Our dream in launching Team4Tech at the end of 2012 was to catalyze the vast talents and innovative solutions of the global tech industry to expand educational opportunities for underserved students in developing countries. We were motivated by our respective experiences working in schools in rural Guatemala and orphanages in Lebanon, as well as our 10+ years in the world of education technology, to see if we could make a real difference for students and teachers by bringing together the tech resources we knew with the enormous education needs in the developing world.

Three years later, we are overwhelmed with gratitude for the dedicated contributions of over 160 volunteers from 15 technology companies, who have worked so hard to make a difference for nearly 30,000 students and teachers in seven countries across Africa, Asia and Latin America. We have created a framework for immersive service learning projects that not only amplifies the efforts of our nonprofit clients on the ground, but also delivers valuable leadership skills for our volunteers from the tech industry.

We could not have come this far without the amazing support of our friends, family, nonprofit clients, corporate partners and their employee volunteers. We are excited to share with you the impact data in this report, and we thank you for your contributions in making it possible. We look forward to continuing our journey with you toward reaching 100,000 students over the next seven years.

Sincerely,

Julie Clugage and Lila Ibrahim
Co-Founders, Team4Tech
Team4Tech is building a community of passionate change agents who are harnessing the power of technology to expand opportunities for underserved students and teachers around the world.

- 18 projects impacting over 28,000 students and teachers across 7 countries
- 94% of volunteers reported expanded global mindset
- $6.6M of skills and technology contributed from 15 companies
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IMPACT
THEORY OF CHANGE

Inputs
- Resources
- Funding
- Volunteers
- Project Development

Activities
- Tech Installation
- Operations
- Training

Outputs
- Deployed Tech
- Evaluation & Sustainability Plan
- Trained Teachers
- Guided-Use Plan

Outcomes
- Tech Usage
- Learning Outcomes
- 21st Century Skills
- Engagement
- Efficiency
- Community Development

Impacts
- Increased Economic Opportunity
- Enhanced Productivity
Team4Tech’s immersive service learning projects ultimately create better education for teachers, learners and nonprofits, better leaders in the technology industry, and better practice for technology companies.

We work closely with our nonprofit clients to define and measure meaningful educational outcomes. This process is guided by Team4Tech’s Monitoring & Evaluation Toolkit and framework.

Continue reading for examples of how we are impacting teachers, learners, technology volunteers and companies around the globe.
GLOBALLY, ACCESS TO EDUCATION IS IMPROVING, BUT THE QUALITY OF EDUCATION IS STILL POOR.

An over-emphasis on rote learning persists in developing countries even though more and more jobs require 21ST CENTURY SKILLS.¹

250 MILLION children cannot read or write even though 130 million are in school.²

Only 17% of South African schools are ICT connected.³

20% of youth lack work skills⁴

12.5% of youth are unemployed globally⁵

On average, one teacher is responsible for

57 students in Kenya
47 students in Cambodia⁶

3 “Only 17% of Schools in South Africa are Connected,” ICT Africa, Democratic Alliance, 2013
4 “Pupil-teacher ration in primary education,” The World Bank, 2015
5 “Twenty percent of young people in developing countries fail to complete primary school and lack skills for work,” UNESCOPRESS, 2012
6 “Youth Unemployment: One In Eight Global Youths Will Be Unemployed This Year, Report Says,” HuffPost Business (International Labour Organization Report), 2012
WE ARE IMPROVING THE QUALITY OF EDUCATION BY PROVIDING TECHNOLOGY AND TEACHER TRAINING WITH A FOCUS ON 21ST CENTURY SKILLS.

The biggest impact on learning outcomes is produced by programs that use a combination of COMPUTERS AND TEACHER INSTRUCTION.7

600

Hours of teacher training provided by Team4Tech volunteers in technology and 21st century skills.

114%

Improvement in DIBELS literacy and numeracy test scores amongst Kenyan first graders.

0

Runaway rates at the Tam Binh orphanage in Vietnam when Orphan Impact began offering computer classes.

