



Deutsche Post DHL Group & Teach For All

Empowering all children and youth to thrive and lead in a changing world.

Teach For All

2022 Annual Partnership Report

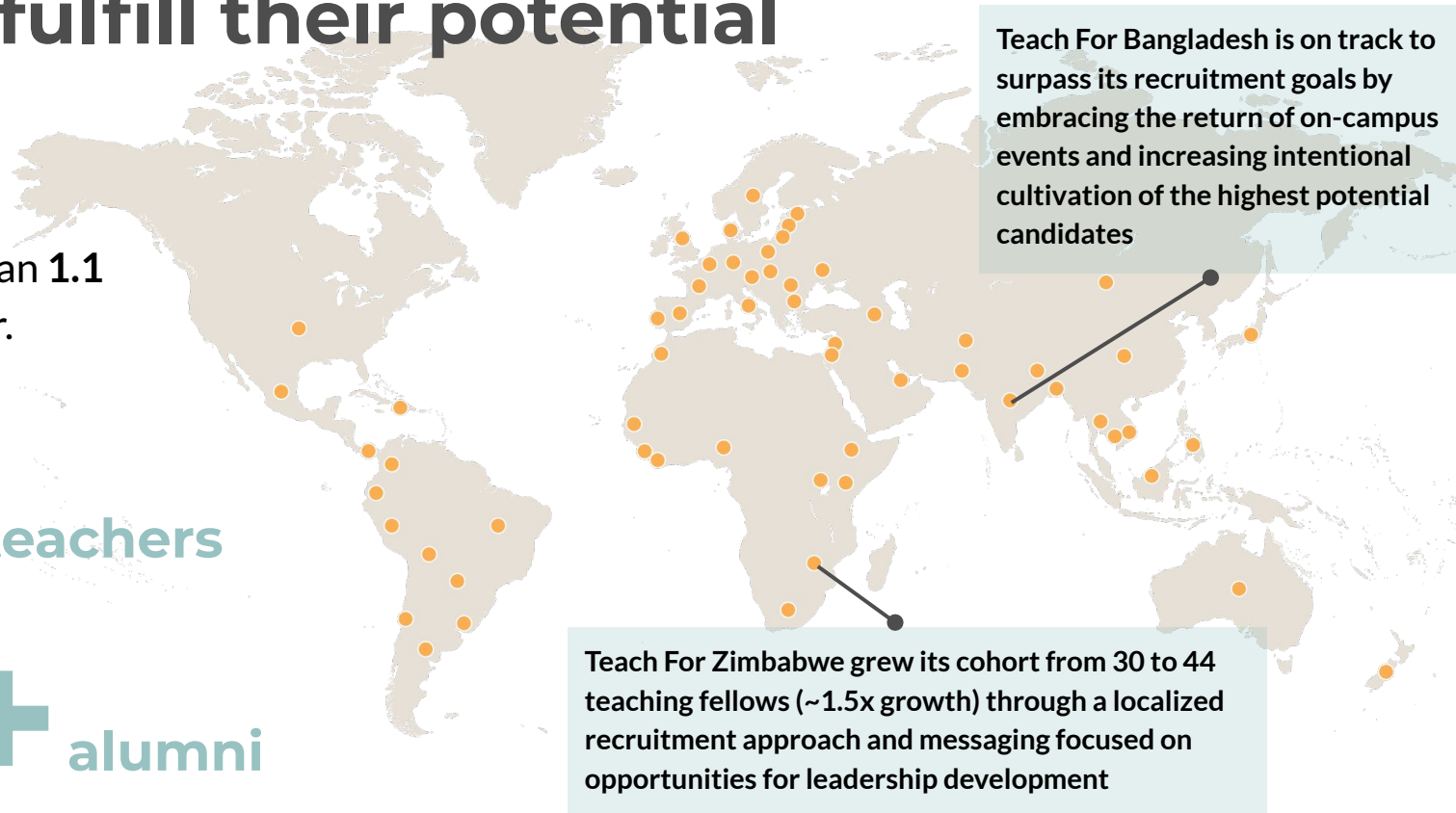
Global Impact

Deutsche Post DHL's **long-standing partnership** with Teach For All is building collective leadership to ensure that **all children can fulfill their potential**

Our network brought in **6,500+** new diverse teacher leaders who together with their second-year counterparts, impacted more than **1.1 million** children in over **60 countries** last year.

12,000+ teachers

94,000+ alumni



Celebrating the Teach For All Network's first **15 years**

Deutsche Post DHL has played a significant role in Teach For All's growth and progress over the last decade. Together, we celebrated this milestone on October 19 with more than **500 members** of Teach For All's global community. The 15th anniversary celebration was equal parts inspiring, profound, and joyful. Highlights of the event included powerful **reflections by network CEOs, stories from former students of network teachers who are now teachers themselves**, a live conversation with **alumni who are continuing to make a meaningful impact** in their countries, and special shoutouts from our champions, including **Deutsche Post DHL's Thomas Ogilvie**.



Click the video above to watch highlights from Teach For All's timeline 2007-2022

Bringing **student voices** to the **center** of the global discussion on transforming education

In September, several Teach For All network alumni, teachers and students from our [Student Leader Advisory Council](#) gathered in New York City to attend UNGA's [Transforming Education Summit](#). The three-day event was full of inspiring conversations, voicing the need for systemic change within the sphere of education. Shruti Belitkar, Teach For India Student alumna, spoke as a panelist for the session [Pathways to Transforming Education](#).

“I never imagined speaking at the United Nations. This opportunity was huge and I could not be any more grateful to all my teachers and mentors who believed in me and encouraged me to speak at the 2022 Transforming Education Summit (TES).”

— Shruti Belitkar, Teach For India Student Alumna



Growing teachers' capacity to **address the inequities** our students and communities face today

Deutsche Post DHL's support has enabled us to form several key initiatives that will help us **tackle these complex challenges**.



Future of Work

Last year, Teach For All launched the [Future of Work Initiative](#) to bring together our global network and business and industry experts to **rethink how to support youth in creating meaningful careers that foster equity and sustainability**. This initiative will help build STEAM skills and characteristics students will need in future careers.



Education in Emergencies

Teach For All's [Education in Emergencies](#) focuses on enabling children to keep learning and to help them adapt to new environments, form connections, and develop critical life skills. Through partnerships such as [collaborating with the UNHCR](#) and [the IRC](#), we are supporting network partners in **addressing the needs of crisis-affected children**.



Girls' Education

The Teach For All network is developing at least 1,500 new teacher leaders to reach over 250,000 girls and other disadvantaged children in countries and **communities where girls are most marginalized**. This initiative will build on our existing efforts from our [Girls' Education Initiative](#) that was launched in 2017.



Climate Education

The [Climate Education and Leadership Initiative](#) launched to equip students with the tools, mindsets, and skills to collectively **mitigate the climate crisis, promote climate justice, and be resilient in the face of climate change**. The growing community of staff, alumni, and fellows are working together to promote climate education in classrooms.

Global Impact

Preparing students to thrive and lead in the **Future of Work**

As a global organization, we launched our **Future of Work Initiative** to bridge the gap between education and the world of work. Since our launch last year, we have:

- Developed and are piloting a **career education framework** in partnership with DPDHL and SOS Children's Villages
- Launched a **Financial Education Learning Community** and revamped the **STEM Learning Community**, which leverages the learnings, STEM curriculum, and best practices across our network of 5,000 STEM teachers.
- Hosted a 4-part series on **How to build strong Future of Work partnerships**. Staff from 11 network partners attended this series and over 19 resources were created and shared.
- Joined the **World Economic Forum's [Lighthouse Network](#)** alongside 15 others to showcase the most innovative and forward-looking education initiatives.
- Elevated successful Future of Work Initiatives across the network.



Global Impact

Network Breakthroughs

During our annual [Network Breakthroughs Session](#), we heard from a number of alumni who presented outstanding and inspiring innovations in education.



Laura created [Teacher Tapp](#), a free daily survey app that **pings over 10,000 teachers** at 3:30pm each day to **measure their job satisfaction, student behavior, and more**. Teachers on the app can access others' responses, which builds camaraderie across the profession and the **data is used by many organizations to ensure teacher voices are at the center of research and studies**.

Laura McInerney

Co-Founder Teacher, Tapp | Alumni, Teach First



Enseña Chile engaged six schools in **Chile's most rural areas** in a pilot program that would **provide internet connectivity** for the schools and broader communities. They provided devices, hardware, and educational apps to access the internet as well as training for **18 teachers in digital skills**. More than **18,524 community members benefited** from this program, which has inspired Enseña Chile to scale this pilot to reach more school communities.

Tomás Recart

CEO, Enseña Chile



Teach For Nigeria teaching fellow and student, Afeez and Esther, were inspired to design a **Community Tech Lab** to build students' **digital skills and life skills**. Together with her classmates, Esther engaged parents and key community members to gather feedback and support to build the Lab in their community. Today, **200 students have access to the lab** and digital educational opportunities.

Afeez Olalekan SAKA

Teacher, Teach For Nigeria

Local Impact

Local Impact

Ukraine Update: Responding to the needs of this **critical moment**

Teach For Ukraine

More than [3.6 million children in Ukraine did not have a school to go back to in September](#) as a result of the ongoing war in Ukraine. DHL's support has enabled Teach For Ukraine to work towards two priorities:

- **Continuing to support children's mental health**, both through training and support, and by working with mental health professionals to provide support to the Teach For Ukraine communities and to all those affected in the cities where they operate.
- **Supporting teachers to adapt to teaching in an emergency context.** Teach For Ukraine is building on existing Teach For All materials developed for **education in emergencies** to support teachers and students, and is starting a train-the-trainer program in cooperation with the Ministry of Education to ensure as many children as possible can continue learning.

Teach For Ukraine has also found creative ways to support students through several programs:

Educational Soup

This project targets learning loss and provides much-needed support to Ukrainian children facing grave physical and emotional harm from the war. Last year, the project enabled more than 1,000 students to catch up on missed learning and receive social- emotional support while making new friends and participating in academic activities.

Zero Stress

This project provides free academic, mental health, and career advice to high schoolers. Approximately 7,000 11th-graders received free access to learning materials to help them prepare for the national multi-subject test, cope with anxiety and stress, and enroll in university.



Local Impact

Cultivating leadership through **teacher training**

DHL's support enabled **23** Teach For All network partners to continue to develop their training and support for teachers, nurturing them to be **bold, grounded leaders who work together both inside and outside of their schools to fight for the aspirations of their students, families, and communities.**

Argentina

Enseñá por Argentina has developed **four programs** since 2020 thanks to DHL's support. These programs meet a range of objectives, including strengthening students' school trajectories, training teachers and managers working with families, and ultimately developing collective leadership. One of the programs, **Elijo la Escuela**, provides an opportunity for every student to construct a life project with the support of their teachers to build socioemotional skills and become aware of their strengths and aspirations.



Perú

In April, Enseña Perú held their first **regional meeting in Amazonas**, which provided a space for teaching fellows to reconnect with each other and their shared purpose. Through this convening, teachers strengthened their purpose and vision for the classroom. Thanks to DHL's support, Enseña Perú fostered leadership development throughout this event and many other teacher trainings this year.



Malaysia

Teach For Malaysia's leadership development program has had an impact both inside and outside of the classrooms. Their teachers are change agents in their communities. After 12 of their students qualified for a state level rugby tournament, three Teach For Malaysia teaching fellows initiated a crowdfunding campaign called the **shoebox initiative** to raise 1000 RM to purchase rugby shoes for their students. Their campaign was an overnight success and the boots have been used by both the rugby team and now the handball team, which **won first place** in the Zon Utara competition.



Local Impact

Developing a new generation of **changemakers**

Below are just a few of the hundreds of **inspiring teachers** DPDHL supports.



Adrián Camilo Bustos Gélvez

2022 Enseña por Colombia Fellow
IER El Cerro School in Carepa, Urabá

Adrián wakes up on Mondays at 5am and packs his suitcase with clothes for the week, food to cook, a blanket, towel, cleaning supplies, a computer, markers, and some books, making sure to keep the weight down since it is strapped to the back of a friend's motorcycle. His commute—a 22 km motorcycle ride—is unpaved and difficult. Once he arrives in Carepa, Adrián takes a 45 minute horseback ride to Cristalina, where he greets his students for school. He leads them in classroom discussions, soccer breaks, and more classwork until 2pm when school ends. He stays in Cristalina for the week, and then repeats his journey back home.

“I really enjoy the process, even though challenging situations often appear. There is always motivation to keep going: being able to share knowledge and experiences with the children and youth of this region to build a better society and a better country.”



“Most families in my village lost their parents during the war and most children did not go to school, especially the girls. I want to learn as a fellow and later return to my community and change things.”

Daphne Oitamong

2022 Teach For Uganda Fellow
Namutumba District

Daphne will graduate from Teach For Uganda's fellowship program in 2024 and hopes to become an education policy influencer and community leader. She hails from Teso sub-region, one that recently faced incursions from Kony rebels and the over 10-year insurgency by the Uganda Patriotic Front Rebels. Daphne knows first-hand what it is like for children to be denied access to education or to struggle to put food on the table. She is committed to providing her students a safe and enriching environment to learn and grow. Pictured is Daphne (second from the left) receiving a projector, speaker and tablet from DHL to use in her class.



Click the video above to watch an inspiring story about Teach For Malaysia alumna, Angelina Sii, and her student who surprises her at the end.

Local Impact

Reimagining education through innovative leadership development

Beyond their traditional programming, Teach For All network partners and DPDHL facilitated a **wide-range of events** to expand educational opportunities for their students and communities this year.

Armenia

Teach For Armenia hosted their first annual [FORUM405](#) conference on education. Named after the founding year of the Armenian alphabet, FORUM405 brought over 200 stakeholders together to explore the question: *How do we spark an Armenian renaissance through educational leadership and innovation?* **DHL funding enabled 13 students to attend the conference and present innovation projects**, which were part of Teach For Armenia's Innovation Accelerator. Projects ranged from transforming classrooms to media rooms to promote journalism to entrepreneurial ventures such as drying fruit and developing marketing plans. Click [here](#) to watch a recap of the event.

Cambodia

Teach For Cambodia and DHL provided **financial education, life skills, and entrepreneurship education for students through a pilot program** implemented in **5 schools**, which impacted **1,450 students** (767 girls). The workshop included a 20-hour curriculum contextualized to the Cambodian context and culminated in a first-ever business pitch competition for students. Students in the pilot demonstrated a positive change in knowledge, attitudes, and behaviors relating to financial literacy and girls' confidence particularly improved across assertiveness and self-esteem. Click [here](#) to watch a recap of the event.

Colombia

DHL funding strengthened Enseña por Colombia's **socio-occupational orientation program**. More than **90 students** were impacted by **22 DHL volunteers** as a result. **Armadillos Amarillos**—one of Enseña por Colombia's core programs—engaged students in seven regional leadership bootcamps. Over the course of three days, these bootcamps impacted **185 students** who together with their **44 teachers**, engaged in hands-on experiences around personal and collective leadership.



Pictures from Teach For Cambodia's Business Pitch Competition (left), FORUM405 (top right), and Armadillos Amarillos (bottom two on the right)

Local Impact

Preparing students for the future through employability education

Teach For All network partners worked with their local DHL offices to find ways to integrate **employability skill-building** into their core programming or through specific future-focused career education events.



