

IMPACT REPORT DLW | 2020

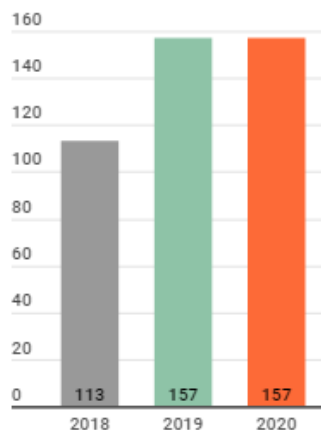


*Creating opportunities
and changing lives*

Number of active participants

Due to the pandemic, we were unable to carry out our annual recruitment in local communities.

However, **we managed to keep all of our 157 young people active and engaged** in some of our activities throughout the year.



% of gender (2019-2020)



♂ (40%) ♀ (60%)

We believe in the **SDG 5** and in social and gender inequalities repairing. With that, **we fight for the promotion of female empowerment**, to see a fair representativeness in the labour market.

DLW IMPACT REPORT | 2020

% of course completion rate

Even in the face of difficult times, participants did not fail to fulfill their responsibilities, objectives and goals. Keeping the **completion rate in courses and activities at 97%**. This only reinforces the importance of individual follow with participants and the perseverance and motivation of each one of them.



DLW IMPACT | 2020

SDG impacts

DLW includes the UN SDGs in all of our work and operations to collaborate with **direct impacts**:



And **indirect** as well:



+1000

Beneficiaries

*DLW youth attended



+4000

Positively

impacted people

*Average of 4 people per family

Since **2006** making a difference and driving **dreams!**

+1.295 courses

Offered and accompanied

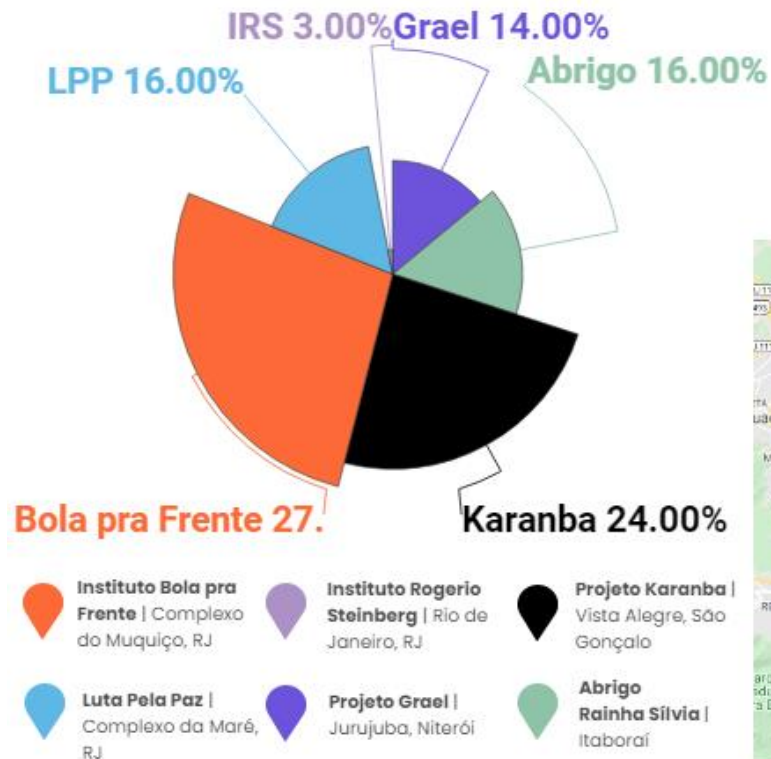
Source: DLW Annual Reports

% DLW youth in the labour market



With the professional trajectory and individualized monitoring of the participants, **their chances of entering and remaining in the labour market increase and are enhanced by the accumulation of social and technical qualifications**, in addition to dedication in the pursuit of dreams.