LIKHONDA CAME UP TO US DURING A BREAK AND SAID, ‘I WANT TO BE A CAR DESIGNER’. BUT HE DIDN’T JUST SAY THAT AND LEAVE. HE CAME BACK. HE CAME BACK AT EVERY BREAK FOR THE NEXT TWO WEEKS.

- SARAH O’ROURKE, AUTODESK

Likhonda is a grade 11 learner at Makapula High School in Khayamandi Township, South Africa. He was always interested in how things worked and dreamt of becoming an engineer or pilot. When the team of Autodesk volunteers arrived at Makapula High, Likhonda introduced himself to the group.

“Likhonda came up to us during a break and said, ‘I want to be a car designer’. But he didn’t just say that and leave. He came back. He came back at every break for the next two weeks,” said Sarah O’Rourke, an Autodesk volunteer.

The volunteers got Likhonda started with Autodesk software such as Tinkercad, Fusion 360 and Inventor, but more importantly, they inspired him with the possibilities of what he could create with the tools. Likhonda kept on returning during breaks to soak up the volunteers’ expertise and feedback.

Since then, Likhonda has continued pursuing car design and improving his math scores with the hopes of studying engineering or computer science at Stellenbosch University. Likhonda plans to become a teaching assistant for technology events for primary-school learners at the local community center.

Exposure to the Autodesk team and technology fueled a passion for design in one of the many ambitious and imaginative students in Makapula.
THE SKILLS LEADERS NEED IN THE 21ST CENTURY ARE CHANGING. GLOBAL MINDSET, CRITICAL THINKING, COLLABORATION, CREATIVITY AND COMMUNICATION ARE INCREASINGLY VITAL IN THE WORKPLACE.

LEADERS NEED 21ST CENTURY SKILLS8 to be effective at managing change, building consensus, inspiring others and leading across generations.8

Only 26% of business leaders feel that their organization is fostering innovation.9

Only 1 in 3 leaders say they are effective at leading across countries and cultures.10

BETTER LEADERS

THROUGH IMMERSIVE SERVICE LEARNING AND PROFESSIONAL DEVELOPMENT ACTIVITIES, OUR PROJECTS BUILD 21ST CENTURY LEADERSHIP SKILLS FOR TECHNOLOGY EMPLOYEES.

Percentage of surveyed Team4Tech volunteers that reported personal improvement in the following areas:

- global mindset: 94%
- creative problem solving: 91%
- critical thinking: 86%
- collaboration: 80%
- communication: 71%

“"A challenging but very rewarding experience...it really makes you take a bigger look at how to best get to the end goal.”
- Sareena Hirani, Intuit volunteer

“"The experience I gained expanding my global mindset has been invaluable, as I am working with teams across the globe... I keep empathy at the forefront of my mind.”
- Lindsay White, Intuit volunteer
Garret Seevers is a Director of Marketing for QuickBooks Self-Employed at Intuit and one of Team4Tech’s outstanding volunteers. In May of 2015, the team of Intuit employees worked closely with 40 micro-entrepreneurs from Brazilian favelas to improve their product innovation, financial planning, and marketing skills. Garret led his sub-team’s marketing training and was pleasantly surprised at the impact they had over two weeks using nothing but flip charts, markers, masking tape and a lot of enthusiasm.

But, Garret’s impact has extended well beyond his time in Brazil. He has taken the lessons learned in-country back to his work at Intuit, his family and his community.

At Intuit, “I have drawn on my experience to work more effectively on teams, inspire my teammates, and make products even more awesome for our customers,” Garret says. “The accomplishments such a small group made in just ten days have helped me inspire teams, help them realize a vision they did not think was previously possible, and achieve outcomes many thought were not possible.”

Beyond the office, Garret reflects, “Brazil provided me the motivation to rededicate myself to helping others.” He and his two sons have become involved in initiatives such as building homes for families in Mexico and mentoring high school students who provide assistance to Chinese students migrating to the United States.

Garret continues to draw upon his Team4Tech experience to make an impact at Intuit, within his family, and in his communities, near and far.

