



team4tech

**FY2025
IMPACT
REPORT**



A MESSAGE FROM OUR COFOUNDERS

We started Team4Tech in 2013 with a simple idea—how can we support community-based nongovernmental organizations (NGOs) working in under-resourced contexts around the world with technology and teaching tools to build the skills their learners need for high-quality employment? This desire came from our respective early-career experiences supporting NGOs in Guatemala and Lebanon, where we saw the life-changing impact of quality education to break the bonds of intergenerational poverty.

Fast forward to 12 years later, and the work of Team4Tech is needed more now than ever. In Latin America, for example, over 40% of employers struggle to find workers with employability skills—the largest such gap worldwide.¹ In Africa, only about half of the region’s countries include computer skills in school curricula, while, by 2030, it’s expected that 35–45% of jobs in the region will require digital skills.² And, in Southeast Asia, most employers report critical deficiencies in digital and tech skills.³ Dramatic cuts in global funding for education, combined with an ever-accelerating evolution in the skills needed for high-quality jobs, mean that community-based NGOs around the world are struggling to prepare their learners for future economic success.

Thanks to generous support from individuals, foundations, and corporate partners, Team4Tech is meeting this need by expanding our support for community-based NGOs, both online and through our regional hubs in Africa, Asia, and Latin America & the Caribbean. In our fiscal year 2025 (July 1, 2024 – June 30, 2025), we have seen dramatic growth in all aspects of our impact accelerator programming around the world:

- Through our online Community of Practice, we are now supporting 1,200 NGOs across more than 100 countries that report a direct impact on more than 49 million learners. We are delivering courses, education toolkits, webinars, pro bono consulting and many other opportunities for peer learning, so that our community of NGO staff and educators can access the resources they need to build employability skills for their learners. Over the past year, we have launched multiple new initiatives in AI capacity building, including training supported by [AI-for-education.org](https://www.al-for-education.org), the Ezrah Charitable Trust, and others.
- Through our regional hubs, our local teams are providing high-touch support to more than 35 strategic NGO partners with annual technology grants, pro bono consulting, and ongoing coaching to help them implement and scale solutions that work.
- Through our skills-based volunteering programs, we have engaged 2,300+ volunteers from around the world to contribute nearly \$22M in skills-based volunteer resources to NGOs in our community.

In alignment with our strategic plan, we are on a mission to build capacity with thousands of NGOs that directly impact tens of millions of learners in under-resourced contexts worldwide. We need your support to realize our vision and build a world where all learners have access to quality education and employment.

Gratefully,



Julie Clugage
Co-Founder,
Executive Director

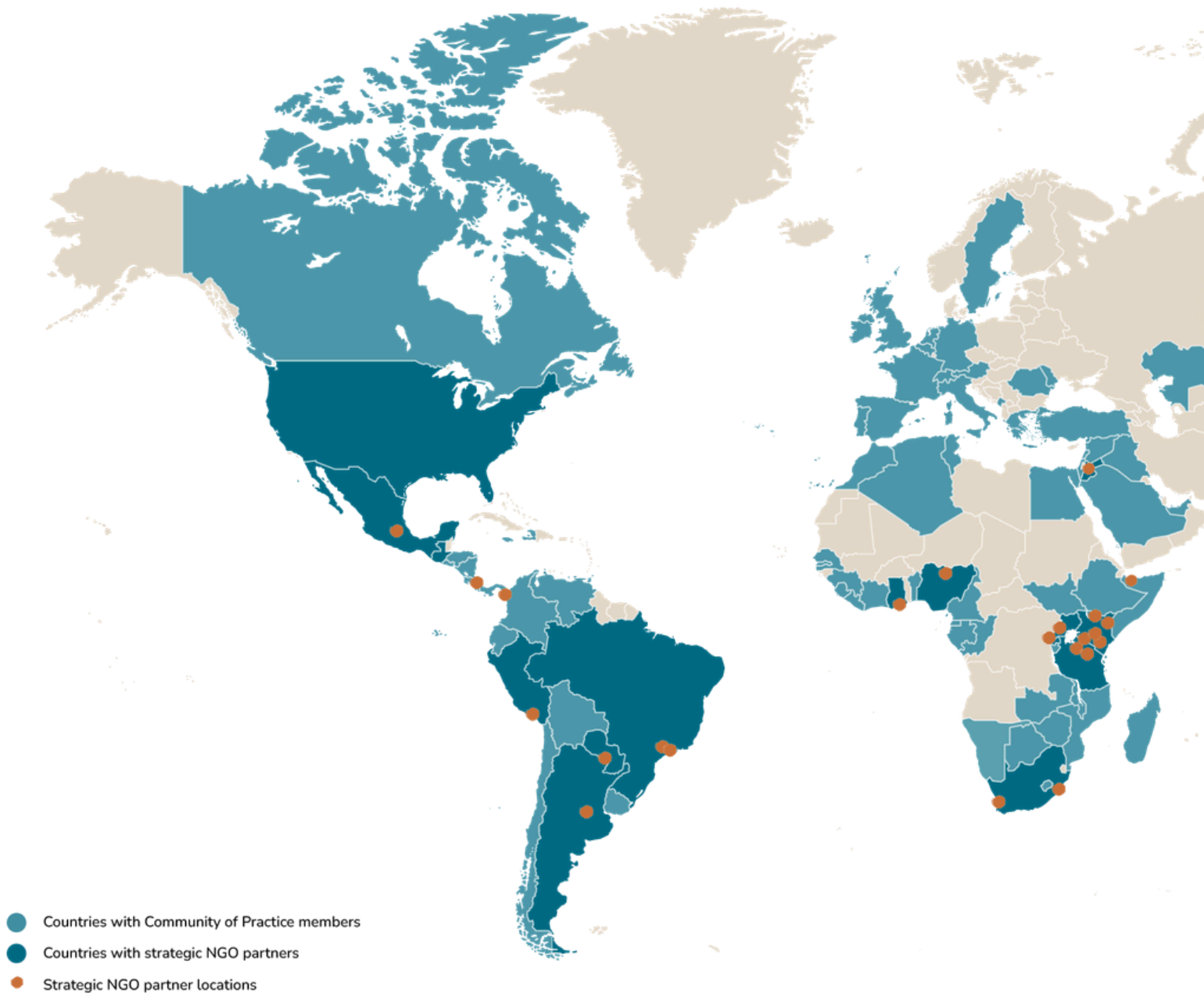


Lila Ibrahim
Co-Founder,
Board Chair Emerita

1. World Economic Forum, “Latin America has the biggest skills gap in the world. Here’s how to bridge it.” <https://www.weforum.org/stories/2018/03/latin-america-has-the-biggest-skills-gap-in-the-world-here-s-how-to-bridge-it/>

2. World Bank Report, “Sub-Saharan Africa Faces Digital Skills Shortage by 2030” <https://www.theafricascocard.com/2024/10/18/world-bank-report-sub-saharan-africa-faces-digital-skills-shortage-by-2030/>