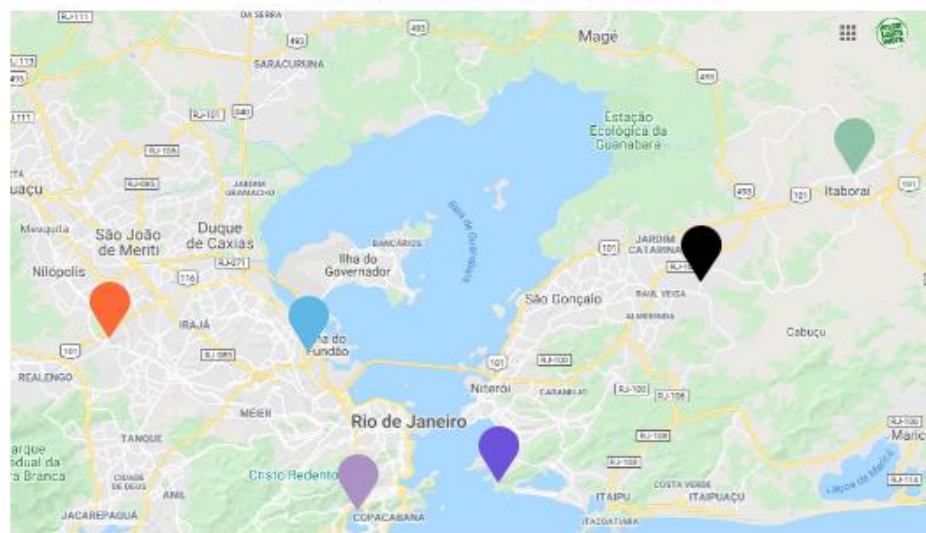
% ORIGIN OF YOUNGSTERS RECRUITED BY DLW



DLW DEMOGRAPHIC REACH

The performance in 6 different territories of the State of Rio de Janeiro, covering 4 municipalities in the metropolitan region of Rio de Janeiro (São Gonçalo, Niterói, Itaboraí and Rio de Janeiro), shows DLW's commitment to acting actively in the development and qualification of young adults, from regions with smaller HDIs, in search of more social justice and better opportunities for youngsters.

DLW TERRITORIAL PERFORMANCE MAP



Source: Google Maps

DLW DEMOGRAPHIC REACH

MORE INFORMATION ON LOCAL TERRITORIES

São Gonçalo | In 2018, among Brazilian cities with more than one million inhabitants, São Gonçalo had the worst overall index in the IFDM (0.6189), considered moderate, and was among the 10 worst in the state. Source: Firjan Municipal Development Index (IFDM)

Photo: Dayane from the fashion and sewing area, protecting herself against COVID-19 and launching a mask line, from her clothing brand - Urban Co.



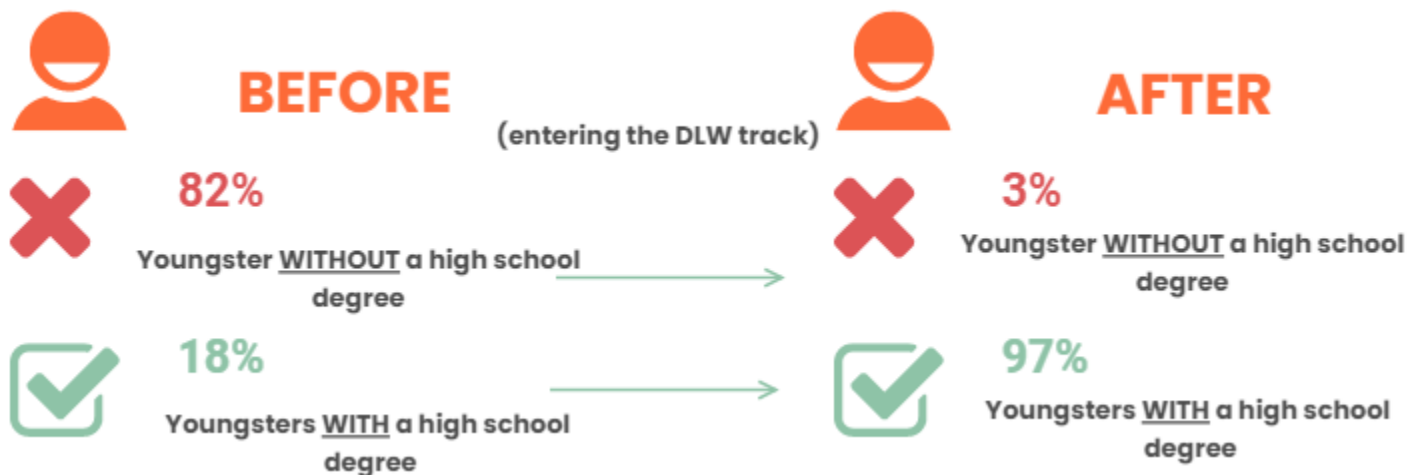
Complexo da Maré | Today, Maré is home to more than 130,000 people and is considered the largest slum complex in Rio. It is also one of the poorest areas in the city. In 2010, the Human Development Index (HDI) for the region was 123rd out of 126 administrative areas in Rio. Source: Outras Palavras