I HAVE DRAWN ON MY EXPERIENCE TO WORK MORE EFFECTIVELY ON TEAMS, INSPIRE MY TEAMMATES, AND MAKE PRODUCTS EVEN MORE AWESOME FOR OUR CUSTOMERS...

ABOVE ALL, BRAZIL PROVIDED ME THE MOTIVATION TO REDEDICATE MYSELF TO HELPING OTHERS.

- GARRET SEEVERS, INTUIT
BETTER PRACTICE

COMPANIES MUST REDEFINE HOW TO ENGAGE AND GROW EMPLOYEES ACROSS A DIVERSE AND DYNAMIC ENVIRONMENT.

90% of global HR and business leaders cite leadership as a top issue.\textsuperscript{11}

94% of Millennials prefer to contribute their skills to help a cause.\textsuperscript{12}

Only 31.5% of U.S. employees feel engaged in their jobs.\textsuperscript{13}

“More and more companies are relying on a geographically dispersed workforce... Flexibility and appreciation for diversity are at the heart of managing a global team.”\textsuperscript{14}

\textsuperscript{12}“Inspiring the Next Generation Workforce: The 2014 Millennial Impact Report Executive Summary,” Achieve, 2014
\textsuperscript{13}“U.S. Employee Engagement Flat in May,” Gallup, 2015
BETTER PRACTICE

OUR SKILLS-BASED IMMERSIVE SERVICE LEARNING OPPORTUNITIES CONTRIBUTE TO BOTTOM-LINE BENEFITS FOR TECHNOLOGY COMPANIES.

“We come back to Box feeling inspired and proud to be part of an organization that supported us through doing something we found to be truly important and compelling.”

- Sameera Salari, Box volunteer

Alumni Volunteers by Company
- VMware (50)
- Intuit (41)
- Autodesk (17)
- Box (15)
- Facebook (8)
- Adobe (2)
- Other (33)

Amongst service learning participants:
- 82% continue to work at the company
- 78% report increased loyalty to the company
- 75% report increased motivation

91
Team4Tech Volunteer Net Promoter® Score

Knowing that we learn best by doing... participants cultivate a global mindset, expand their experience of two-dimensional diversity, and develop the leadership muscle of reflection.

- Jessamine Chin, VMware Foundation

Jessamine Chin is the Program Director for the VMware Foundation and oversees its Good Gigs program, which was developed by the VMware Foundation and led in collaboration with Team4Tech. Since the program inception, Jessa has participated in three projects - computer science teacher training with Orphan Impact in Vietnam, teacher training with LEAP Science and Maths Schools in South Africa, and teacher training with CARE India. Jessamine has played a central role in developing VMware’s program, which has deployed 50 volunteers to four countries over the last three years. She has seen the profound and lasting impact on VMware employees and the company as a whole.

“Knowing that we learn best by doing, through Good Gigs, participants not only contribute back to the community, but they also cultivate a global mindset, expand their experience of two-dimensional diversity, and develop the leadership muscle of reflection,” Jessamine says.

Vice President of IT at VMware and alumna volunteer, Gloria Falcinelli, reflects, “The experience made me revisit my entire value system and what it means to be a leader...It’s about creating a community within your team to be safe, secure, and able to innovate.”

VMware Foundation is a leader in professional development through immersive service learning.
PROJECT PORTFOLIO

3 YEARS
18 PROJECTS
7 COUNTRIES

165 TECHNOLOGY VOLUNTEERS
9 NONPROFIT CLIENTS
15 CORPORATE PARTNERS

29,300 BENEFICIARIES
28,750 STUDENTS
375 TEACHERS
175 ENTREPRENEURS
In November 2014, volunteers from VMware worked with Journeys Within Our Community (JWOC), a nonprofit organization that promotes economic, educational and health opportunities for underserved communities in Cambodia. JWOC offers a wide range of free courses to over 1,000 children, youth and adults. The courses range from English to digital literacy to art. The VMware volunteers installed a new computer lab equipped with English language learning and science software. They provided training for JWOC’s 45 teachers and staff in basic digital literacy, subject-specific software and 21st century teaching techniques. Volunteers from Box will return in 2016 to provide further training, as well as hardware and software support.
In August 2015, volunteers from Autodesk worked with Greater Stellenbosch Development Trust (GSDT), a nonprofit organization dedicated to bridging material and cultural divides. The Autodesk volunteers trained teachers in digital literacy, 21st century education and STEM topics supported by Autodesk software and 3D printers. The group set up 36 laptops for Makapula High School, one of the two public high schools that serve Khayamandi Township. This project also helped spark collaboration between schools, communities and organizations such as Stellenbosch University, Vision Afrika and Cloetesville High School.

