team4tech

2018 Impact Report

Team4Tech's mission is to advance the quality of education for underserved learners around the world through technology solutions and capacity building.

DEAR FRIENDS,

When Team4Tech was founded in 2012 with the mission of improving the quality of education for underserved learners around the world, we set a goal of making a meaningful impact for 100,000 learners over 10 years. In 2018, we were excited to celebrate the milestone of reaching more than 55,000 learners in 14 countries. Today, we continue on that path and look to the future to scale our impact with the support of corporate partners and donors like you. We share this annual report with you in the spirit of transparency, accountability and collaboration.

Team4Tech's approach is to partner high-performing nonprofit organizations with skilled corporate volunteer teams to curate and implement locally relevant technology solutions and increase education outcomes for underserved learners. Our ultimate goal is to advance progress against the United Nations Sustainable Development Goal 4.4: to substantially increase the number of youth and adults who have relevant skills — including technical and vocational skills — for employment, decent jobs, and entrepreneurship.

Improve Educational Outcomes

Since 2012, we have supported 20 nonprofit partners in 14 countries. Our goal is to empower learners with the skills they will need for success in work and life. We partner with nonprofit staff and teachers through a "train-the-trainer" model using our Skills Roadmap to help improve educational outcomes from digital literacy to lifelong learning skills. For example, through our collaboration with nonprofit partner Kidspire Vietnam, 86% of Year 1 students achieved proficiency in digital literacy and 100% of Year 4 students achieved proficiency in key lifelong learning skills such as creative problem-solving, critical thinking, and collaboration.

Strengthen Local Education Capacity

Over the past six years, our nonprofit partners have benefitted from $9.5M in technology solutions and training. 97% of teachers who participate in our projects report an increase in technology knowledge and skills to share with their students. By committing to supporting our partners for three to five years, we

are building sustainable capacity, catalyzing long-term impact, and working toward scale. For example, in 2018, Team4Tech and our nonprofit partner Gashora Girls Academy hosted design thinking and coding workshops for 40 teachers from 16 schools across Rwanda.

Activate Changemakers

Since our founding, more than 400 employees from 35 companies have provided skilled pro bono support to our nonprofit partners. To continue to inspire these passionate professionals to make a social impact and to recognize their 130+ hours of service and leadership development through Team4Tech projects, we are excited to announce the launch of Team4Tech Fellows. Our hope is that this new program for our alumni will engage them to continue applying their skills to improve the quality of education in their communities and around the globe.

Share What We've Learned

To continue to grow our impact, we are sharing our lessons learned and engaging peers to accelerate our learning in return. In 2018, we engaged with global colleagues through the World Bank Youth Summit, Global Partnership for Education's mEducation Alliance, and the Corporate Philanthropy Forum. We worked with The Conference Board to publish "**Pro Bono as a Leadership Tool for Nonprofits**" with our partner, Taproot, and "**Reviving Professional Development: A New Approach for Millenials**" to share research and case studies on building leadership capacity. In 2019, we are launching a platform to promote knowledge sharing among our nonprofit partners.

We hope you will join us on the journey to catalyze broader systemic impact!

SINCERELY,

JULIE CLUGAGE
Co-Founder and
Executive Director

LILA IBRAHIM
Co-Founder and
Chair of the Board

TEAM4TECH'S THEORY OF CHANGE

TEAM4TECH PROJECTS

Identify and partner with high-performing nonprofits

Curate locally relevant technology solutions

Engage skilled volunteers to deliver solutions and training

Catalyze nonprofit progress along our skills roadmap

Demonstrate impact of the model through evidence

PROJECTS RESULT IN INTERMEDIATE OUTCOMES:

Improved educational outcomes

Strengthened local education capacity

Activated changemakers

Shared learnings and model

OUTCOMES ALLOW FOR SCALING:

Build a nonprofit network

Engage technology professionals in continued support

Create thought leadership

SCALE CATALYZES:

Government and system uptake

LONG-TERM IMPACT

UN SDG 4.4: Ensuring quality education for all by increasing the number of youth who have relevant skills for employment, economic opportunity, and entrepreneurship

Team4Tech Skills Roadmap

Team4Tech projects are catalysts for our nonprofit partners. The goal is to improve educational outcomes for learners along our skills roadmap as the nonprofits build capacity. Team4Tech engages in three- to five-year collaborations with established, high-performing nonprofit partners, ensuring that our projects lead to sustainable impact.

DIGITAL LITERACY SKILLS

Build digital literacy skills to become confident using technology.

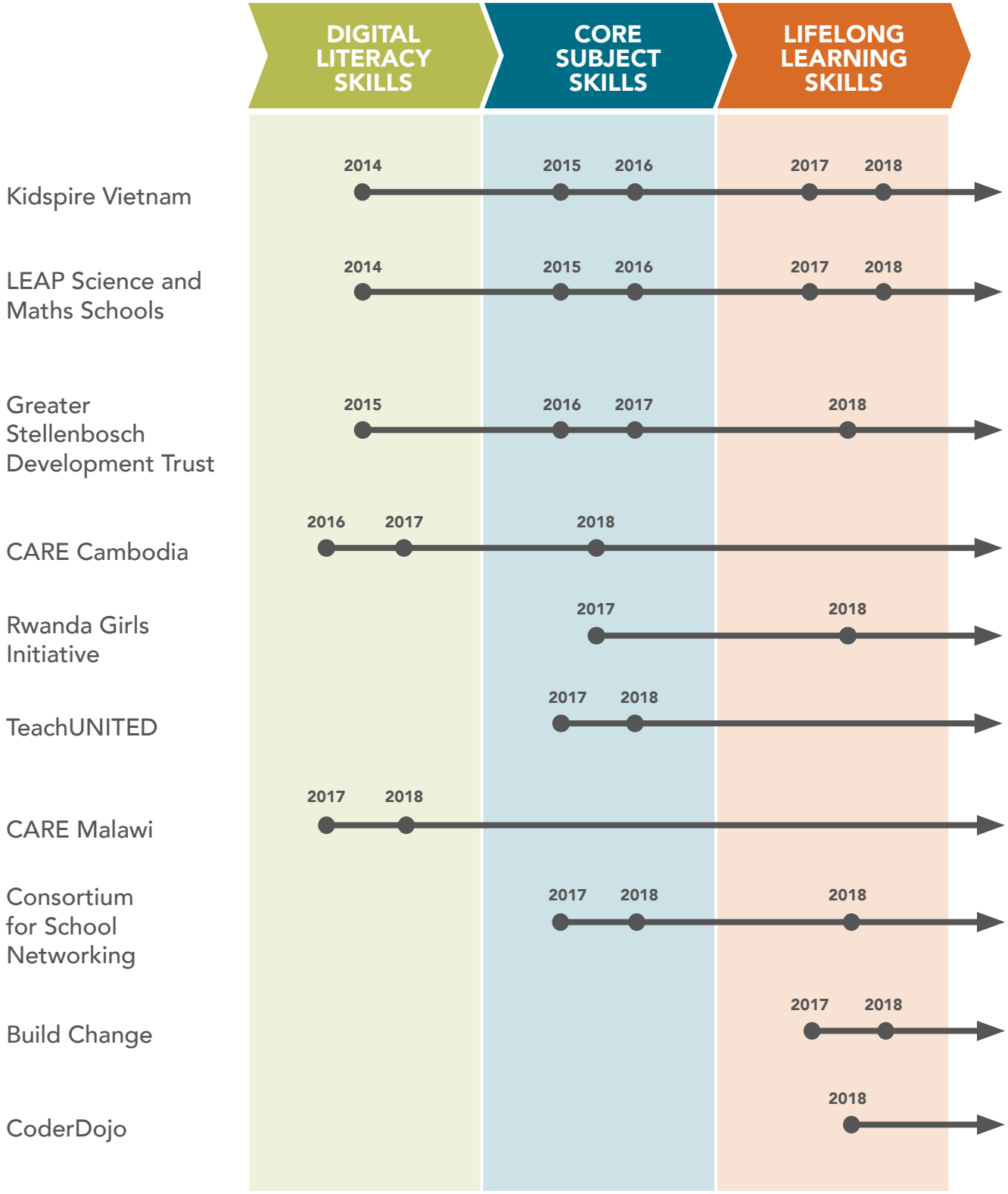
CORE SUBJECT SKILLS

Integrate educational software into teaching and learning to improve math and literacy skills.

LIFELONG LEARNING SKILLS

Use project-based learning to promote creative problem solving, critical thinking, collaboration, and entrepreneurship.

TEAM4TECH MAKES A SUSTAINED COMMITMENT TO NONPROFIT PARTNERS THROUGH ONGOING PROJECTS.



Strengthening Educational Capacity: 2018 Project Highlights

RWANDA

Gashora Girls Academy of Science and Technology uses an educational model focused on empowering high-potential young women from low-income homes to become worldwide leaders. Team4Tech hosted design thinking and coding workshops for 40 teachers from all over the country as GGAST plans to build a technology hub for innovation in Rwanda.