Photo: Orlando, from the IT area, distributing alcohol gel kits to local residents of Maré. Action were carried out by the social project, Eco Maré, which he is a co-founder with other youngsters from that territory.



ACCESS TO EDUCATION | DLW

CONTINUITY OF STUDIES

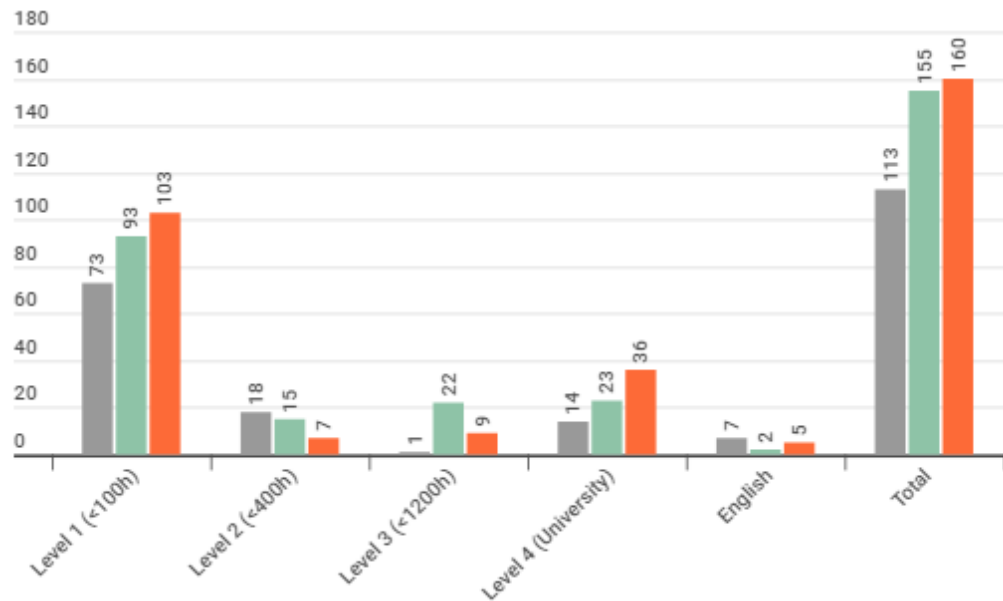


EXAMPLES ON DEVELOPMENT OF EDUCATIONAL ACCESS IN LOCAL TERRITORIES ATTENDED

Complexo da Maré | In 2019, census data indicate that **18.60% of residents completed only elementary school** and **18% completed high school**. While **8% never attended school**, only **0.93% finished their graduation** and **0.03%** their master's or doctorate. Of the total, **53.47%** of Maré residents did not complete elementary school. Source: Agência Brasil

NUMBER 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.



1 of each 5

DLW'ers are studying at a higher education level



Photo: Yasmim, from the mechanics area, fulfilling the dream of graduating as a mechanical engineer. In addition to her university education, the participant had already taken several professional qualification courses, which were and are still very important in the development of her trail with DLW and in the pursuit of personal and professional goals.