Picture from one of Enseña por México's EmplaLabs

México

Enseña por México's **EmplaLabs** offer a space for students, teaching fellows, alumni, and volunteers to engage in employability workshops based on volunteers' specialties. This year, **34 DHL volunteers facilitated two EmplaLabs with 23 teaching fellows, impacting 384 students**. The first EmplaLab assisted teaching fellows in creating a class session for students based on a specific employability skill such as meditation techniques or conflict management. The second, inspired students through guest lectures based on employability needs and interests.

"Something I learned at a personal level is that we adults are responsible for sharing with the next generations and being generous to them."

—**Jiménez**, Finance Planning & Controlling Employee at DHL Express México

Bangladesh

DHL's support this year went towards further developing Teach For Bangladesh's employability education, which already includes an extensive amount of career development opportunities for students, teaching fellows, and their communities. Teach For Bangladesh also provided **Digital Literacy Training Modules to the communities they serve, engaging more than 1,600 parents and students**. And, to identify challenges secondary students face, especially relating to employability as well as incorporating career readiness into the curriculum with a special focus on girls, Teach For Bangladesh is **conducting a needs analysis** with DHL funding to further improve their employability education.

Germany

This year **15 students** visited the DHL office in Berlin to learn more about different career pathways and **40 students** reinforced their employability skills by attending a job interview training led by DHL volunteers.

Local Impact

Bridging the gap between school and work through **DHL Site Visits**

Hundreds of students visited DHL offices this year, **enriching** and **exposing** them to aspirational career opportunities.



Bangladesh

Although the number of female students enrolled in primary education has increased recently in Bangladesh, many drop out before starting secondary school due to the underlying expectations of girls staying in and maintaining their homes. DHL's office tour and panel discussion "**Empower Her Career Aspirations**" specifically focused on the challenges females face during their job search and workplace. Students were provided inspirational examples of female executives from DHL and how they could develop their own career aspirations at a young age.

Chile

A group of **13 students** from Liceo Industrial de Santiago were invited to DHL Supply Chain offices for a customized **Finance Workshop**. The content was prepared by **7 volunteers** in collaboration with one of Enseña Chile's teacher coaches to make sure the pedagogical aspects of the training aligned with the technical ones. The goal was to teach students about entrepreneurship, small companies, tax revenue, startup capital, bank institutions as well as loan applications, all immersed in an authentic professional setting.



"Actions like these motivate our students to keep studying and be professionals. We would gladly participate in more pedagogical instances like this one."

—Isabel Beiza Morales, School Director at Liceo Industrial, Chile

Pictures from Teach for Bangladesh's panel discussion (left) and Enseña Chile's visit to DHL Global Forwarding Offices (right)

Local Impact

Engaging volunteers in **community-based service**

In **Argentina**, DHL volunteers facilitated a **cooking class** and **painted a mural** to beautify the school community. In **Uganda**, DHL volunteers conducted a **tree-planting and community restoration project** that engaged over 600 students. In **Bolivia**, 12 volunteers led a workshop to improve student achievement. This year, DHL volunteers facilitated so many locally-rooted engagements in communities around the world.

"We are glad to be able to contribute to efforts in recovering from the learning losses caused by the school closures during the pandemic in our own little way."

—**Olive Barte BU Lead**,
DHL Supply Chain,
Philippines

Philippines

In support of Teach for the Philippines **Functional Literacy Program**, DHL employees identified age-appropriate story books to distribute to students in the communities they work. DHL employees donated a total of **1,710 books** which benefited **570 public school students** across **14 schools**—a 200% increase from the number of students reached last year.

Zimbabwe

In June, the DHL Zimbabwe Country Manager toured Kowo Primary school. During her visit, she was inspired to scale the school's **Rural Light Project** to enable more learners have access to information. The Country Manager requested technicians to ensure every classroom was equipped with at most **3 laptops** to ease the pressure in the small computer lab consisting of only 8 desktop computers. The school administration expressed gratitude with this new development at their school and thanked DHL for their efforts in digitalizing the marginalized communities. To date, **DHL has donated 44 monitors to computerize Kowo primary school**.



Pictures from top to bottom: DHL Volunteers painting a wall mural in Argentina, providing books in the Philippines, conducting a cooking class in Argentina, and planting trees in Uganda

Local Impact

Engaging volunteers in **career development workshops** for students and teachers



Colombia

DHL volunteers served in schools in Cali, Barranquilla, Bogotá, and Cartagena in September and October this year. More than **22 volunteers participated in at least 5 hours of activities**, which impacted more than **90 students** across **four schools**. Volunteers led an all day workshop with three components: (1) presenting DHL's logistics sector, (2) facilitating a goal-setting activity, (3) presenting personal career talks that provided students an in-depth understanding of the barriers, challenges, and opportunities they could face. Students reacted positively with their experience ranked 4.9 on a scale of 1 to 5.

"I really liked the reflection and the examples that the DHL workers gave us about the circumstances that life offers you and how to overcome them. Their message was always that the most important thing is not to give up and always keep going."

—Cartagena student

Malaysia

Teach For Malaysia gathered **15 students** to participate in **9 Animal Characteristics**, a workshop designed to improve students' communication skills by identifying audience personality types.

Sweden

Teach For Sweden engaged **7 DHL volunteers** in **3 Future Days**, impacting more than **170 students**. Volunteers shared about their career paths and helped students think differently about the world of work and careers in the logistics industry.

Armenia

DHL Armenia Sales and Marketing Manager conducted a virtual workshop for **78 teachers** who were participating in Teach For Armenia's Teacher Leader Academy—an annual summer training program for new recruits. The workshop focused on the importance of effective presentation skills to help them guide their students in designing and pitching student-led innovation projects during their three-week virtual student leadership camp at the end of the summer.

Pictures from Teach for Malaysia's virtual workshop (top), Enseña por Colombia and DHL's career workshops (middle), and Teach For Sweden's Future Day (bottom)

Local Impact

Enhancing career trajectories of students and teachers through **mentoring** and **career development**



Panamá

Nohely Guerra (pictured left) is one of five selected participants who joined **DHL's Career Session**. This session was designed to help participants develop their career plans by providing useful tools, such as personality test results, to achieve successful interviews. Later in the year, Nohely had an interview and she remembered all that the DHL team taught during the career session; now, she is a hired teacher in one of the most important schools in David, Chiriqui (the second most populated city in Panama).

"Having the career session with the DHL team is what helped me the most during my job interview."

—Nohely Guerra, DHL Mentee



Spain

Empieza por Educar launched a second edition of the mentoring program focused on eliminating school drop-out rates and increasing youth employability through mentorship. Patricia (pictured left) is a teaching fellow from the 10th cohort who taught the last two years in a public school called IES Joaquín Rodrigo where she reached 139 students. The students who attended her school belong to the middle/lower class and have complex family situations and needs. More than 12% of the students have migrant origins and there is a rate of 12% of unemployment in the neighbourhood. Patricia engaged with DHL volunteers through several corporate volunteering activities this year, and while the volunteers were not able to engage with all of her classes, she decided to replicate what the volunteers did in the rest of the groups in order to develop their employability skills too.

"The volunteers are very enthusiastic, and even though there is an obvious age gap, they care about getting close to the students. They see an important human side and look at the volunteers with admiration as they tell them about their personal lives and generate that trust, they are being their role models. "

—Patricia, Empieza por Educar Teaching Fellow

Local Impact

Partnership Spotlight: Teach For Cambodia and DHL

Aligned with DPDHL's **GoTeach framework**, Teach For Cambodia and DHL partnered together to provide students opportunities for exposure, exploration, and practice in the world of work.