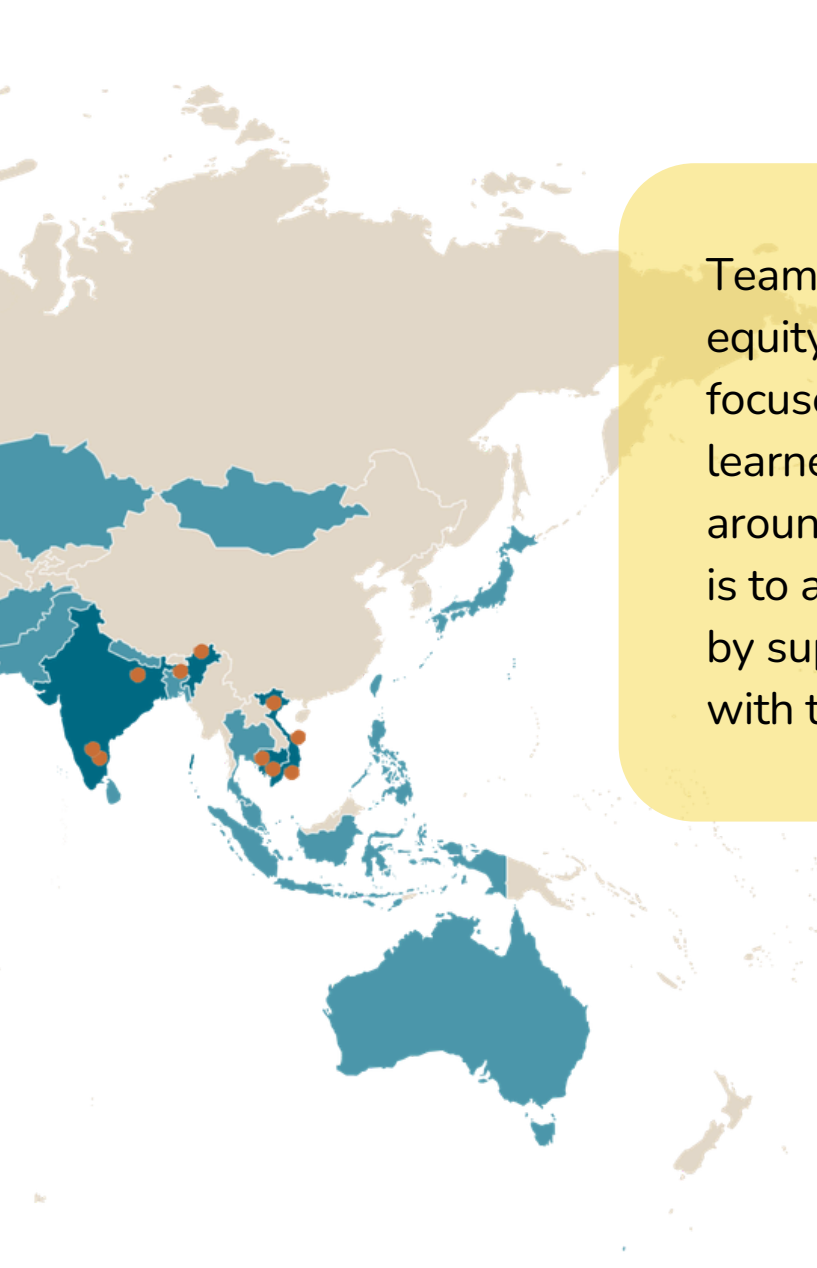
3. World Economic Forum, “The Future of Jobs in South-Eastern Asia: upskilling dominates as technology and geoeconomic uncertainty change talent landscape.” <https://www.weforum.org/stories/2025/05/the-future-of-jobs-in-south-eastern-asia-upskilling-dominates-as-technology-and-geoeconomic-uncertainty-change-talent-landscape/>



The global knowledge economy demands employees who can think critically, solve problems creatively, work effectively in teams, and utilize technology to boost productivity. Research shows that learners must develop key employability skills, such as creativity, problem-solving, digital literacy, and social-emotional learning as part of foundational literacy instruction.⁵

Community-based nongovernmental organizations (NGOs) play a crucial role in shaping educational ecosystems for learners in under-resourced contexts—approximately 350 million learners worldwide depend on NGOs for education. As the revolution in artificial intelligence accelerates, these NGOs need capacity-building and support to harness this new technology, in service of their learners, to mitigate an ever-growing digital divide.

5. Gates Foundation, <https://usprogram.gatesfoundation.org/who-we-are/education-to-workforce-framework>; <https://shorturl.at/CLM59>.
 6. UNESCO, <https://www.unesco.org/gem-report/en/publication/2022-non-state-actors-education-who-chooses-who-loses>.



Team4Tech is working to bridge this digital equity gap, as an NGO impact accelerator focused on building opportunities for learners in under-resourced communities around the world (UN SDG 4). Our mission is to advance education for employability by supporting community-based NGOs with technology solutions and training.

Team4Tech's accelerator programming now supports more than **1,200 NGOs** from over **100 countries** in our online Community of Practice, who are in turn improving the quality of education for **49 million learners**.

TEAM4TECH ACCELERATES NGO IMPACT THROUGH



TEAM4TECH'S THEORY OF CHANGE

Team4Tech provides access to:

- a free global, online Community of Practice that supports the use of technology tools and evidence-based pedagogical practices
- regional hubs supporting localization and facilitation, to help NGOs advance their use of technology-supported solutions and evidence-based practices that develop employability skills
- skilled volunteers and resource partner support in a continuum of offerings that builds NGO capacity
- funding, amplification, and coaching from our global team of educators to support NGOs' organizational sustainability and scale

OUTCOMES FOR NGOS

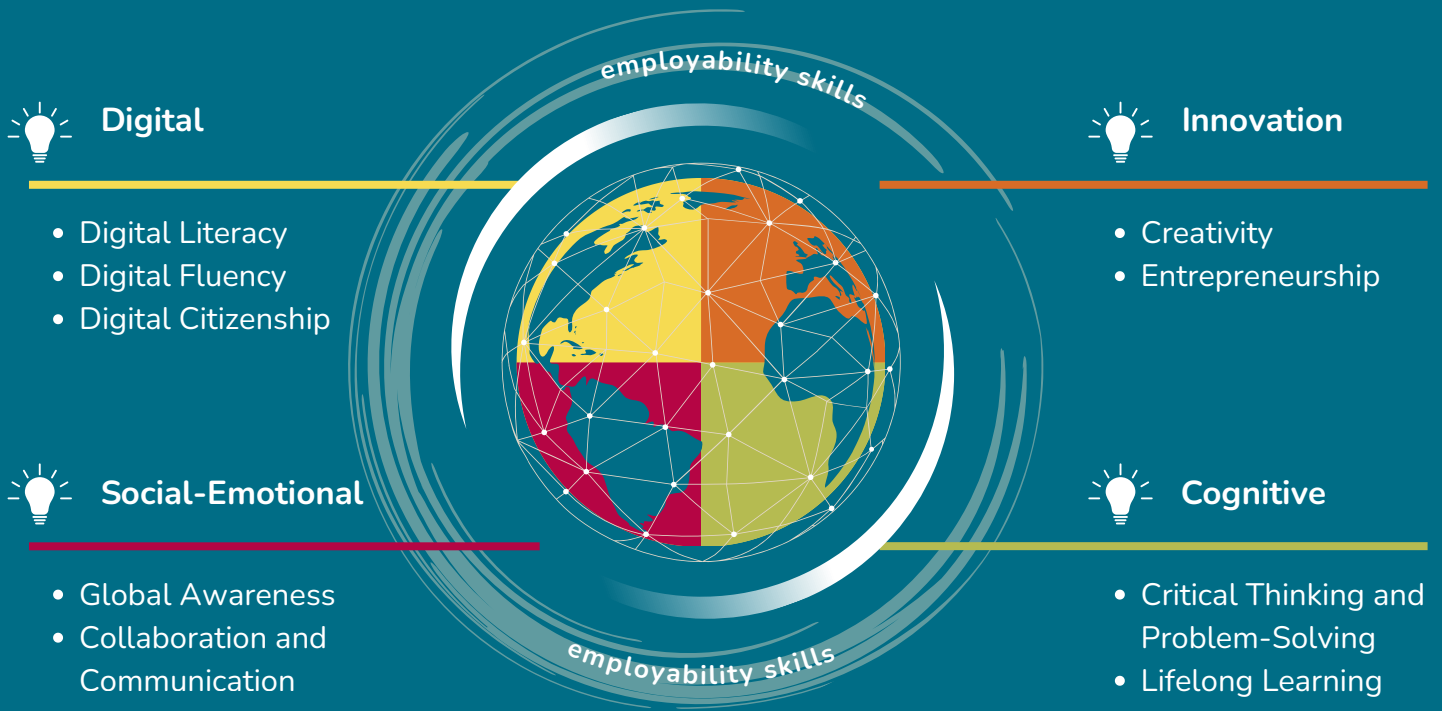
- ✓ Educator growth
- ✓ Learner engagement
- ✓ Learner growth
- ✓ Organizational sustainability and scale

Enable millions of learners to demonstrate digital readiness, master foundational skills, and acquire employability skills that will contribute to their lifelong economic opportunity.

(SDG 4)

These outcomes give NGOs the agency and sustainability to impact their regional educational ecosystems on a wider scale than Team4Tech could alone—what we call “lighthouses of learning.”

Team4Tech supports our partner NGOs to achieve goals advancing educator and learner growth, learner engagement, and organizational sustainability and scale. These positive outcomes help NGOs expansively impact their regional educational ecosystems, enabling millions of learners to demonstrate digital readiness, master foundational skills, and prepare for high-quality employment opportunities.

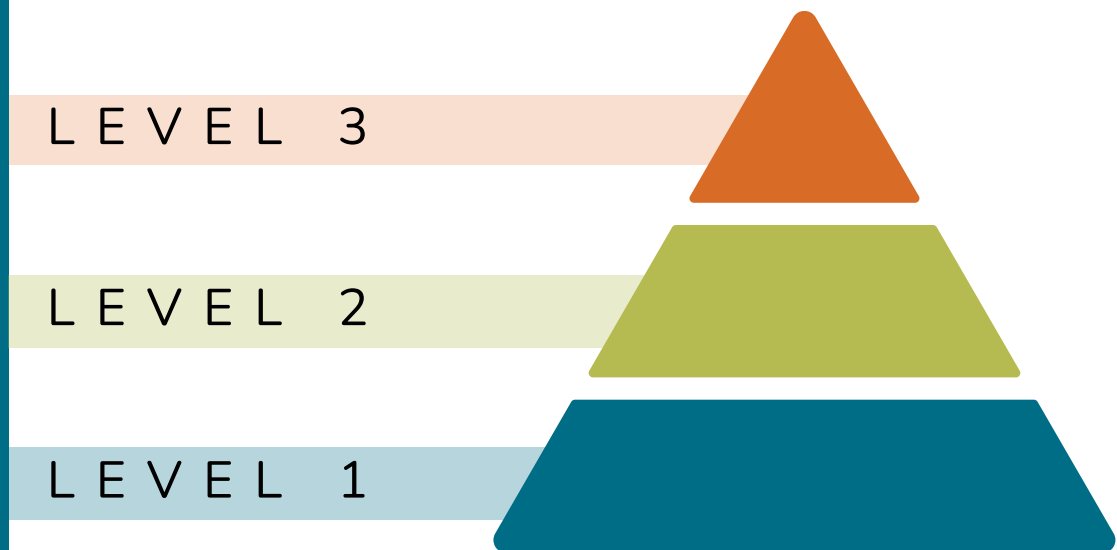


Team4Tech’s accelerator programming model connects learning to *employability skills*: a comprehensive skill set including digital, innovation, social-emotional, and cognitive skills necessary for the future.

These employability skills construct the core of Team4Tech’s [DISC Employability Skills Framework](#), our strategic approach launched this fiscal year to anchor our work in enhancing employability skills for learners in under-resourced communities. By prioritizing a holistic, evidence-based approach, we ensure that learners are equipped with skills that will help them thrive economically. This framework was developed through comparative analysis of existing employability skills models. Importantly, for our work in diverse countries around the world, the framework integrates cross-cultural competencies and region-specific nuances so it is both universally applicable and locally adaptable. Team4Tech’s regional hubs have been instrumental to localizing the DISC Employability Skills Framework—they have supported the adaptation of toolkits, facilitated cohort-based learning, and encouraged NGO partners to implement practices that improve employability outcomes in a way that resonates with local communities.



TIERED ENGAGEMENT FOR NGO PARTNERS



▲ **Community of Practice**

- Access to free resources, certificate-bearing courses, and regional hubs (if located in Africa, Asia, Latin America, or the Caribbean)
- No-cost events and networking opportunities within the community (including some informational events with skilled volunteers)

▲ **Peer Learning Cohorts & Pro Bono Consulting**

all benefits of level 1, plus

- Access to support from skilled volunteers for micro projects and coaching
- Access to facilitated cohort experiences with potential participation stipends

▲ **Strategic NGO Partners**

all benefits of level 2, plus

- Grant funding for a period of 3-5 years
- Personalized support from the Regional Hub Director
- Access to teams of skilled volunteers both on-site and virtual

COMMUNITY OF PRACTICE

Team4Tech welcomes educators, leaders, and NGO staff serving learners in under-resourced communities to [join our free Community of Practice](#). Members connect with others, engage with trainings, access technical assistance, get support from skilled volunteers, interact with curated resources, and more.

Our Community of Practice (CoP) serves not only as a knowledge-sharing platform but as a dynamic engine of capacity building. It equips NGOs with the tools, relationships, and reflective space needed to strengthen their work, scale innovation, and improve outcomes for educators and learners alike.

All of our Community of Practice members, now including nearly 3,500 staff and educators representing 1,100+ NGOs from 100+ countries, can access our free resources, regional hubs in Africa, Asia, and Latin America and the Caribbean, courses, events, and networking opportunities.

Evaluation data underscore the Community of Practice's growing value and impact. We track engagement through a combination of user analytics, course completion rates, pre- and post-assessments, and implementation follow-up surveys. Pre-/post-test analysis across all workshops demonstrated consistent and statistically significant improvements in participants' self-reported skills. These findings provide strong evidence that Team4Tech's Community of Practice offerings are effectively contributing to digital capacity-building and professional development for educators and NGO leaders worldwide.



FY2025 COMMUNITY OF PRACTICE HIGHLIGHTS

3,353
average monthly sessions

66.5%
average engagement rate

512
certificates earned from courses

86
total events

370
total posts

32,575
total contributions



OFFERINGS INCLUDE:

Certification Courses

Members earn certificates upon scoring 80% or above on final course assessments. Course examples include: Introduction to AI, Program Evaluation, Understanding Growth Mindset, Makerspaces for NGOs, Design Thinking for NGO Leaders, and more.

Toolkits

Our research-based and practice-informed toolkits support educators in advancing employability skills with their learners. Aligned with Team4Tech's DISC Employability Skills Framework, toolkits focus on how to build Digital, Innovation, Social-Emotional, and Cognitive skills for learners. These toolkits provide a research overview, resources, curated evidence-based practices, case studies, resources for training and use with learners, and assessment tools to help NGOs evaluate learner progress over time.

Virtual Networking Events and Speakers

We host monthly community networking events that provide NGOs with opportunities to learn from global partners and peers. We also invite guest speakers into the Community of Practice to offer targeted training sessions for NGO staff and educators around our core content curation themes, including teacher effectiveness, learner engagement, and organizational sustainability and scale.

Vetted Technologies and Resources

We use rigorous curation metrics to vet all new tools and resources for relevance, accessibility, and applicability before sharing them through our Community of Practice.

Engagement and Advocacy

Members can publicly post and chat to connect and share best practices, challenges, resources, and more. Currently, more than 55% of all community content is contributed by members.



SPOTLIGHT ON COMMUNITY OF PRACTICE MEMBER

Name: Joseph Musa Kai
Organization: EducAid Sierra Leone
Location: Port Loko, Sierra Leone

Joseph Musa Kai (Kai) has been active in our Community of Practice since early 2024. Through our coursework, cohorts, and resources, he has brought practical teaching and learning aids into his work at EducAid Sierra Leone. Kai has also circulated Community of Practice resources, funding calls, professional development programs, and webinars with his colleagues. For example, when Kai requested support with teacher training materials on literacy, our Community Manager supplied ready-to-use resources on primary school literacy as well as early childhood education articles. Kai then used these in his role as Education Programme Manager for SLEIC, training teachers in underserved communities that impacted schools in Port Loko. Kai engages regularly in live events and asynchronous discussions and has shared learning experiences from his organization with peers in our Community. In 2025, Kai participated in our Generative AI in Education training series, designed and delivered as part of our joint initiative with Fab, Inc., [AI-for-Education.org](#).

"Lifelong learning has become a personal philosophy for me, and Team4Tech has played a major role in shaping that mindset. The community offers not just high-quality, practical resources, but also an open space to learn from the experiences of other organizations. These shared lessons have directly influenced and enriched my work. What stands out most is the unwavering support from the Team4Tech team—they are always approachable, offering meaningful guidance and encouragement in my professional journey."

[Find out more about EducAid's work in Sierra Leone.](#)

PEER LEARNING COHORTS & PRO BONO CONSULTING

As NGOs from the Community of Practice become more interested in implementing technology tools and evidence-based practices, Team4Tech offers a higher level of implementation support through peer learning cohorts and virtual pro bono consulting. We currently have approximately 100 organizations participating at this engagement level.

OFFERINGS INCLUDE:

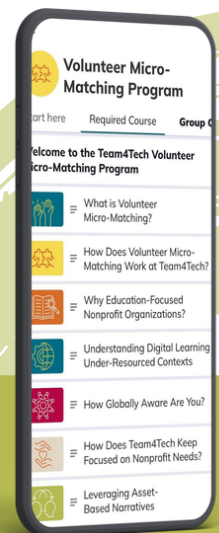
Peer Learning Cohorts

In FY2025, we hosted peer learning cohorts on topics including Digital Literacy, Digital Fluency, Digital Citizenship, and Implementing Generative AI Tools in Education. For each of these cohorts, which typically run six to eight weeks, we provided curriculum, resources, and facilitation and supported NGO staff in developing their own implementation roadmaps for using the new resources in their respective organizations to improve learner growth and operational effectiveness.

Micro-Matching with Skilled Volunteers

This program connects groups of two or three skilled volunteers with education NGOs for short-term, pro bono consulting support. This past year, our Micro-Matching Program contributed 100+ hours of consulting in support of eight NGOs, with project scopes including:

- development of a student mental health curriculum
- proposed technology solution for organizational asset management
- recommendations for data management practices
- recommendations for strengthening digital capacity



FY2025 MICRO-MATCHING HIGHLIGHT: VOLUNTEERS DEVELOP STEAM-BASED ACTIVITIES FOR UNSTRUCTURED STUDIO

Unstructured Studio is an India-based NGO, active in Team4Tech's Community of Practice. They develop tools, activities, and resources to engage children from under-resourced communities in creative learning experiences. This year, two Team4Tech skilled volunteers supported Unstructured Studio's curriculum development through our Micro-Matching Program. Alex Leigh, an employee volunteer from Cadence Design Systems, and Kanimozhi Sengottuvel, an employee volunteer from Procore Technologies, collaborated virtually with the Unstructured Studio Team to develop two STEAM-based activities created with low-cost materials. The volunteers generated a storytelling activity leveraging Octo Studio to help students foster computational thinking skills, and they also created a mapping activity using OpenStreetMap that helps learners familiarize themselves with their surroundings.

"This collaboration has been an incredible learning journey for all involved. Through our partnership with Alex, Kani, and Team4Tech, we were able to push the boundaries beyond our current "non-technical" focus, incorporating digital tools to develop essential future skills like visual coding and open-source mapping."

— Unstructured Studio

AI INITIATIVES WITHIN OUR COMMUNITY OF PRACTICE

As AI is transforming opportunities in education, Team4Tech is responding by being a leading resource for AI capacity-building. As a part of our Community of Practice, we have launched nearly 20 trainings for NGOs designed to strengthen and develop AI fluency.

We have collaborated since 2023 with Fab, Inc. on our joint AI-for-Education.org initiative, funded by the Gates Foundation, to bring AI tools to NGO staff and educators serving under-resourced contexts worldwide. Our goal is to ensure every child can benefit from AI tools in education, even as the landscape continually advances. For example, through AI-for-Education.org, teachers and NGO staff in remote environments can use AI to create personalized lesson plans and receive instant feedback on student work, even with limited Internet access. In January – June, 2025, we piloted 18 AI training modules for 220 participants representing 18 NGOs from Kenya, India, Sierra Leone, South Africa, and Nigeria.



AI-for-Education.org

FAB INC.

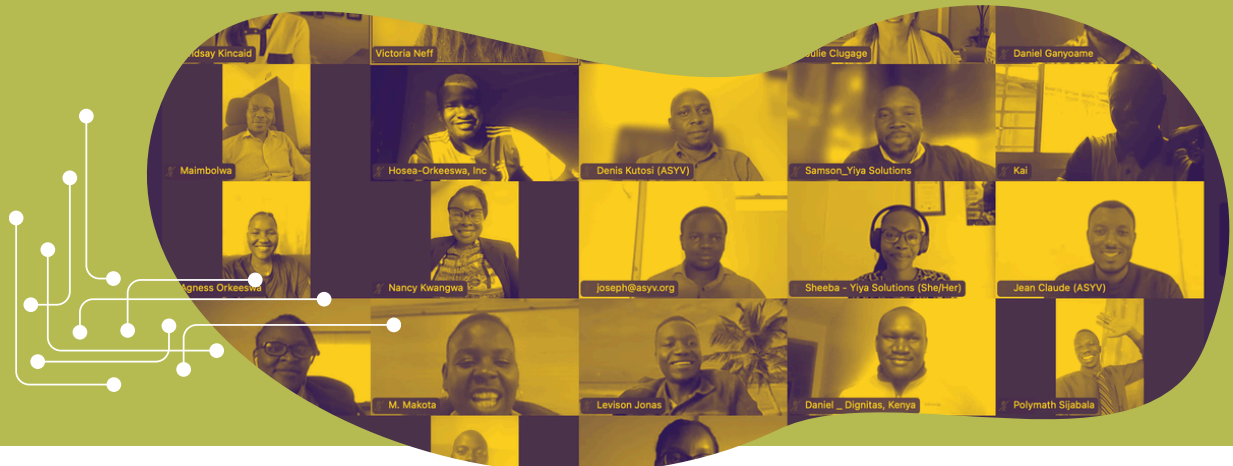
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FY2025 HIGHLIGHT: IMPLEMENTING GENERATIVE AI TOOLS IN EDUCATION | NGO LEARNING COHORT

This four-month program guided 40 staff members from 10 African NGOs through seven asynchronous modules and weekly collaborative meetings for knowledge-sharing and peer learning. Structured coursework and ongoing coaching supported participants in acquiring a deeper understanding of how AI tools—such as Generative AI, automation, and data analytics—can improve educational outcomes, increase operational efficiency, and help scale their programs. NGOs developed their own AI implementation plans over the course of the cohort, and are supported after the course with an implementation grant and ongoing coaching from Team4Tech experts in the region.

I am proud to have explored Generative AI in supporting teacher practice. Through modeling, co-planning, and reflective conversations during coaching sessions, I have grown more confident in using these tools in my work. This journey has also shifted my mindset to seeing Generative AI as an enabler in strengthening my work as an educator and not a replacement."

— Daniel Onginjo Onyango, Dignitas Kenya, Cohort Participant



STRATEGIC NGO PARTNERSHIPS

Team4Tech invests in our portfolio of strategic NGO partners, working with them for three to five years on average to co-design implementation roadmaps that allow them to discover and scale solutions that work. Our goal is to support them as they become agents of innovation in their national education ecosystems and “lighthouses of learning” for their peer NGOs. Our 37 current strategic partners regularly report on their progress toward fulfilling partnership goals, share out successes and learnings in our Community of Practice, and collaborate with other NGOs in their Regional Hubs.

Survey data from FY2025 reinforces the high value placed on Team4Tech’s trust-based, collaborative approach. Partners highlighted how Team4Tech’s strategic, relational model of support has enabled partner organizations not only to increase access to digital tools but also to embed lasting capabilities in leadership, curriculum design, and collaborative learning.



OFFERINGS IN FY2025 INCLUDED:

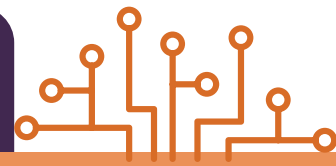
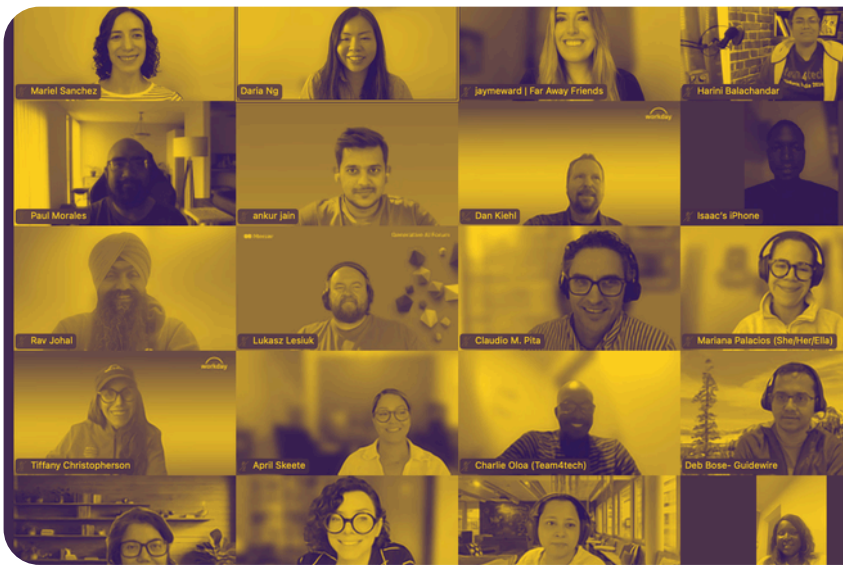
In-depth support from Regional Hub staff for coaching, strategy, and forging regional connections. Regional Hub Directors led 6 virtual learning cohorts and hosted in-person regional meet-ups for strategic NGO partners in Brazil, India, Kenya, and Uganda.

Access to skilled volunteer support, both virtual and in-person. Team4Tech organized 36 skills-based volunteering opportunities, supporting 29 NGOs in 17 countries with 311 volunteers from the following companies: 1Password, Adobe, Atlassian, Barracuda, Cadence Design Systems, Docusign, EY, Guidewire, Logitech, Salesforce, Workday, and Zendesk.

Annual matching grants. Team4Tech provided our strategic NGO partners with \$534,000 in grant funding that supports infrastructure improvements, hardware and software purchases, makerspace and computer lab supplies, teacher training, and more.

Opportunities for amplification. Team4Tech co-presented with our Alumni Mentor NGO partner, Dost Education, at mEducation Alliance’s annual symposium in Washington, D.C., and co-presented with our NGO partner, Fundación Compromiso, at the ENATS conference in Brazil. Team4Tech also shared NGO success stories in case studies and on our website and blog, boosted NGO partner content on social media, and presented NGO partner highlights to partners and stakeholders at our Annual Impact Celebration.





SKILLS-BASED VOLUNTEERING ENGAGEMENTS DRIVING AI USE WITH NGO PARTNERS

As our NGO partners express interest in building capacity with AI tools, Team4Tech is working to meet these needs not just through training in our Community of Practice, but also through our skills-based volunteering programs.

FUNDACIÓN PARAGUAYA ASUNCIÓN, PARAGUAY

This fiscal year, Team4Tech connected our NGO partner, Fundación Paraguaya (FP), with skilled employee volunteers from Salesforce on two on-site projects supporting their Poverty Stoplight initiative. Poverty Stoplight is a program enabling families to assess their poverty levels across various economic and social dimensions and create personalized improvement plans to build better lives for themselves and their communities. Team4Tech facilitated collaboration between FP and the Salesforce employee volunteers in exploring AI tools for data analysis and a virtual assistant. With the volunteers' deliverables, FP can use AI methods for exploratory analysis to gather deeper insights from their data and improve their AI assistant to retrieve better answers and offer personalized solutions and resources to the families FP supports.

REAP BENEFIT BENGALURU, INDIA

In FY2025, Team4Tech also leveraged skilled volunteer support to build AI-enabled capacity for our India-based NGO partner, Reap Benefit. Reap Benefit works to equip youth with 21st-century skills to drive change in their local communities. With Team4Tech's support, Reap Benefit is enhancing their data visualization tools, curating behavioral nudges, and identifying and outlining actions that lead to long-term employability skills for their learners. In February 2025, Team4Tech led an in-person Design for Impact Workshop with volunteers from Guidewire Software and their technology partner, EY, to rapidly generate solutions to improve Reap Benefit's learner-facing platform, digital engagement through WhatsApp, and mentorship and learner interaction. Later in 2025, our volunteer team built on this work with an in-depth Strategic Pro Bono project, culminating in implementation in Bengaluru. To bolster Reap Benefit's mentorship capacity, volunteers leveraged Retrieval-Augmented Generation (RAG) architecture to deliver an AI chatbot providing learner resources and responding to questions.

A NEW SKILLS - BASED VOLUNTEERING OFFERING :

This fiscal year, we launched our [Innovate for Impact Events](#). During these fast-paced, virtual events, skilled volunteers from multiple organizations engage in a design thinking process to ideate and prototype solutions to pressing problems facing Team4Tech's NGO partners. In our [inaugural Innovate for Impact event in September 2024](#), skilled volunteers representing five different companies connected to support our Ghana-based NGO partner, Africa ICT Right, with strategies for reaching various audiences. After just three hours of ideation and prototyping exercises, volunteers presented solutions including social media and web content recommendations, a social media strategy roadmap, learner testimonial projects, and enhanced data access to inform future organizational strategies.

In [April 2025](#), Team4Tech celebrated Global Volunteer Month and National Volunteer Week by engaging employee volunteers from eight companies in another Innovate for Impact Event. In this event, Team4Tech staff guided volunteers through design thinking exercises to help our Uganda-based NGO partner, Far Away Friends, design a sustainable and accessible digital storytelling system. Volunteers generated prototypes, including a structured storytelling workflow with global publishing support, a concept around video pen pals and a peer-to-peer story exchange, and a student-created content library with live video sessions.

Far Away Friends' Co-Founder and USA Board Chair, Jayme Ward, left the event energized and particularly encouraged to see ideas that were low-lift, leveraging skills and systems the NGO is already using. *"Isn't this unreal?"* she shared, *"Not just that we have computers, but that we have this amazing team of people working on problems for us. We definitely are going to take these ideas and pilot them in our own way."*



NGO IMPACT STORIES

Community-based NGOs play a critical role in education, with hundreds of millions of learners depending on them. To help these NGOs succeed, Team4Tech's accelerator program works to enhance NGO skills and competencies through targeted training and professional development, enabling them to increase their impact and better support the learners in their communities.

These select examples showcase just a few of the ways NGOs have engaged with Team4Tech's accelerator programming:

A Team4Tech strategic NGO partner since 2021, **Kenya Connect** has scaled and deepened their impact by engaging in all elements of Team4Tech's accelerator model. In 2024 and 2025, their student robotics teams have gained national fame by winning the Kenyan competition of the World Robot Olympiad and earning trips to the global finals in Turkey and Singapore.



Kenya Connect works to engage students and teachers in rural Machakos County, Kenya to succeed in the 21st century using a holistic approach that includes various technology, education, and health initiatives.

Kenya Connect began partnering with Team4Tech in 2021 at a critical point in their journey as an organization. They were poised to scale up their technology programs to serve the 18,000+ students in their community and were looking for support to navigate this expansion.

Through their deep engagement with all the elements of Team4Tech's accelerator programming, Kenya Connect is achieving positive outcomes in learner growth, educator growth, learner engagement, and organizational sustainability and scale. They are sharing their learnings with other education-focused NGOs in Team4Tech's Community of Practice and within the Kenyan education ecosystem, forging new partnerships, and establishing themselves as a lighthouse of learning in Kenya.





KENYA CONNECT

TIERED SUPPORT KEY

LEVEL 3

LEVEL 2

LEVEL 1



▲ ▲ All staff have completed Team4Tech’s Monitoring and Evaluation course, and technology staff participated in Team4Tech’s Digital Literacy Learning Cohort. Staff applied learnings from this cohort to train students in Python programming, develop student-led coding projects, and identify gaps in digital inclusion.

▲ ▲ Facilitated by our Africa Regional Hub, Kenya Connect forged a collaboration with Nairobites, another of Team4Tech’s Kenya-based NGO partners, drawing on their common goals for digital literacy and quality employment opportunities for Kenyan learners. These collaborative efforts have brought a cohort of 21 Kenya Connect students to participate in Nairobites’ three-month Advanced Multimedia Program (AMP) classes at their Nairobi Campus.

▲ Team4Tech has supported Kenya Connect with \$60K in grant funding, which they have used to purchase Chromebooks, desktop computers, Adobe software, and Lego kits, improve internet infrastructure, and implement teacher training workshops for adoption of classroom technology.

▲ Team4Tech facilitated a partnership between Kenya Connect and the Raspberry Pi Foundation (RPF). An RPF team helped Kenya Connect establish a maker lab and train 239 teachers from 50 primary schools and three secondary schools in coding education. These trained teachers were able to teach digital literacy and coding with Scratch to over 10,000 students, and implement coding clubs in 47 partner schools.

▲ Through three projects with 83 pro bono consultants, Team4Tech skilled volunteers from Cadence Design Systems and Adobe have supported Kenya Connect in:

- Launching the Kenya Connect makerspace and the Isaac Minae EdTech Hub
- Helping teachers, Kenya Connect staff, and students in developing digital literacy skills, including training in Adobe programs
- Developing a curriculum around 3D printing for 12 to 15-year-olds
- Offering a weeklong bootcamp for 50 primary school learners where the majority of participating students had never used a computer before and were able to do physical computing by the end of the week.



I want to take a moment to share how transformational our partnership with Team4Tech has been. Your model of connecting us with corporations and foundations in the tech sector has opened up new doors and modes of learning for us. Our staff has seized opportunities for learning through the Community of Practice, and they have been guided through microprojects with volunteers. It has helped us to transform our work in Wamunyu to bridge the digital divide.”

— Sharon Runge, Kenya Connect Executive Director

A Team4Tech strategic NGO partner since 2023, **Projeto Arrastão** has leveraged our support to expand their makerspace, build out tech capacity, and strengthen digital literacy.

Since 1968, Projeto Arrastão supports 1,000+ learners daily in the Campo Limpo region of São Paulo, Brazil. They provide a wide range of programs—from daycare and youth training to entrepreneurship and innovation—focused on empowering individuals and building strong community ties.

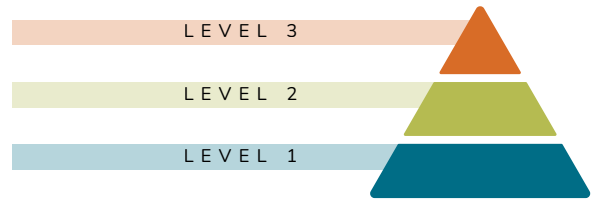
Projeto Arrastão began a partnership with Team4Tech in 2023 to integrate technology into their curricula, use more tech tools for teaching and learning, and increase the efficiency of their team and the employability rates for students.

Our support has significantly impacted the scale and effectiveness of their makerspace. Projeto Arrastão reports that capacity has expanded from 17 to 25 students, fully equipped with new technology and improved electrical and HVAC service. This modernized, fully functional space creates an environment for transformative digital learning.

▶ [WATCH A VIDEO](#)



TIERED SUPPORT KEY



- ▲ ▲ Projeto Arrastão staff have engaged with our Community of Practice to access resources, participate in virtual networking events and webinars, connect with peers, and complete online courses. Projeto Arrastão staff also participated in our Digital Literacy Learning Cohort.
- ▲ ▲ Leadership from Projeto Arrastão have joined in regional meet-ups, both virtually and in São Paulo, Brazil, where they have connected with other Brazilian NGO partners and shared knowledge and opportunities.
- ▲ Team4Tech has supported Projeto Arrastão with \$30K in grant funding, which they have put towards improving tech capacity and enhancing their tech program. In 2025, two Team4Tech volunteers hiked 85 miles through Patagonia to raise funds for Projeto Arrastão. With amplification from Team4Tech and matching fundraising from the Hopper-Dean Foundation, these efforts resulted in an additional \$19,500 raised for Arrastão Project this year.
- ▲ In late 2024, Team4Tech connected 10 skilled volunteers from Cadence Design Systems with Projeto Arrastão staff to create scalable solutions addressing digital literacy and leveraging artificial intelligence for STEM education.



When Team4Tech joined our mission, it was not just an exchange of knowledge, but the start of an educational transformation. From this union came initiatives that have modernized learning and broadened horizons for our children and young people....[This partnership] has helped us redirect our gaze towards the technological area of the organization, causing us to revisit our pedagogical path towards a progressive learning curriculum focused on 21st century competencies.”

— Kátia Prado, Institutional Coordinator

Our strategic NGO partner since 2020, **PEPY Empowering Youth** has embraced Team4Tech support to build organizational capacity and become a more data-driven organization.

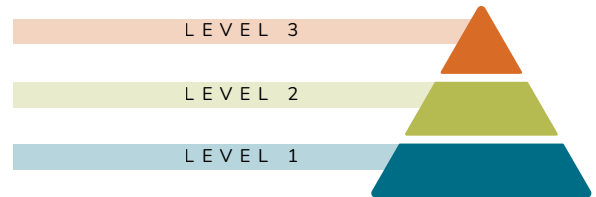
PEPY Empowering Youth (PEPY) connects Cambodian youth with the network, resources, and tools needed to reach their potential. PEPY's one-year Learning Center Program provides context-based training in English, Information and Communication Technology (ICT), and soft skills for youth to excel in the current job market. The Youth Innovators' and Incubator Program teaches comprehensive soft skills and IT courses to prepare entrepreneurs to launch social enterprises or build resiliency and sustainability into their current workspaces.

Team4Tech has partnered with PEPY since 2020 to help increase organizational capacity and bolster training for their teachers and staff. As their programs have grown from three partner schools to 12 and their number of learners has quadrupled, Team4Tech has supported PEPY to smoothly accommodate this scale.

▶ [WATCH A VIDEO](#)



TIERED SUPPORT KEY



- ▲ ▲ PEPY staff regularly engage in our Community of Practice to learn from peer NGOs around the world. “[The Community of Practice] is not only useful as a way to expose us to unknown issues and solutions, it’s also an invaluable source of ideas, contacts, and even potential funds and resources,” says PEPY leadership.
- ▲ Team4Tech has supported PEPY with \$75K in grant funding, which they have put towards outfitting their labs (their Learning Center, the Future is Bright lab, and their public computer lab expansion), improving their content creation abilities with a new drone, cameras, and tripods, and developing staff capacity with training in marketing, communications, and e-commerce.
- ▲ Through five projects with 32 pro bono consultants, Team4Tech skilled volunteers from Zendesk, Salesforce, and Cadence Design Systems have supported PEPY with:
 - IT Curriculum Research, Library software, CRM development, and website development training
 - Launching the PEPY website and helping teachers improve the e-commerce lessons
 - Supporting newsletter automation and donor tracking
 - Developing a data dashboard to accurately and clearly represent core data across each of PEPY’s four main programs
 - Leveraging artificial intelligence tools to help PEPY with administrative processes

“We simply could not have made the advances we made without the support of Team4Tech and the partnerships you helped bring together.”

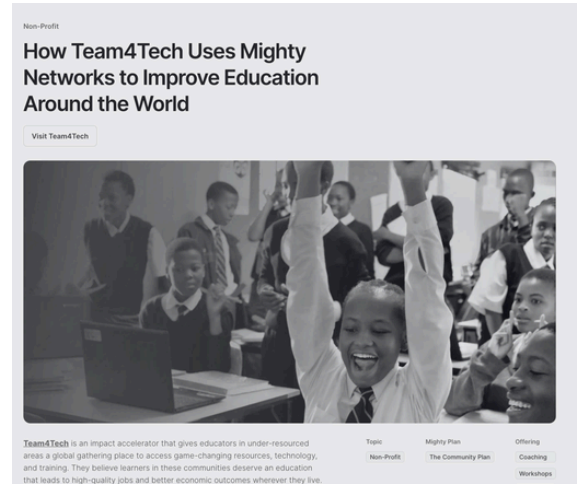
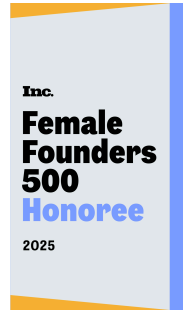
— Savoeng Skut, Community Outreach Program Manager, PEPY Empowering Youth

AWARDS AND RECOGNITION

RECOGNITION + PRESENTATIONS

This fiscal year, Julie Clugage was named an Inc. Magazine Female Founder 500 honoree, an award recognizing her leadership throughout more than a decade of advancing Team4Tech's mission. In addition, Mighty Networks, the software platform supporting Team4Tech's global, online Community of Practice, published a case study featuring Team4Tech's achievements.

Team4Tech shared knowledge and connected with thought leaders in the field at 30 separate conferences and events this fiscal year. We were invited to engage in seven speaking opportunities, sharing our experiences and insights at the Kenya EdTech Summit, mEducation Alliance's Annual Symposium, Learn Tech Initiative Africa Edvolution, Elevate, the Comparative and International Education Society (CIES), ISTE Global Impact Virtual Summit, and ISTE Live.



IMPACT CELEBRATION

At this year's annual Lighthouses of Learning Impact Celebration, Team4Tech gathered 250 of our partners and supporters in Palo Alto, California, to honor our collective impact in advancing education for employability worldwide. Attendees had the opportunity to connect, celebrate, and mark another year of working towards our mission.

Team4Tech leadership shared updates on our progress and achievements, and recognized the incredible work and partnership of the following honorees:

- NGO Partner of the Year:
 - Ek Tara
- Outstanding Volunteer of the Year:
 - Aarthi Kasirajan, Logitech
- Corporate Partner of the Year:
 - Guidewire Software
- Donor of the Year:
 - House Family Foundation



OUR TEAM

BOARD OF DIRECTORS

Officers

Lila Ibrahim

Co-Founder and Board Chair
Deepmind COO
UK

John Solomon

Board Treasurer
Google Chrome OS Vice President
USA/CA

Srilatha Raghavan

Board Secretary
USA/CA

Members

Tim Brady

Interim CEO, SBP
USA/CA

Shravanti Chakraborty

Co-Founder, People Runway
USA/CA

Julie Clugage

Co-Founder and Executive
Director
USA/CA

Joseph Eng

CTO
Billtrust
US/CA

Diane Honda

Chief Administrative Officer,
General Counsel, and
Secretary, Barracuda
Networks
USA/CA

Dr. Paul Kim

Chief Technology Officer &
Associate Dean, Stanford
Graduate School of Education
USA/CA