INCOME IMPACTS | DLW

INCOME COMPARATIVE

DLW YOUNGSTER

TREATED GROUP*

MINIMUM WAGE IN
2020 (IN BRL)

BRL: 1045,00

Source: Federal Government

EXTERNAL YOUNGSTERS

CONTROL GROUP*

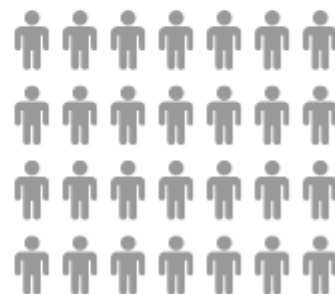
BRL: 2.584,69

AVERAGE INCOME
(IN BRL)

Source: Instituto Bola pra Frente and DLW

BRL: 954,44

AVERAGE INCOME
(IN BRL)



*are not part of the DLW trail but are from the same territory and have similar characteristics to the youngsters in our program

*after joining the trail and received professional follow up and qualification



INCOME IMPACTS | DLW

LIFE QUALITY GAINS

Our participants, after joining the DLW trail and receiving focused monitoring, tend to have an **increase in income and life quality**. In addition to also positively impacting family income, as young people live with +3 people per household on average.

Positive impact on participants
income

 **%170***

*% of income increase in relation to young adults who are not part of the project but are from the same territory

Photo(s): Hugo, from the area of administration and English, during our traditional graduation ceremony in January 2020. Reporting his trajectory and challenges. Currently, the young man is studying English Language in college and just published his first book.



Access to qualifications, together with the dedication of DLW employees, volunteers and partners, makes the **development of social and technical skills** of young adults increasingly larger and better, resulting in qualitative and quantitative gains, in addition to improvements in lives of the participants. With that, they can **aim for bigger steps towards a better future**.

Photo: Lucilene, from the human resources and administration area, taking one of the professional qualification courses, resulting in an increase in her knowledge and professional development for career development.

INCOME IMPACTS | DLW

HIGHER EDUCATION

The Union of Maintainers of Higher Education Institutions (Semesp), shows that, **after the conclusion of higher education degree, graduating students have an increase in monthly income of around 182%**, taking into account those who already worked during graduation. Source: Agência Brasil

Positive impact on the income of participants that have completed their higher education degree

 **%182***

*Having a higher education access, increases income by more than 100%, says research.



Photo: Gabriella, from the administration area, poses when receiving her 1st university diploma. Recently, the youngster joined the same institution in the business administration course, aiming to expand her knowledge in the area and working in the maritime sector.

INCOME IMPACTS | DLW

TECHNICAL EDUCATION

Photo: Wendell, from the electrical and electrotechnical area, performing a service in his work environment. The participant has already taken several professional qualification courses, participated in one of our mentoring editions and is currently studying electrical engineering in college with a full scholarship.



In a research commissioned by the National Service for Industrial Learning (Senai) reveals that **professionals who have taken technician courses have, on average, an 18% increase in income compared to people with similar socioeconomic profiles who have just completed regular high school.** Source: Serviço Nacional de Aprendizagem Industrial - SENAI

***Technician courses increases the worker's income by 17.7% on average.**

 **%17,7***

"My dreams are: to become an electrical engineer, to be able to buy my own house and to be able to support my family. Thanks to DLW, I was able to enter college. One step at a time I will get there." - Wendell

ACTIONS DURING COVID-19 | DLW

FOOD BOXES, HYGINE AND CLEANING KITS

DLW thanks all of our friends, volunteers and partners, who share our vision of how to include and offer better opportunities for our youngsters. Our organization received **several donations during our campaign, allowing us to distribute food boxes, personal hygiene and cleaning products kits during the pandemic.** With these donations, we were able to help our participants and family members in situations of vulnerability during COVID-19. We have been running this fundraising and distribution campaign for our DLWers since March 2020 and we continue to support these initiatives. Our idea is to continue with this project until the normalization of activities. Therefore, everyone's collaboration and help remains essential.



