



DEUTSCHE POST DHL GROUP & TEACH FOR ALL

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

Teach For All

2021 ANNUAL
PARTNERSHIP REPORT

In the face of **growing inequity**, we are stepping up, determined to develop the **locally rooted** and **globally informed collective leadership** needed to enable all children to thrive.

We are so grateful for Deutsche Post DHL's investment and partnership with Teach For All, which is ensuring that, even as we grapple with the ongoing impact of COVID-19, our network continues to reach new countries and communities and our partners receive the support they need to **drive greater impact for children** while ensuring they have the skills and knowledge needed to thrive in the **future of work**.



THE CHALLENGES

LEARNING IN CRISIS

We've seen firsthand that the disruptions caused by the COVID-19 pandemic are **threatening the welfare of young people**, particularly **the most marginalized** among them.



"We must stop Covid from shutting girls out of school forever."

Malala Yousafzai: Financial Times



"Estimates show that one in four youth globally are experiencing clinically elevated depression symptoms while one in five have clinically elevated anxiety symptoms."

News Medical Life Sciences



"When we look at education and the state of education even pre-COVID we had so much work to do. If you compound that with 15 months of being out of school which experts are saying represents anywhere between two and three times that amount of learning loss, and you look at the impact on life income, on mental health, on kids just losing hope for education and their futures, it is a huge crisis."

Shaheen Mistri, Teach For India CEO: CNBCTV18



"New research shows that all groups are behind in math and reading after disruptions during the pandemic. But it's the most vulnerable students who experienced the steepest setbacks."

The Pandemic Hurt These Students the Most: NYT

THE POSSIBILITIES

And yet the pandemic has generated important **shifts in teaching and learning.**

If sustained, these shifts could accelerate progress towards an education system that develops students as leaders who can shape a better future:

- Teachers have embraced **students as partners** in shaping the learning experience
- Teachers have **engaged parents more deeply** in supporting students' education
- Educators have realized the importance of **fostering students' holistic development and well-being**
- Teachers have **leveraged technology** and realized that it makes teaching and learning easier and more accessible
- **Students are leading today**, which is the best preparation for their future



Global Impact

OUR GLOBAL IMPACT

Through DPDHL's support, our network has **grown** the number of **teachers and leaders committed to this work**.

This year, our 61 network partners placed more than 15,000 diverse leaders as teachers in classrooms around the world. Together with more than 88,000 alumni, they impacted more than 1.1 million students. We also welcomed Teach For Ethiopia, Teach For Senegal, Teach For The Gambia, and Teach For Poland as our newest network partners.

The GoTeach partnership welcomed three new partners: **Teach For Sweden, Enseña por Bolivia and Enseña por Panamá.**

15

Enseña por Panamá
participants benefited
from DHL in 2021.

100

Teach For Sweden
participants benefited
from DHL in 2021.

135

Enseña por Bolivia
participants benefited
from DHL in 2021.



Pictures from Enseña por Bolivia and DHL partnership.

OUR GLOBAL IMPACT

Engaging our global network in conversations around preparing **students as leaders** for the **future of work**.



The **Teach For All** Global Conference

**WHAT LEADERSHIP
DO WE NEED NOW?**

OCTOBER 27-30, 2021

In October 2021, nearly 2,000 members of our global community from more than 65 countries gathered for our **Global Conference** to reflect on the question: *What leadership do we need now?* In one session on [Developing Students as Leaders to Thrive in the Future of Work](#), Deutsche Post DHL leaders and Teach For All staff, teachers, and students discussed ways to create an environment that fosters collaboration among stakeholders to support students' learning and to grow them as leaders who are prepared for the future of work.

To celebrate **World Youth Skills Day**, Teach For All hosted an intergenerational discussion with student leaders from Teach For Armenia, Enseña por Colombia, Teach For India, Teach For Lebanon, Enseña por México, Teach for the Philippines, and Teach For Ukraine, as well as [Christoph Selig and Andrea Colchado from Deutsche Post DHL Group](#).

Local Impact

With the **future of work** rapidly changing, it is necessary we provide students **learning opportunities** that will **prepare** them for the **world they will soon inherit**.

Through local partnerships with 22 Teach For All network partners, DHL volunteers provided their time, expertise, and resources this year to ensuring students, teachers, alumni, and staff members all over the world have access to **career readiness opportunities** including:

- Ongoing **mentoring** and **internships** with DHL volunteers
- Digital and in-person **employability skill-building** workshops
- DHL **site visits** and classroom visits for **career days**
- **Entrepreneurship projects** with DHL partner offices and more



Mentoring & Internships

DHL volunteers engaged in one-on-one mentoring with more than 36 Teach For All teachers this year, exposing them to a variety of learning experiences both inside and outside of the classroom.



Panamá

In Panamá, **6 DHL volunteers** are directly mentoring **6 Enseña por Panamá teachers** this year. Beyond exposing them to different career paths, DHL mentors are collaborating with teachers to support them with problem-solving and innovating learning solutions for students in the classroom. Teachers gain valuable team-building skills and the unique opportunity to apply perspectives from outside the education sector into their work.

Click on the video to the left to hear the testimony of Victor, Enseña por Panamá teacher and DHL mentee.

Argentina

For the first time in more than 10 years of partnership, Enseña por Argentina launched a pilot **DHL Internship Program** called "**My First Job.**" Together with DHL, they interviewed more than 15 student candidates both individually and in groups. DHL then **hired 4 students** to participate in year-long paid internships starting in their second semester of 2021. Interns have been assigned DHL Mentors who will accompany them during their experience this year.

Ecuador

Fundación Enseña Ecuador teacher, Carlos Cordero, thought it would be helpful to get support on team-building and conflict resolution given tensions he was experiencing with his colleagues at school. Fundación Enseña Ecuador reached out to DHL to support him and DHL volunteers went above and beyond to provide him the resources he needed. Not only did they support Carlos in his own development as a leader, they also provided training to more than **20 teachers** at Carlos' school, indirectly benefiting more than **1,000 students**.

Employability Skill-Building Workshops



This year, DHL volunteers engaged in **200+ events and activities** that provided students and teachers learning opportunities to prepare them for future careers.

In India, DHL volunteers led photography, storytelling, and financial literacy workshops for Teach For India students and teachers. **In Panamá**, teachers engaged in a CV and Interview project led by a DHL team to support them in updating their resumes for future job opportunities. **In Cambodia**, **25 students** from 2 public schools participated in a **3-day Youth Camp** where they learned about a variety of topics including environmental sustainability, women's leadership, and how to interview and write CVs. **In Germany**, **2 DHL volunteers** participated in an interview training activity where they presented to **17 9th grade students** about job professions. Volunteers then led mock interviews for each of the students to receive feedback. Most students never expressed their employment plans to any adult outside their family before and had never had a real-life interview.

“While watching the interviews I saw another side of the students who are usually very shy and struggle with school. They were **confident, handled the unknown situation well and had a very precise vision of their future. Watching this was a great pleasure for me as a teacher.”**

Teach First Deutschland Teacher

Pictures from DHL Germany's mock interviews (left), DHL Career Readiness Workshop Video for Teach for the Philippines (top right), and Youth Camp in Cambodia (bottom right)

Site Visits & Career Days

Sweden

DHL and Teach For Sweden organized **Future Day**, where **3 DHL employees** visited Ryaskolan school in Gothenburg to share about their career journeys and to inspire students to think about their future. Some of the questions students asked included:

- What education do you need?
- How many girls work at DHL?
- How much do you earn?

Students were challenged to think about failure and setbacks as an opportunity to improve and achieve their dreams.

Chile

DHL volunteers invited **15 students** from Eliodoro Matte Ossa High School in Santiago on a **site visit to DHL's Supply Chain ENEA site**, giving them a unique opportunity to visualize a profession in logistics. Not only was this impactful and motivating for students, but this trip also gave their teachers a glimpse into potential careers.

Students left the visit having set higher expectations and future career goals, according to the school's Subdirector, Carlos Bernal.

Pictures from Future Day in Sweden (left) and DHL Supply Chain Visit in Chile (right).

“Many students think of becoming a doctor, police officer, nurse, or teacher but **there are so many professions that they do not know exist**. It is often the people around you who decide what is on the horizon and therefore it is important that the business community enters the school.”

Viktor Axelsson, Teach For Sweden teacher at Ryaskolan



Entrepreneurship Projects & More

Armenia

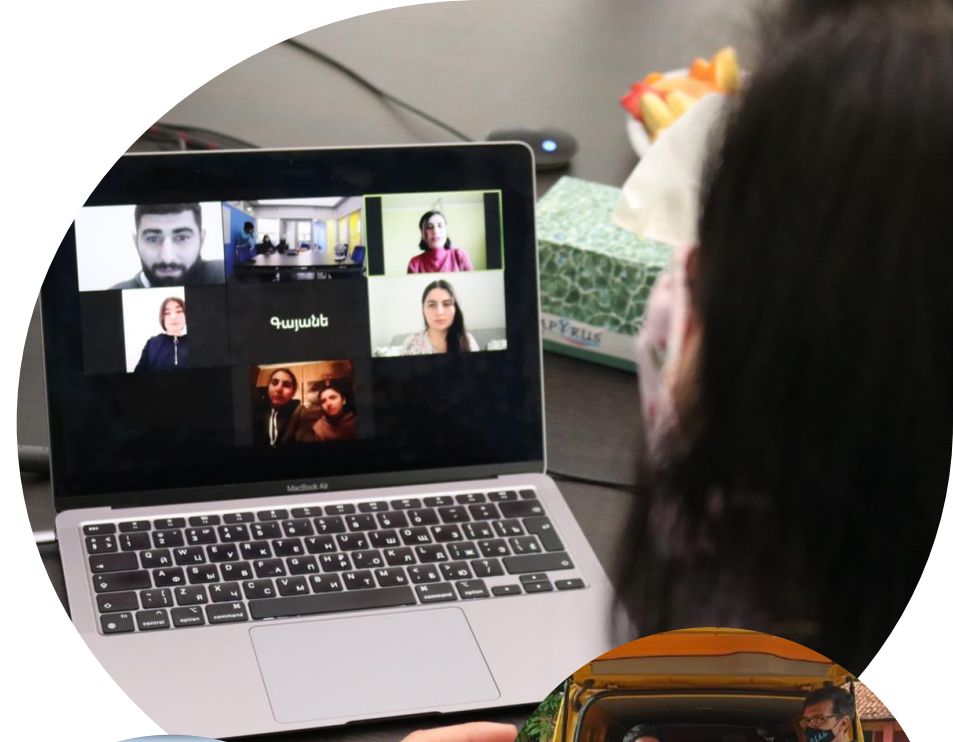
DHL's support enabled Teach For Armenia to host their first annual **Virtual Student Leadership Camp** where students were encouraged to design **student-led innovation projects**. By the end of the camp, they received 50 pitches for group projects and selected **24** to receive funding. DHL volunteers were invited to view **4** students' presentations, engaging them in questions about their projects, pictured to the right.

One of the student-led innovation projects was based in Katnarat village in the Lori region. Students researched the quality of local drinking water and shared their findings with residents.

Click the **video to the right** to hear more about their **"Water for Life"** project.

Paraguay

In October, DHL Paraguay supported one of Enseña por Paraguay's partner schools by creating and outfitting a computer room in the school. **DHL donated 19 computers** and delivered them to the community so students could have access to online learning opportunities and build their technology literacy.



Pictures from Teach For Armenia's Virtual Student Leadership Camp (top and bottom), and DHL volunteer delivering computers to Enseña por Paraguay school (right).

OUR LOCAL IMPACT

In addition to the valuable employability-skill building opportunities DHL volunteers provided us this year, **DPDHL's support has done so much more.**

With the pandemic continuing to exacerbate the challenges and barriers experienced by the most marginalized communities, our network partners are meeting the evolving needs of the teachers, students, and communities they serve. DPDHL's partnership this year enabled network partners to focus on the following:

- 1 **Leverage Technology** to Make Learning More Accessible
- 2 Foster Students' **Social-Emotional Growth** and Development
- 3 **Engage Parents and Communities** in Students' Learning at Home
- 4 Meet the **Diverse Needs** of All Students

We are **leveraging technology** to make **learning more accessible** and to keep more students engaged and learning.

In **Uganda**, students returned to schools this January after nearly *two years* of remote learning. Teachers around the world have adapted to new ways of working to keep students learning and to prevent learning loss. In the **Philippines**, they've reimagined their teacher training by designing a fully virtual program, making it more sustainable by balancing asynchronous and synchronous learning opportunities. In **Germany**, they hired a digital education expert on staff to support the digitization of their teacher training. In **Panamá**, they created **Mi Aula**, an online platform that provides educational lessons on more than five subjects for middle school ages, and has reached more than 350,000 students, beyond just the schools they serve.

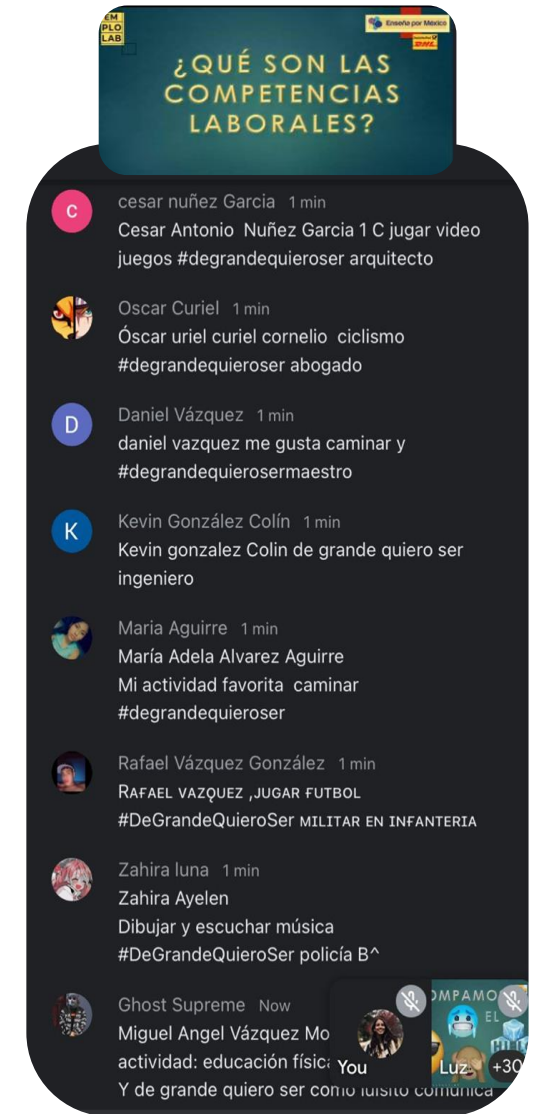
DPDHL has played a **significant role** in the **creation of many of these digital platforms**, supporting network partners to expand their training and learning, going beyond what was possible before the pandemic.

Enseña Latinoamérica 2021

3 DHL volunteers participated in this virtual event along with 10 Teach For All network partners in Latin America. More than 1,250 participants engaged in discussions, sharing their experiences and learning.

México

Enseña por México and DHL worked together to adapt their **Emplolabs** into a virtual format to provide students, teachers, and alumni with tools to develop skills that will help them in their future careers. 18 DHL volunteers engaged in 3 hours of training, 2 hours of planning, and 1 hour of lesson implementation each week for 4 weeks to create quality Emplolabs for more than 250 students and 7 teachers this year. 7 DHL volunteers also created separate videos sharing their professional career journeys, which were viewed by more than 700 individuals in the communities they serve.



Picture from EmpleoLab session with Enseña por México and DHL

We are prioritizing and developing new means of fostering the **social-emotional development** and **well-being** of their students.



Bangladesh

Teach For Bangladesh held Student Shobhas, which were student-led discussions with teachers, staff, and 28 DHL volunteers. One discussion called, “Mental Health and Well-Being,” was led by a 5th grade student Jannatul Nayma (pictured to the left). Together, they discussed the importance of mental health and different coping mechanisms to help manage emotions. Nayma, nervous when preparing for the event, led a powerful conversation with the support of her teacher, Sharmistha, who provided positive feedback and validated her throughout the process. At the end of the event, Nayma expressed gratitude to her teacher for encouraging her to use her hosting skills on such a large platform. Similar to Sharmistha and Nayma, all Teach For Bangladesh teachers are helping their students become stronger leaders every day!

Colombia

A Prender la Onda is a podcast run by Teach For Colombia, which generated 37 episodes produced by 100 students this year. DHL volunteers provided 10 of the students from these podcasts with two specialized workshops aimed at developing their social-emotional skills. One of the workshops focused on the connection of emotions and thoughts with the decisions and behaviors they see in their lives. Volunteers created a safe space that enabled students to reflect with peers and grow in confidence and understanding of themselves. One student reflected on the session, saying:

“I forced myself to think about things that I had been avoiding thinking about for a long time, so thank you.”

Student Participant in DHL Workshop in Colombia

We are **engaging parents** and **communities** more to provide **holistic support** for students.

Perú

Together with the local government, **Enseña Perú** developed “**My Family in Action**,” a virtual event for parents in the province of **Yauli** to support them in providing tools and skills to engage their students in learning at home. **More than 1,500 parents attended this event** which included 12 different discussion group topics for parents to choose from, such as how to incorporate creativity and play at home, how to foster good citizenship, how to manage emotions, and how to connect with kids and partners.

Philippines

Teach For the Philippines developed a comprehensive **functional literacy** and **lifeskills program**, **Batang Bayani**, that not only develops students’ leaderships skills, but also provides parents 6 workshops to develop their capacity to support students’ learning and development at home. **This year, the Batang Bayani Life Skills Program reached more than 1,200 public school students and 206 parents from 13 public schools across the country.**

Picture from Teach For the Philippines, parent engaging with students at home.

““As a parent, I have a huge responsibility to guide my child's education. [Through the Functional Literacy Program], I've seen that no matter where we are - at school or at home - our children can still continue learning.”

Parent Participant of Teach For the Philippines Program in Baclayan, Puerto Galera



OUR LOCAL IMPACT - MEETING DIVERSE NEEDS

We are fostering **equity, diversity** and **inclusivity** as we equip **diverse leaders** to meet the unique needs of children in the most marginalized communities.

India

Over the last year, it became evident to Teach For India that students needed additional learning time, smaller student to teacher ratios, and more content focused on Language, Math, and Socio-Emotional Learning, which is why they launched the **Bridge Program** as a way to address the diverse learning needs of their students and to do so in a way that was relevant to each students' cultural context. This program engages corporate volunteers by first grounding them in the reality of educational inequities in the communities they serve. **More than 97 DHL volunteers engaged in this volunteer program, devoting more than 4,600 hours and impacting more than 580 students.** Students are now receiving more than 4 additional hours of instructional time every week, thanks to this program. *To hear from one of the volunteers, click on Aakanksha's video to the right.*

Spain

Empieza por Educar second-year teacher, Fatima, identified a gap in tools and resources to **train teachers on how to manage cultural diversity** in their classrooms. To provide students a safe space where they can develop a sense of self identity, Fatima created several resources including a manual of tutoring activities to support students in developing their identities and an online library of books and papers written by marginalized groups in Spain.

Cambodia

During Teach For Cambodia and DHL's 3-Day Youth Camp this year, DHL volunteers lead a **women's leadership workshop** where they first engaged students in a Privilege Walk. This activity prompted students to reflect on the ways society privileges some individuals over others. Afterwards, **3 Senior women DHL leaders** shared their stories about overcoming challenges and barriers in their career. Their stories raised students' awareness of **gender inequality**, especially in the workplace. The male students in particular, shared afterwards that they hadn't considered the challenges their female peers face.



Picture from Teach For Cambodia's women's leadership workshop (top) and video testimony about Teach For India's Bridge Program (bottom).

Looking Ahead

Teach For All launches **The Future of Work Initiative**

A multi-stakeholder approach to support students in their readiness to enter the world of work.

Network Partners

Communities of Practice

Leadership

Quality Learning

Alumni

Students

Providing students with **learning opportunities** that prepare them to thrive in the Future of Work: foundational knowledge and competencies, social and emotional skills, and knowledge and skills that are relevant to the digital economy

Teachers

Developing teachers with the **mindsets, knowledge and resources** to support students to acquire the mindsets and knowledge, and build the skills they need for the future of work.

Schools

Facilitating **partnerships between schools and businesses** and connecting teachers and students to learning opportunities such as **corporate volunteering** that expose students to careers in different industries.

Educational Community

Providing teachers with access to a **global platform of opportunities, resources and connections** to learn and share solutions and content across borders, and spread best practices.

Corporations & Multilaterals

Building partnerships with **private and public stakeholders** that go beyond the school and the classroom, building bridges between students and the future of work.

LOOKING AHEAD

4 network partners are partaking in the **GoTeach Evaluation** to learn about the impact of the program.

Argentina, Perú, Spain, and Paraguay are undergoing this evaluation which will focus on the following **key evaluation questions**:

- Did the partnership contribute to positive leadership and employability outcomes for young people (students)?
- Did the partnership contribute to positive outcomes for partners' fellows?
- 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?



LOOKING AHEAD

To support the Deutsche Post DHL Group's focus on **gender equality**, Teach For All and network partners are developing gender-responsive volunteering activities and **will offer a gender equity course to all volunteers.**



GLOBAL PARTNERSHIP HIGHLIGHTS

Even in the most challenging times, our partnership impacted **thousands of students.**

In 2021 partner organizations and DPDHL volunteers across all regions **developed strategies and new practices to continue generating impact** despite the ongoing crisis.

Thank you for your ongoing support.

5,000 beneficiaries

23 countries

237 partnership activities

800+ volunteers

8,000+ hours