Paula Mariwala

Founding Partner, Aureolis
Ventures
India

Jennifer Cotter Otieno

Co-Founder and CEO,
Education Design
Unlimited
Nairobi, Kenya

Vikas Pota

Founder & CEO,
T4Education
UK

Claudio Sasaki

Entrepreneur-in-Residence,
Stanford Graduate School
of Education
São Paulo, Brazil

STAFF

Executive

Julie Clugage

Co-Founder and Executive
Director
USA/CA

Finance

Khanh Nguyễn

Chief Finance Officer
USA/MD

Fundraising

Pragati Grover

Community Relationships Director
USA/CA

Amy Harris

Chief Development Officer
USA/NM

Marketing

Rachel Dougherty

Director of Marketing
USA/PA

Operations

Dana Funnell

Director of Operations and
Strategic Projects
USA/CA

Shida Zamani

Data Director
USA/CA

Partnerships

Mehreen Butt

Program Director
USA/TN

Alison Fox

Director, Global Corporate
Partnerships
USA/CA

Daria Ng

Senior Director of Programs and
Partnerships
USA/NY

Victoria Neff

Director of Global Education
Partnerships
USA/MA

Mariel Sanchez

Program Director
USA/TX

Elizabeth Schwan-Rosenwald

Chief Partnerships Officer
USA/IL

Program

Emily Askri

Community Manager
USA/WI

Dr. Jody Britten

Head of Research and Innovation
USA/IN

Nyagaki Gichia

Africa Regional Hub Director
Nairobi, Kenya

Lindsay Kincaid

Chief Program Officer
USA/KS

Goutham Kumar

Asia Regional Hub Director
Chennai, India

Michelle Mwangi

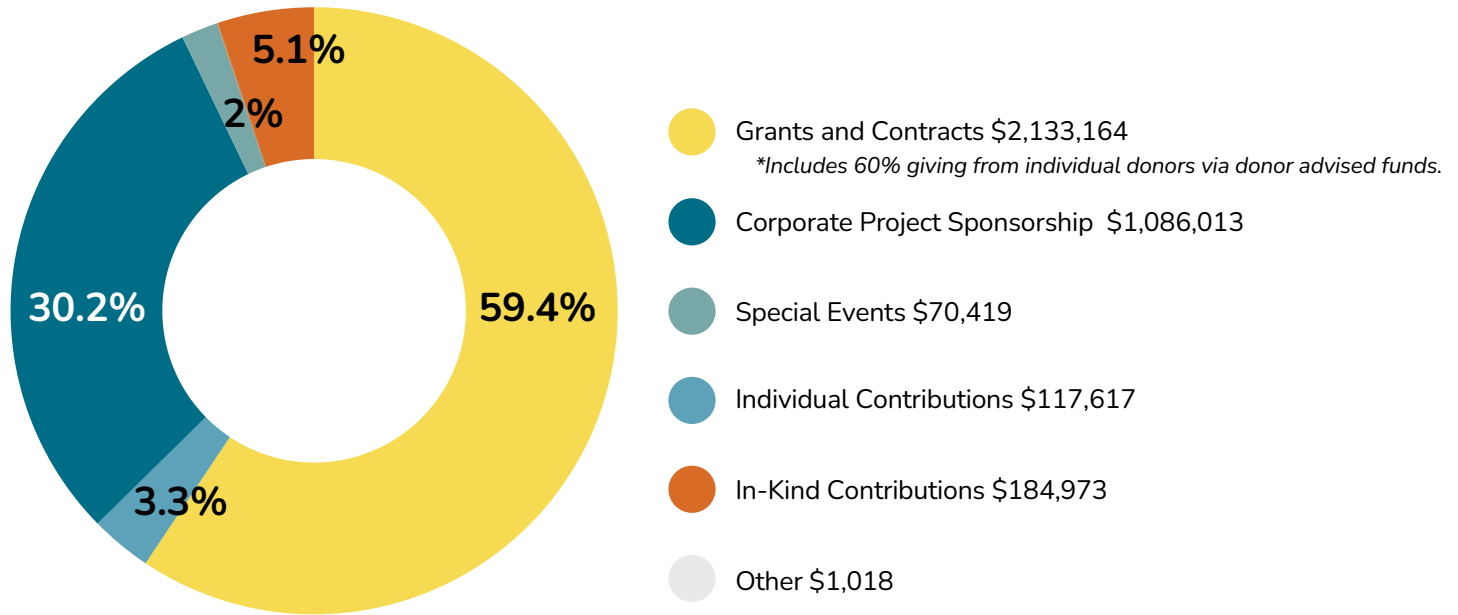
Africa Regional Hub Manager
Nairobi, Kenya

Diego Nunes

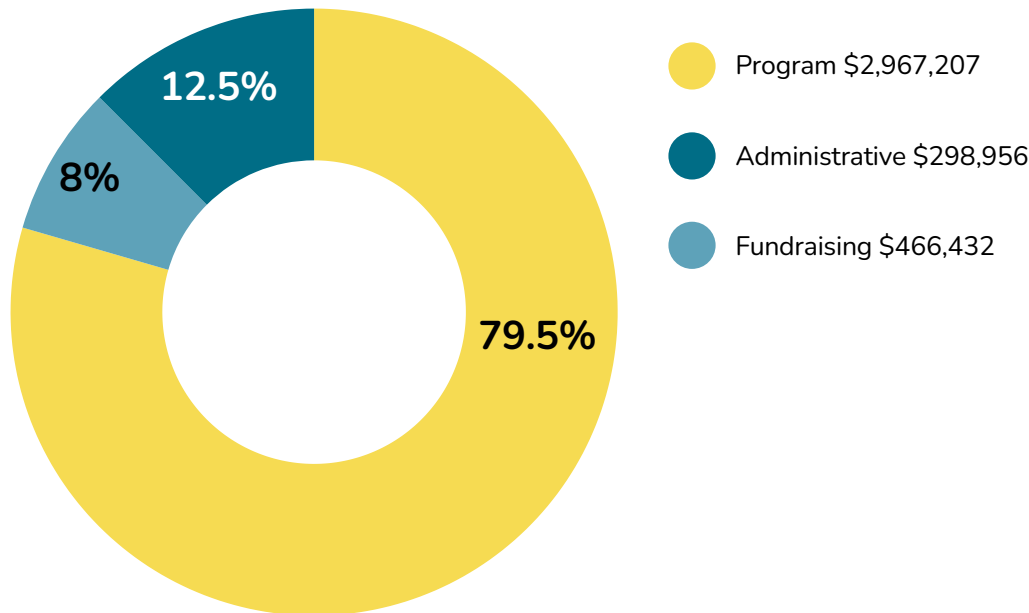
Latin America & the Caribbean
Regional Hub Director
São Paulo, Brazil

FY2025 FINANCIALS

Revenue Sources: \$3,593,204



Functional Expenses: \$3,732,595



Financial Position

Total Assets	\$1,375,025
Total Liabilities	\$109,098
Net Assets <i>(Without Donor Restrictions)</i>	\$812,749
Net Assets <i>(With Donor Restrictions)</i>	\$453,178
Total Net Assets	\$1,265,927



team4tech

team4tech.org
info@team4tech.org
PO Box 7084
Menlo Park, CA 94026