Photo: Andreza, receiving one of the deliveries of the food boxes



Photo: Felipe, receiving one of the Christmas food boxes

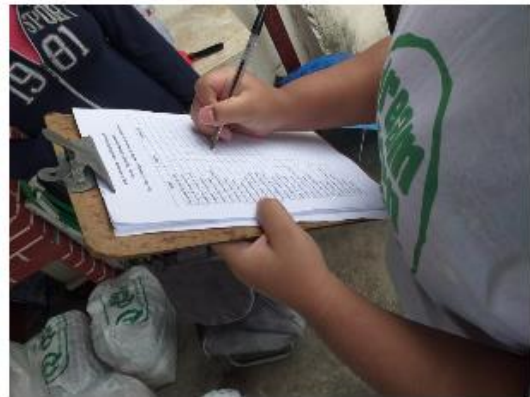


Photo: DLW participant, checking their name on the list of beneficiaries

ACTIONS DURING COVID-19 | DLW

FOOD BOXES, HYGINE AND CLEANING KITS



Photo: Andressa, receiving one of the deliveries of the food boxes and kits distributed throughout 2020

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

99

Beneficiaries*

*DLW youngsters attended



+19 Tonnes
of food supplies,
cleaning mat. and
hygiene kits

+350

**Impacted
People**

* Average of 4 people per family



ACTIONS DURING COVID-19 | DLW

WEBINARS



Word Cloud: List with all webinars topics



Photo: Screenshot of one of our webinars with Mattos Filho



Photo: Flyer of one of the webinars with Equinor

ACTIONS DURING COVID-19 | DLW

WEBINARS



Photo: Screenshot of a webinar with Kincaid

93

Webinars held*

(*with +10 different partners)



+119

Volunteers
Mobilized

11

UN SDGs addressed*

(* out of 17 objectives)



ACTIONS DURING COVID-19 | DLW

OTHER ONLINE EVENTS AND ACTIVITIES

Throughout the pandemic, we held **various activities and online events** with different partners and volunteers. In order to **continue offering relevant content** and learning skills to our participants.



Photo: Screenshot of one of the math classes and preparation for ENEM

Photo: Flyer for one of our online activities. This one was about harassment in the labour market



Photo: Flyer of DLW's participation in the Rio Oil and Gas 2020 event



ACTIONS DURING COVID-19 | DLW

ONLINE MENTORING



CALERI PEREIRA (19) - DLW PARTICIPANT

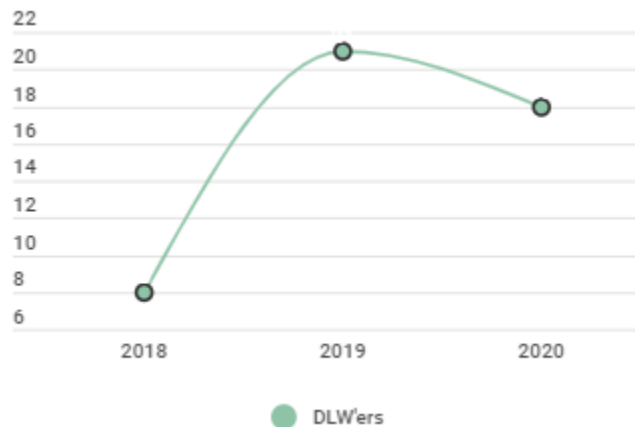
"The DLW Mentor Project during the Pandemic has been great! It is still very dynamic and helps me develop more as a person both in the work environment and outside. Our meetings are being held once a week, lasting 1 hour."

Photo: Caleb and his GNA mentor during one of the online sessions

DLW is very proud of the mentoring project, as **engagement and personalized learning with specialized professionals from different areas**, always results in gains in technical and social knowledge that are vital to our participants. In addition, the experience and **positive feedback from volunteer mentors from partner companies** is always a highlight as well.

We can see the evolution and growth of our DLW mentoring program over the years. However, with a drop in participants during the pandemic. Much because of the **difficulties of some of our participants, in relation to access and digital exclusion.**

NUMBER EVOLUTION OF MENTORIES OVER THE YEARS
(2018-2020)



Graph: Evolution of the number of participants in the DLW mentoring program. In **2018 with 8** youngsters, then **21 in 2019** and **18 in 2020**, due to the pandemic and various difficulties.