MALAWI

CARE's SOAR program provides an accelerated curriculum for girls who have dropped out or never been to school. To facilitate scaling the SOAR model from 12 schools in 2018 to 20 schools in 2019, Team4Tech introduced math and English learning apps and helped digitize the curriculum.

SOUTH AFRICA

LEAP Science and Maths Schools focus on empowering the most marginalized children in South Africa through education. Since 2014, Team4Tech has supported each site within LEAP's network of six schools to improve the organization's IT infrastructure and train teachers.

SOUTH AFRICA

The Greater Stellenbosch Development Trust partners with township schools to bridge the cultural and resource divide in South Africa. Since 2015, Team4Tech has enabled in two Kayamundi township schools to integrate technology into their core subject areas.

BULGARIA

In partnership with **CoderDojo**, Team4Tech helped develop the first comprehensive coding curriculum in Bulgaria. CoderDojo, which provides engaging programming clubs for young people, held an additional training on the curriculum for 48 teachers from 60 cities throughout Bulgaria. 22 new CoderDojo clubs were founded as a result.

Since 2013, our projects have advanced the quality of education for **55,000+ learners** in **14 countries**.

USA

Rural schools in the US face unique challenges, including limited access to teacher professional development and lack of resources. Team4Tech worked with **COSN** to help teachers in Alaska and Montana increase student engagement through technology and improve their IT infrastructure. The projects served as case studies to share best practices with other rural US school districts.

COSTA RICA

TeachUNITED partners with rural schools to provide intensive training and mentoring for teachers to confidently incorporate technology into classrooms. Team4Tech supported new workshops, updated software on 100 tablets, and produced a marketing video to help TeachUNITED scale to eight new schools in 2019.

COLOMBIA

Build Change retrofits homes and schools in developing countries for earthquake safety. Team4Tech helped create a new workflow that reduced the time to model buildings for seismic retrofits from three days to three hours and reduced errors by 40%. Since Team4Tech's project, Build Change has trained 3,000+ engineers in the new workflow to seismically retrofit 1,000+ homes.

CAMBODIA

CARE's Know & Grow project is transforming five rural schools through a focus on STEM learning and female equality. To mitigate poor internet connectivity, Team4Tech installed servers that allowed for offline access to a digital library of information. Since Team4Tech's first project in 2016, the student population at one rural school grew from fewer than 100 to more than 400 students.

VIETNAM

Kidspire Vietnam runs an after-school program at 22 government orphanages. Since 2014, Team4Tech has returned each year to train Kidspire's teachers in providing engaging, creative, and student-centered lessons. Kidspire Vietnam went from working in four orphanages in 2017 to 12 orphanages in 2018. They have also built two innovation labs, with two more planned for 2019.

Improving Educational Outcomes: Case Studies

LEAP SCIENCE & MATHS SCHOOLS

72% of LEAP graduates attend university, compared to only 5% of Black South African students nationally.

In South Africa, the education system is estimated to produce just one university graduate for every 100 children who start Grade 1. Historically, during Apartheid, Black South Africans were not allowed to learn math or science. As of 2018, LEAP has reached 1,374 students across its six schools throughout South Africa and is a pioneer in providing quality education to underserved youth living in townships.

LEAP SCHOOLS TEAM4TECH PROJECTS

2014 — 2015 — 2016 — 2017 — 2018

DIGITAL LITERACY SKILLS

Team4Tech has implemented functioning computer labs in all six LEAP schools and helped teachers and students to develop digital literacy skills through training on productivity and collaboration applications.

CORE SUBJECT SKILLS

To ensure a solid foundation in core subject skills, Team4Tech has worked with teachers to identify and implement math and science applications in their classes.

LIFELONG LEARNING SKILLS

Team4Tech has introduced maker tools to the teachers and helped LEAP pilot their first maker space to help students use hands on projects to build creative problem solving and collaboration skills.

KIDSPIRE VIETNAM

33% of Kidspire Vietnam's graduates attend university, compared to less than 1% of children in government orphanages.

168,000 children are orphaned or abandoned. Many spend their childhood in government facilities, graduating without even basic computing skills, limiting their higher education and employment options. Kidspire Vietnam runs after-school programs that have served 1,500+ students in 22 orphanages across the country, equipping students with the digital literacy skills and confidence to pursue educational and employment opportunities after leaving the orphanages.

KIDSPIRE VIETNAM TEAM4TECH PROJECTS

2014 2015 2016 2017 2018

DIGITAL LITERACY SKILLS

Team4Tech has provided student laptops for each of the Kidspire orphanages. As students enter the program, they start by building basic digital literacy skills.

