



# Facts & Figures 2024

GoTeach Partnership  
SOS Children's Villages and  
DHL Group

Presented by: Susanne Novotny



**SOS CHILDREN'S  
VILLAGES**

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**GOTEACH**

**DHL**  
Group

# 2024 Global Partnership results

4,637

Total number of young people



76

Internships

353

Activities

2,766

Young People Impacted  
(min.3 activities)

1,871

Young People Reached

2,681

Volunteers



15,180

Volunteering  
hours

33

Employments at DHL



59

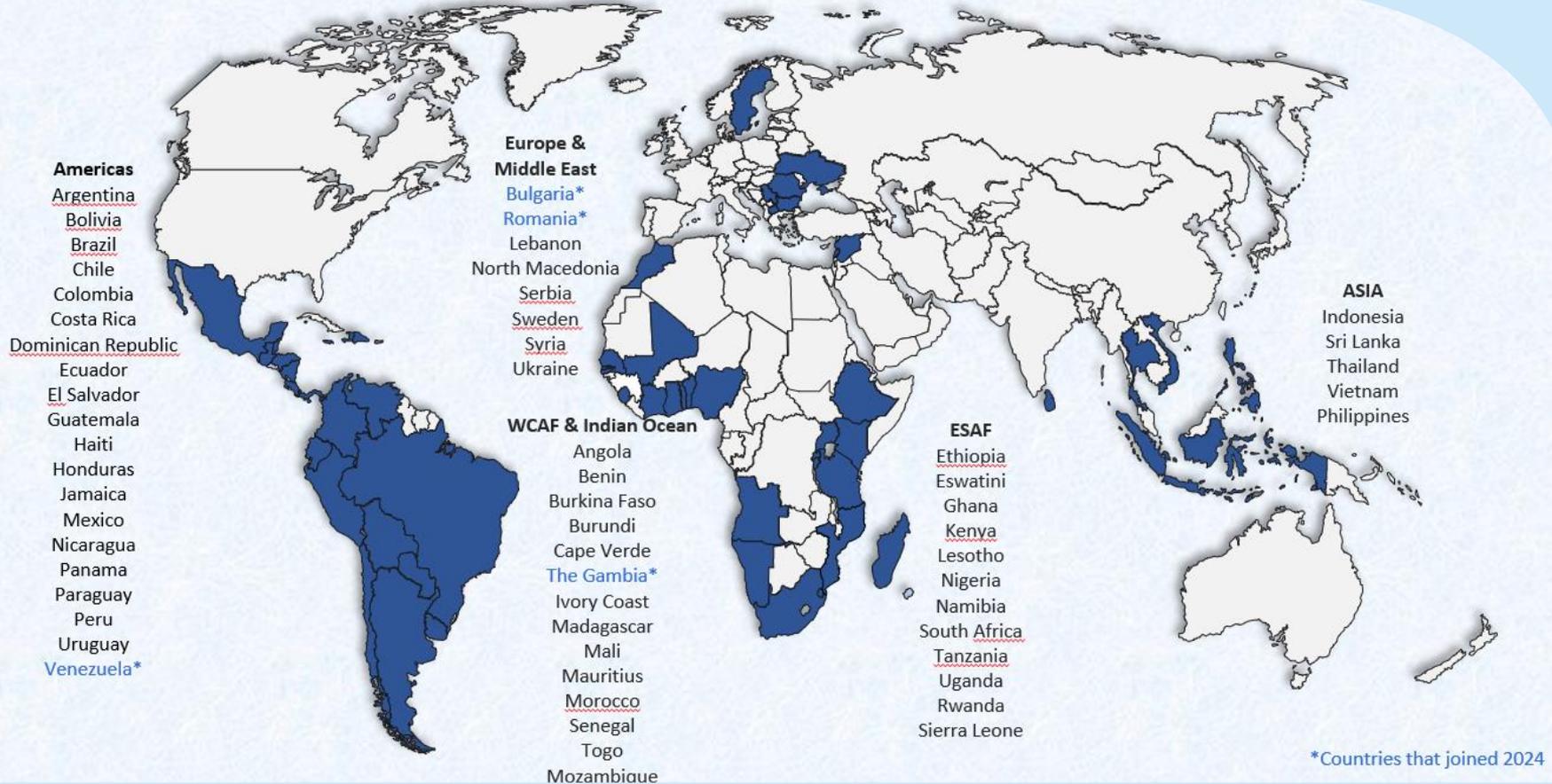
Partnership  
Countries

178

Employments other companies



# Building Bridges Worldwide: Our 59 Partnership Countries



\*Countries that joined 2024

# 2024 Africa Partnership results

2,619

Total number of young people



60

Internships

188

Activities

1,718

Young People Impacted  
(min.3 activities)

901

Young People Reached

1,183

Volunteers



7,931

Volunteering  
hours

10

Employments at DHL



24

Partnership  
Countries



166

Employments other companies





## The Inspiring Journey of Cheikh

At just 25 years old, Cheikh Tidiane has transformed his life, moving from the SOS Children's Village in Dakar to a promising career at DHL Express Senegal. Cheikh pursued vocational training in car mechanics and, thanks to the GoTeach program, gained the confidence and skills needed to thrive in the professional world. In September 2023, he secured a six-month internship at DHL Express Senegal, which led to his full-time employment as a courier agent since. Cheikh now supports his family and dreams of becoming a senior auto mechanic technician and starting his own business. His journey is a powerful testament to determination and community support.



# 2024 Asia Partnership results

314

Total number of young people



17

Activities

67

Young People Impacted  
(min.3 activities)

247

Young People Reached

5

Partnership Countries



225

Volunteers



1,602

Volunteering  
hours





## Empowering Youth for the Future: A Holistic Journey in Indonesia

In 2024, DHL and SOS Children's Villages Indonesia celebrated a decade of impactful partnership through various initiatives focused on empowering youth for employability. The journey began with the "A Day in My Life" video competition, which engaged 27 youths aged 15–24 from Jakarta and surrounding cities. The top 10 winners were awarded a rare behind-the-scenes experience across DHL's business units, where they gained firsthand insights into logistics operations and career possibilities.

Building on this momentum, a multi-day camp workshop was held in Gunung Kidul, Yogyakarta, involving 40 youths, including the competition winners. This camp emphasized career readiness through inspirational talks, CV writing, and interview workshops. Additionally, it promoted family engagement through community activities. Volunteers immersed themselves in local life, enhancing the experience for both the youths and the community.

Collectively, these activities equipped participants with practical tools and exposure, enabling them to seize future employment opportunities. Looking ahead, Indonesia will continue to be a focus country in 2025, driving even greater impact.



# 2024 LAAM Partnership results

1,471

Total number of young people



15

Internships

124

Activities

880

Young People Impacted  
(min.3 activities)

591

Young People Reached

1,044

Volunteers



4,384

Volunteering  
hours

22

Employments at DHL



12

Employments other companies

20

Partnership  
Countries





## Guatemala: Impactful job readiness activities

Guatemala has successfully carried out nine activities, positively impacting 50 young people. These included practical workshops on interview skills and CV writing, equipping participants with essential job readiness tools. Additionally, workplace visits allowed youth to gain firsthand insights into real work environments. A highlight of the initiative was the signature event, "Cafecito con DHL," where country managers from each business unit engaged with participants, offering valuable career advice and inspiration. The year concluded with a creative and engaging closing event that incorporated interactive and fun activities, reinforcing learning while celebrating achievements. This comprehensive approach not only prepared young individuals for employment but also fostered motivation and confidence, making a lasting impact on their professional development.

# 2024 Europe and Middle East Partnership results

233

Total number of young people



1

Internships

24

Activities

101

Young People Impacted  
(min.3 activities)

132

Young People Reached

229

Volunteers



1,263

Volunteering  
hours

1

Employments at DHL



8

Partnership  
Countries





## Romania:

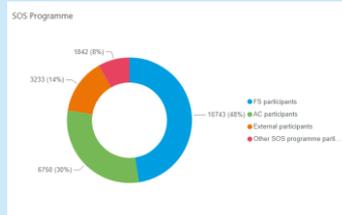
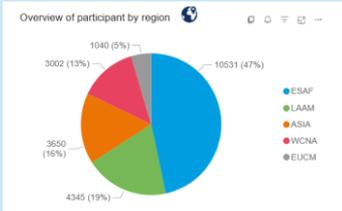
### Exploring the World of Work from Different Angles

In 2024, the GoTeach program in Romania successfully impacted 20 young people from various cities across the country. This marked Romania's inaugural year with the GoTeach program, which fulfilled the framework requirements by offering a minimum of three activities per group. The diverse activities included a minicamp, workplace visits, job shadowing, and mentoring, serving as an exemplary GoTeach journey that provides participants with diverse insights into the world of work.

All 20 youth from SOS CV participated in two days of activities at DHL Headquarters, where they received training in employability skills and logistics. This was followed by a day of workplace visits to locations such as a DHL Aircraft and the Airport Emergency Authority, where they learned about DHL operations, airport processes, and fire safety equipment.

Additionally, two GoTeach volunteers, accompanied by two SOS representatives, visited three SOS CV provincial sites to engage with the youth in their local environments. They showcased different DHL service centers, providing insights into DHL processes and facilitating interactions with couriers, operations supervisors, and service representatives.

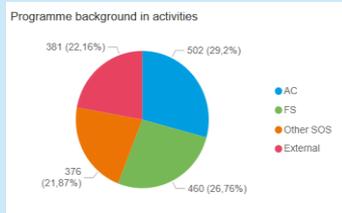
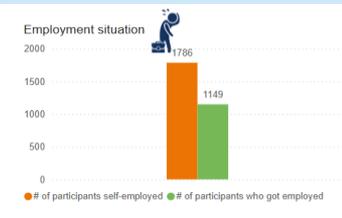
# YouthCan! Results 2024



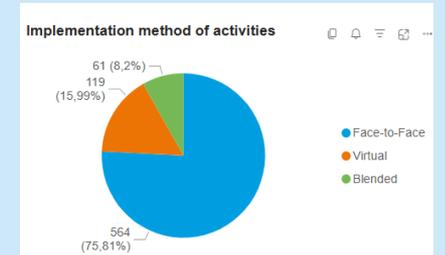
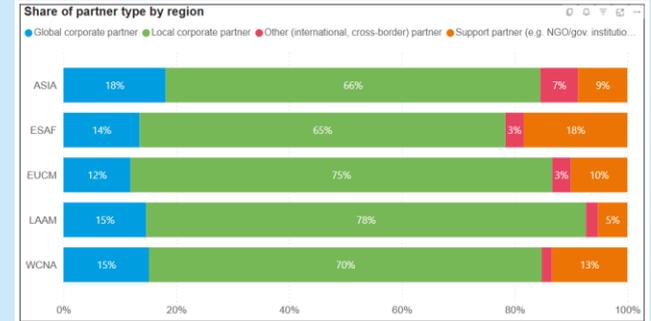
**1,941**  
# volunteers



**22, 568**  
# young people



**744**  
activities



# Survey results Young people and Volunteers

## GoTeach Survey Results



### What young people say about GoTeach...

4.24

Average rating of 'I am confident in my ability to find a job'.

3.85

Average rating of 'I have developed professional skills that can help me find a job'.

4.15

Average rating of 'I have someone I speak to regularly for ideas, guidance, or help'.

4.40

Average rating of 'I feel accepted and respected by the trainers and volunteers'.

4.32

Average rating of 'My volunteer/mentor is a positive role model in my life'.

4.11

Average rating of 'I am motivated to start my own business'.

### What volunteers say about GoTeach...

4.57

Average rating of 'I feel my employer is socially responsible'.

4.71

Average rating of 'I would recommend other colleagues to participate in similar activities'.

4.58

Average rating of 'I feel I have made a positive contribution to individuals and communities in need'.

4.64

Average rating of 'I am more aware of the challenges faced by young people from vulnerable backgrounds'.

4.30

Average rating of 'I interact and collaborate more with other employees of my company outside my own team'.

4.33

Average rating of volunteers who feel that they have gained or improved their leadership skills

... The survey results for both young people and volunteers once again show strong outcomes. Young people continue to view volunteers as role models, and volunteers are actively recommending the program to others, further demonstrating the program's impact and value.

# High Level Political Forum – New York



The high-level event, "**Partnerships that Work: Cooperation Around Youth Skills for Youth-Led SDG Achievement**," organized by SOS Children's Villages and DHL Group, in cooperation with the Government of Germany and the International Labour Organization (ILO), took place at the Permanent Mission of Germany to the UN during the **2024 High-Level Political Forum**.

The event, attended by approximately 100 participants from governments, UN entities, civil society and youth, was a successful multistakeholder collaboration. It focused on advocating for increased support for young people entering the workforce and preparing to lead sustainable businesses and societies, reinforcing the call for youth-driven SDG progress.



'We have to support each other, only then we can find out what we can do together.'

Youth Advisory Board member, Indonesia

**Paloma Angela de Souza**  
and  
**Adi Soumena**  
at the UN High Level Political Forum

Video



# Strategic Targets 2024 GoTeach

1

## Scaling the impact

Increasing the outreach keeping the GoTeach Framework at the core

2

## Enabling job opportunities

Provide GoTeach young participants with networks and support to find employment opportunities

3

## Driving gender equality

Take action to empower girls and young women to make the best use of their abilities and skills

4

## Collaborating in multi-stakeholder partnerships

Scale GoTeach solutions in local and global networks



## Best practice of strategic initiative: Enabling Job Opportunities

### MY 1ST JOB

**Temporary hiring** (12 months) in initial positions and a complementary training/support:

- **Mentoring** to support the young participant's experience, providing aid and recommendations for their career development, and allowing them to increase their contact network.
- **Virtual English course** in a self- managed way and according to their level.
- **LogisticaMente** course to learn about logistics, trade, and transportation, and understand more about DHL's line of business.
- **Training Program:** curriculum with different resources to develop skills necessary in the working world.

To date, **51 young people** have participated in this program in the Americas region, in the different DHL business units with excellent results. **50% of the participants from the first group** (that have already completed the experience) **obtained permanent employment at DHL.**

Those who did not manage to stay in the company have been able to find **employment in other companies** much more easily.

We also saw flexibility in the M1J approach in Mexico, with DSC offering permanent roles to a select group of young people.



## Best practice of strategic initiative: Multi-stakeholder partnership



### Ambassador programme - Empowering Youth Through Strategic Partnerships in LAAM

In support of SOS Children's Villages and its youth employability strategy, DHL Express CSA launched a network of **Ambassadors**—regional and local DHL leaders—who actively promote the **participation of customers and suppliers to scale job opportunities** for young people.

#### Kick-off Event: “Partners for Employability”

An inspiring event that brought together clients, suppliers, and corporate allies of SOS CV in order to motivate partner companies to join in supporting and hiring young talent from SOS CV programs.

#### Pilot Success in Peru

- 12 young people hired
- 7 DHL partner companies involved
- Achieved in just a few months

Decision to **expanding the Ambassador program to Honduras, Costa Rica and El Salvador!**

## Best practice of strategic initiative: Multi-Stakeholder Partnership



### Multi-Stakeholder Partnership in South Africa

In 2024, GoTeach South Africa engaged in a robust multi-stakeholder partnership involving 20 organizations, mobilizing 16 through the YouthCan network for career weeks in Cape Town and Johannesburg. This initiative aimed to empower youth by providing essential skills and career development opportunities through workplace visits, career talks, employability skills training, and entrepreneurship workshops. Notable partners, including Google and Stellantis, contributed by offering digital literacy training and life skills development. This collaborative effort not only exposed participants to diverse career options but also fostered a stronger sense of self-efficacy among the youth, encouraging creativity and innovation.

# DHL4HER Mentoring

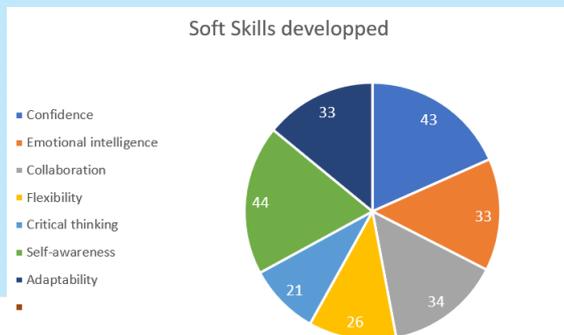
The GoTeach-DHL4Her program had a great impact in 2024 by offering **mentorship to young people across Africa**. It connected participants with DHL professionals through **virtual and in-person sessions**. Each participant had at least three sessions with their mentor. One success story from the program was a participant who landed an internship in customs.

## 1-to-1 mentorship results:

129  
mentees

19  
countries

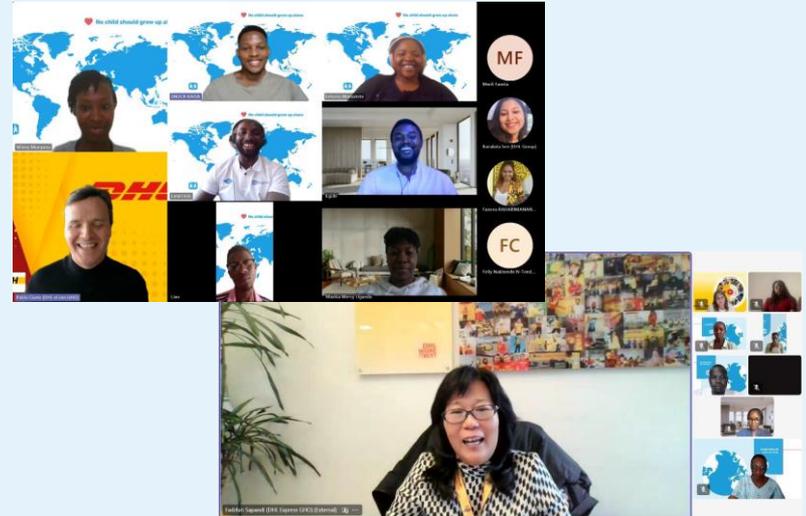
98  
mentors



## Executive Guidance: C-Level Mentoring

C-level mentoring for young people from vulnerable backgrounds offers crucial support, guidance, and encouragement to help them navigate challenges and unlock their potential. It provides a safe space to build confidence, develop essential life skills, and set meaningful goals. Mentors can guide young people, sharing their experience to help them make better decisions and grow in their careers. At the same time, it offers C-level executives the chance to give back to the community and stay connected to new ideas and fresh perspectives. It is a two-way exchange that benefits both the mentor and the mentee.

- Group Mentoring for young entrepreneurs with Pablo Ciano  
CEO eCommerce Division
- Speed Mentoring with a focus on HR topics with Fadzlun Sapandi  
EVP of Global Human Resources at DHL Express
- Ongoing Mentoring with Oscar de Bok  
CEO DHL Supply Chain



# World of Tomorrow in 2024



In 2024, two inspiring webinars were held:

*“Invest in Women: Accelerate Progress” and “Getting Out of Our Comfort Zone to Achieve Our Dreams”.*

These events reached **207** online participants.

**GOTEACH**

WORLD OF TOMORROW, AFRICA EDITION

**Invest in Women:  
Accelerate Progress**

WEDNESDAY, 13 MARCH 2024, 13:30 GMT

**Makuli Chiyomezyo**  
Forensic Scientist, TFZ Fellow,  
"Girls in Science" Co-founder  
Zimbabwe

**Dominicia Killa**  
Sales Support Administrator, DHL  
Global Forwarding,  
South Africa

**Fidelite Maniranga**  
BSA, BUIDICOTECH company  
owner, 303CV,  
Rwanda

**Fatima Sullivan**  
Regional Director SEA, DHL  
Express SSA,  
South Africa

**Moderated by**

**Eric Lirimu**  
Regional Corporate Relations  
Advisor, 303CV International,  
Kenya

Register here (Zoom):  
Link:  
<https://bit.ly/WOTAFRICA>

Scan me:

**DHL** **Teach For All** **ALDEAS INFANTILES SOS**

Online Webinar

**"GETTING OUT OF OUR COMFORT ZONE TO ACHIEVE OUR DREAMS".**

In this webinar we will have the **inspirational presence of Pablo Ciano, Global CEO of DHL e-Commerce Solutions**, who will tell us about the different professional and personal journeys he has experienced. Likewise, they will accompany you in a **panel of experiences**: Sheyla Coronel, María José Salas, Osvaldo Machuca and Carlos Flores, young people who have left their comfort zone and have been reinventing themselves both personally and professionally.

**WEDNESDAY**  
September 27th

**HOUR**  
09.00 - 10.30  
(GTM-5)

**REGISTER HERE:**  
<https://bit.ly/WorldofTomorrowAM>

**GOTEACH** **World of Tomorrow**

**DHL** **Teach For All** **ALDEAS INFANTILES SOS**





## Empowering Youth & Building Resilience in Humanitarian Crisis

In 2024, the partnership actively contributed to strengthening youth employability in countries facing significant humanitarian crises through various tailored initiatives. By adapting to local needs the program not only equips young individuals with essential skills but also fosters resilience and hope in communities facing humanitarian crises.

Bangladesh - Ukraine - Syria – Nigeria – Mali - Burkina Faso – Haiti - Venezuela

### Some facts:

28  
youth  
attended a  
„Future  
Leader“ camp  
in Syria

Official launch of  
partnership in  
Venezuela and 5  
activities conducted

9 activities for  
95 Ukrainian  
youth



## Virtual Job Shadowing

SOS Children's Villages Honduras [developed 15 videos](#) in 2024

DHL supported the production of 15 videos aimed at engaging young people by providing insights into various professions. A focus group consisting of young participants was conducted to evaluate the video format, content presentation, and overall appeal. Based on their feedback, necessary adjustments were made to ensure the final editions were relevant and engaging for the target audience. The completed videos cover information on the following professions

Barber ([link](#))

Barista ([link](#))

Firefighter ([link](#))

Electricity ([link](#))

District Manager ([link](#))

General Manager ([link](#))

Chief Academic Officer ([link](#))

Digital marketing ([link](#))

Mechanics ([link](#))

Event organizer ([link](#))

Paramedic ([link](#))

Financial planner ([link](#))

Police ([link](#))

Radio dispatcher ([link](#))

Rescuer ([link](#))



## CEO Engaging With Youth

CEO Tobias Meyer had two meaningful encounters with young people in 2024.

First, he met two young people in Indonesia during the 10-year partnership celebration.

Later, he engaged with young participants of the GoTeach/My First Job Programme during his visit to Colombia.





## Regional GoTeach Conference Asia 12.-13. November 2024

### Phnom Penh, Cambodia

This event gathered representatives from SOS Children's Villages, Teach for All, and DHL from global, regional and country level. The conference served as a platform to bring together key stakeholders in the spirit of collaboration to share knowledge and experiences and develop strategies for scaling impact shaping the future of GoTeach in the region.

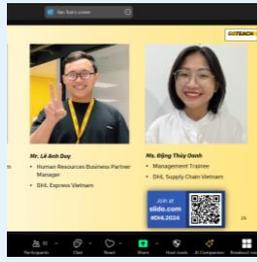


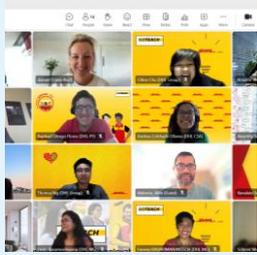
## Global GoTeach Team Meeting 13 - 16. November 2024,

### Phnom Penh, Cambodia

After two-years, the Global GoTeach team met in person to shape the future of the program and define strategic directions. This meeting included participants from DHL Group, SOS Children's Villages, Teach for All, the DHL UK Foundation, GoTeach Alumni and a volunteer.

# Snapshots of 2024





# Together, We Make a Difference – Thank You for an Amazing Year!

Through the power of collaboration, we grow stronger and accomplish more with each passing year.