ACTIONS DURING COVID-19 | DLW

MENTAL HEALTH



Photo: One of the volunteer psychologists who talked to the youngsters about mental health during the pandemic

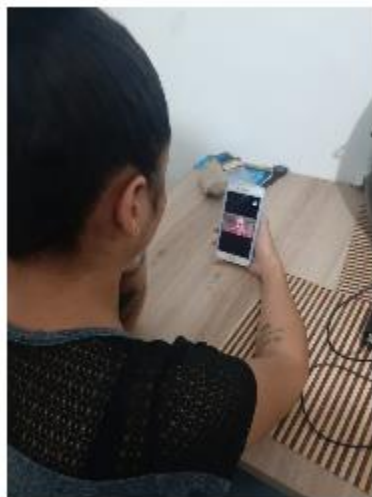


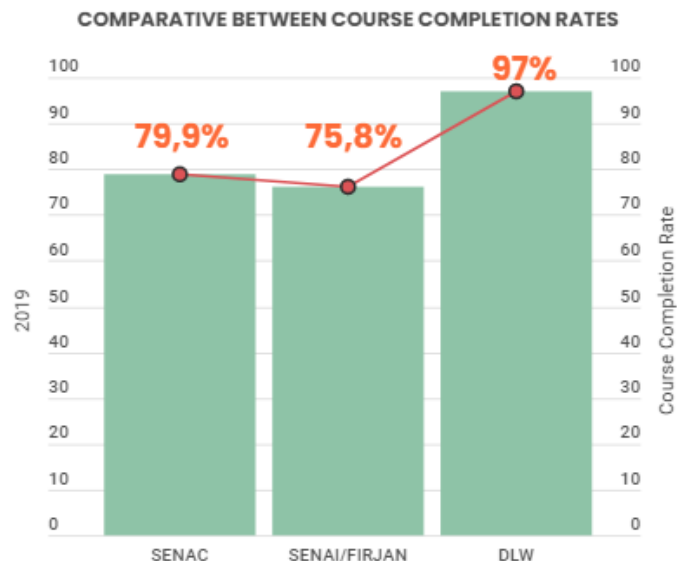
Photo: DLW participant during one of the online activities

Some **participants expressed some anxieties and problems such as anxiety and depression, during the isolation period.** DLW was mobilized to send them to talk and have contact with specific professionals and volunteers in the area. In addition, we organized several online activities that dealt with related subjects and made available some digital content to assist.



Photo: Post about one of the digital content made available for our DLW'ers during isolation

DIFFERENTIAL | DLW



Source: 2019 Firjan Management Report (Pg. 25) | Senac 2019 General Report (Pg. 78) | DLW 2019 Annual Report (Pg. 43)

PERSONALIZED FOLLOW UP AND FOCUSING ON PARTICIPANTS HUMAN AND PROFESSIONAL DEVELOPMENT



Photo: DLW coordinators doing individual monitoring with participants



Photo: Portuguese class with youngsters

The numbers indicate that our **individual follow up and acting in a network with the local community**, has direct impacts in the sequence and good use in the courses offered to young adults. **Showing the importance of our work in the full development of the beneficiaries and optimizing their potential.**

DIFFERENTIAL | DLW

MULTICLIPINARY TEAM



Photo: Part of the #DreamTeam during our graduation ceremony in January 2020

Always with a smile on our faces and searching for more access to quality education and opportunities in the labour market for our DLW'ers.

DREAM



Photo: Jaqueline (left) and Lorena (right) in a 2019 Good Deeds Day activity

LEARN



Photo: Joycyellen holding her course completion diploma

WORK

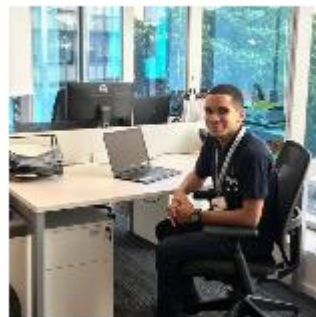


Photo: Leandro at the DNV GL office, the young man was promoted from a young apprentice to an intern at the company

FINANCIAL PARTNERS:



OTHER PARTNERSHIPS:

