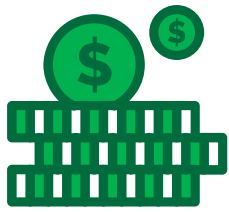
LEARN | BELIEVE IN THE PROCESS! In July, 6 of our youngsters completed the Oil Operator course at Firjan Senai Sesi, at the Benfica unit in partnership with one of our partners, Yinson.

With a lot of effort and dedication, our participants managed to finish another course focused on professional and personal growth. Combining teamwork and determination, they managed to achieve the goal, which is knowledge and quality education.

A big thanks to our partners and friends, Lars Eik, Thais Villela and Paula Colodino and the entire Yinson #workforce, for believing and dreaming with and our DLW'ers. The students continue to search for more educational and professional skills with a focus on putting them into practice soon in the labour market.



Photos: DLW participant during one of the final classes at Firjan.



5. FINANCIALS

	2014		2015		2016		2017		2018		2019		2020		2021		2022	
	Income	Cost	Income	Cost	Income	Cost	Income	Cost	Income	Cost	Income	Cost	Income	Cost	Income	Cost	Income	Cost
DLW Brazil																		
Donations Brazil	349,580			365,475		293,108			327,719		424,914		751,305		534,815		408,869	
Funds transfer from Noeway			250,000		612,084				353,886				232,126		96,254		173,425	
Training courses		175,772*		285,663			219,815			129,683		73,960		24,192		67,571		96,700
Student transportation		32,410		51,410			75,704		84,366		66,655	106,565		23,155		35,853		84,239
Salaries/taxes employees		178,804		211,500			270,555		323,310		278,669	269,425		279,324		286,935		301,121
Social activities students		2,703		11,176			5,640		1,802			1,500						1,927
Marketing		4,884		9,000			4,879		5,036		2,748	0		2,808		4,124		3,738
Administration, incl. bank and judicial fees		19,965		22,964			29,561		60,888		71,968	84,584		75,085		127,24		99,136
TOTAL	349,580	414,538	615,475	597,050	905,192	606,154	518,698	671,029	681,605	549,723	854,914	536,035	1,280,845	404,564	631,069	521,723	582,294	586,861



6. 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



7. ORGANISATION

BOARD IN NORWAY

Sissel Hodne Steen
Trina Galloway
Helle Moen, Blusuvold Radgivning AS
Kristian Frovold, Kongsberg Maritime
Ronny Van der Meij
Nara Borges, Equinor

BOARD IN BRAZIL

Halvard Idland, DBO Energy
Alexandre Imperial, DNV
Paulo Van Der Ven, Equinor
David Richardson, Transocean
Flavia Maia, Gard and WISTA
Camila Mendes Vianna Cardoso, Kincaid
Yasmim Nogueira (secretary)

Audit Council
Claudio Goulart, DNB
Jeanette Lorvik, NBCC

DAILY OPERATION

Norway

Iris B. Froybu, General Manager

Brazil

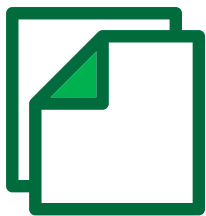
Yasmim Nogueira, Manager
Vanessa Chaves, Project Coordinator
Alecsander Dias, Project Assistant

Rio de Janeiro, December 31st of 2022

DLW Brazil

Halvard Idland, President

Yasmim Nogueira (secretary)



8. APPENDIX

8.1. 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
Active and recruited in 2022: 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
Active and recruited in 2022: 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.



abrigose.org

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

Active and recruited in 2022: 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

Active and recruited in 2022: 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

Active and recruited in 2022: 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

Active and recruited in 2022: 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

Active and recruited in 2022: 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

Active and recruited in 2022: 1

8.2. APPENDIX II - 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.



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

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 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 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.



<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, 48 in 2021 and currently we have 59 participants enrolled in a degree program. 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.