CORE SUBJECT SKILLS

Through Team4Tech workshops on student-centered learning, the staff redesigned curriculum and pedagogy to empower students to take more ownership of their learning.

LIFELONG LEARNING SKILLS

Team4Tech has supported Kidspire Vietnam in implementing an entrepreneurship and career readiness program to build lifelong learning skills, as well as implementing a new innovation lab and maker curriculum.

Strengthening Local Education Capacity

AFTER PARTICIPATING IN TEAM4TECH TRAINING:

97% of teachers report **increased technology knowledge and skills** that they can share with their students.

90% of teachers report **increased productivity** due to improved technology skills, allowing them **more time to focus on student learning**.

90% of teachers would **strongly recommend Team4Tech's trainings** to other teachers.

"It is so hard to express the appreciation I have for the team and the talent so generously shared with our school district. It quickly became apparent that these individuals were here to immerse themselves in our school and community. They were not here to save us, correct us, or demonstrate all that they knew, but rather to share and fully engage with our staff, children, and community. It was collaborative learning modeled at the highest functioning level I have ever witnessed."

ANDREW P. CARLSON
SUPERINTENDENT, HAVRE PUBLIC SCHOOLS, MONTANA
HAVRE DAILY NEWS

Staff from Kidspire Vietnam learn about maker tools in a Team4Tech workshop.

Activating Changemakers

Inspired by their projects, Team4Tech Fellows continue to support our nonprofit partners.

IN 2018, TEAM4TECH FELLOWS:

- Helped raise more than $200,000 to scale Kidspire Vietnam's programs and build out Innovation Labs.
- Became ambassadors for LEAP Science and Maths Schools and provided ongoing remote technical support.
- Co-developed new coding curriculum, trained 50 additional teachers, and started a new CoderDojo club in a new rural area of Bulgaria.

OUR CORPORATE PARTNERS:

Adobe®
AUTODESK.
box
cadence
Hewlett Packard Enterprise
intel®
PURESTORAGE®
vmware

Team4Tech Fellows from Box worked with CARE Cambodia staff to improve IT infrastructure in rural schools so students can access digital resources.

100%

of donations are used to fund technology grants for Team4Tech's nonprofit partners — directly benefiting underserved learners.

$1

donation to fund technology grants creates

$14

in impact for the nonprofit.

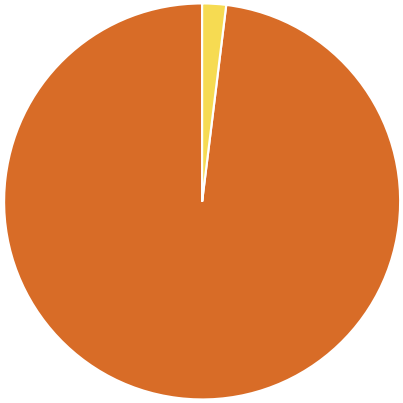
For each Team4Tech project, donations fund a $15,000 technology grant and enable Team4Tech to catalyze more than $200,000 of corporate pro bono support.[1] All of Team4Tech's operating costs are covered by our corporate partners, so 100% of donations directly benefit underserved learners.

*[1] Total value of pro-bono consulting hours calculated using the Taproot Foundation benchmark of $155/hr for mid-level IT professionals (1,300 average consulting hours * $155/hr = $201,500).*

Financials (July 2017–June 2018)

Team4Tech's highly efficient operating model allows us to reach an average of 15,000 learners per year with a core team of just seven full-time employees.

TEAM4TECH'S PROGRAM EXPENSES ACCOUNT FOR 98% OF TOTAL EXPENDITURES:



2% administrative
98% program

FUNCTIONAL EXPENSES	
General and Administrative	$22,811
Fundraising	$1,660
Program	$958,953
Total	**$983,424**

PROFIT & LOSS STATEMENT	
Income	
Foundation Grants	$409,326
Individual Contributions	$426,796
Corporate Contributions	$380,849
Other	$327
Total Income	**$1,217,298**
Expenses	
Personnel	$399,479
Program	$ 432,734
Professional Fees	$75,661
Operations	$75,550
Total Expenses	**$983,424**
Net Income	**$233,874**

BALANCE SHEET	
Assets	
Bank Accounts	$565,262
Accounts Receivable	$0
Other Current	$16,944
Total Current	$582,206
Total Fixed	$0
Total Assets	**$582,206**
Liabilities and Equity	
Accounts Payable	$25,928
Credit Cards	$9,903
Other Current	$0
Total Liabilities	$35,831
Total Equity	$546,375
Total Liabilities and Equities	**$582,206**

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