Autodesk volunteers will return to Khayamandi in 2016 to continue in-depth teacher training in math and design software, as well as 3D printing.
Orphan Impact is a nonprofit organization that provides free, after-school computer classes to orphanages throughout Vietnam. Their classes integrate Chromebook technology with project-based learning and skills such as research and design. Orphan Impact currently serves over 600 children from 20 orphanages, and they plan to expand to ten more by the end of 2016.

In 2014, VMware volunteers introduced the Orphan Impact staff to computer programming resources such as Code.org and LEGO robotics. Volunteers from Box, Facebook and Visa returned in 2015 to teach about Design Thinking, as an educational tool that helps students develop 21st century skills. Both subjects have since been integrated into Orphan Impact’s curriculum. Volunteers from Adobe and Facebook will return again in 2016 to help the Orphan Impact staff develop their career preparation curriculum for 16-18 year-olds who will soon graduate from the orphanages.
Functional Expenses: $558,290
July 2014 - June 2015

- Program: $524,392 (94%)
- General & Administrative: $33,898 (6%)
- Fundraising: $0 (0%)*

* Our operational model relies on contributions from technology volunteers and sponsoring companies, as well as friends and angel investors. We do not undertake proactive fundraising efforts.
# Profit and Loss
## July 2014 - June 2015

## Income

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
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</thead>
<tbody>
<tr>
<td>Foundation Grants</td>
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<tr>
<td>Individual Contributions</td>
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<td>Corporate Contributions</td>
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<tr>
<td>Investment Income</td>
<td>$ 93</td>
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<tr>
<td>Other Income</td>
<td>$ 95</td>
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<tr>
<td><strong>Total Income</strong></td>
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## Expenses

<table>
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<tr>
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<td>Personnel</td>
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<td>Program</td>
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<td>Professional Fees</td>
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<td>Operations</td>
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<td><strong>Total Expenses</strong></td>
<td><strong>$558,474</strong></td>
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<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
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</thead>
<tbody>
<tr>
<td><strong>Net Income</strong></td>
<td><strong>$5,608</strong></td>
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# Balance Sheet
As of June 30, 2015

## Assets

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<tr>
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<td>Accounts Receivable</td>
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<td>Other Current Assets</td>
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<td>Total Current Assets</td>
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<td>Total Fixed Assets</td>
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<tr>
<td><strong>Total Assets</strong></td>
<td><strong>$223,436</strong></td>
</tr>
</tbody>
</table>

## Liabilities and Equity

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounts Payable</td>
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<td>Credit Cards</td>
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<td>Other Current Liabilities</td>
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<td>Current Liabilities</td>
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<tr>
<td>Total Liabilities</td>
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<tr>
<td><strong>Total Equity</strong></td>
<td><strong>$199,853</strong></td>
</tr>
<tr>
<td><strong>Total Liabilities and Equity</strong></td>
<td><strong>$223,436</strong></td>
</tr>
</tbody>
</table>
LOOKING AHEAD

Our goal is to reach a total of 100,000 teachers and students over the next 7 years.

* To date; all figures are cumulative.
JOIN US

There are many ways to contribute to Team4Tech’s mission of expanding educational opportunities to underserved communities. To learn more, please visit these pages on our website or contact us at info@team4tech.org.
Team4Tech’s success is possible because of the combined support from our nonprofit clients, corporate partners, volunteers and donors.

Thank you for all that you do, and we look forward to achieving even more together in 2016!

Sincerely,

Team4Tech