Providing opportunities to explore the world of work

In August, **26 enthusiastic and committed grade 12 students** from 5 high schools in Phnom Penh and Kandal began their journey to an eco-friendly retreat site in Kampong Chhnang province to join Teach For Cambodia & DHL Cambodia's second annual **Youth Camp**. **18 DHL volunteers, 5 Teach For Cambodia teachers, and 3 Teach For Cambodia staff members** planned, organized, and delivered this 3-day event that covered three main themes: Leading Self, Youth Employability, and Environment Sustainability. Despite coming from different classes and schools, all participants joined with a common goal: to develop a deeper understanding of themselves and learn how to prepare themselves for university and the workforce.

Creating pathways to transition from school to work

Teach For Cambodia and DHL Cambodia offered, for the first time, internship opportunities to students who were alumnus of Teach For Cambodia's Youth Employability Initiative. After considering over 200 student applicants, 10 were shortlisted to submit CVs and participate in a virtual information session followed by a 15-minute interview. **Five interns were selected (all females)**, ranging in age from 18-21, attending different universities and majoring in banking and finance, international relations, and law. **Watch the video to the right to learn more!**



Pictures from Teach For Cambodia's Employability Youth Camp

Building a Stronger Partnership

Building a Stronger Partnership

Thanks to Deutsche Post DHL's investment, our network partners worked to **address the barriers that keep girls from learning** and fulfilling their potential

Bangladesh

Teach For Bangladesh's **My Future, My Choice** activities focused on building growth mindset among students, especially girls. Through three skill building workshops for approximately 3,000 students from grade 6 to 9, Teach For Bangladesh teaching fellows witnessed a positive shift in students' ideas and mindsets. By the end of the sessions, female students shared a variety of career aspirations which grew from the initial selection of doctors and teachers to biologists, software engineers, zoologists, content creators, and even Prime Minister.

Lebanon

Teach For Lebanon's **Girls Employability** project focused on developing the skills girls in Lebanon need such as emotional intelligence, interpersonal skills and self defense.

Uganda

Teach For Uganda's **Youth Employability** activity consisted of a two-day business management and entrepreneurship training for out-of-school youth (girls) in eastern Uganda. More than 100 girls were directly trained and equipped with catering, soap making and hair dressing skills.



Pictures (top right) Teach For Uganda's Youth Employability Day (middle) Teach For Lebanon's Girls Employability Day (bottom) Teach For Uganda

11 network partners are participating in the **GoTeach Evaluation** to learn about the impact of the program



This evaluation is focused on the following **key questions**:

- Did the partnership contribute to positive employability outcomes for young people (students)?
- Are there any unexpected outcomes as a result of the partnership?
- Are there certain types of project activities that are most effective?
- What is the added value of the partnership for the Teach For All network as a whole, and its individual network partners?

590 beneficiaries have responded to the survey answer these questions.

Pictures from DHL-supported activities from top to bottom: Teach For Uganda's teacher training program, Empieza por Educar's site visit to DHL offices, and Enseña por Colombia's visit to DHL offices in Cartagena

Building a Stronger Partnership

Participating in the **Global GoTeach Meeting** in **Nairobi, Kenya** to devise the new GoTeach Framework

During our time in Nairobi, The Deutsche Post DHL team had also the opportunity to visit two of the Teach For Kenya schools.

We are excited to embark on this new journey with Deutsche Post DHL and **increase our impact through the new GoTeach Framework.**



Pictures from DPDHL's visits to two Teach For Kenya schools in Nairobi, Kenya

Building a Stronger Partnership

During 2022, our partnership continued to foster the necessary skills for young people to be ready to shape their future.

We are deeply grateful for the **thousands of hours** volunteers gave to support our work.

Thank you for your ongoing support.

9,314 beneficiaries

24 countries

109 partnership activities

984 volunteers

3,539 hours