

2023 Future of Work Annual Report

Empowering all youth to thrive and lead in a changing world



October 2023

Esteemed partners and colleagues,

We are thrilled to present the 2023 [Future of Work Initiative](#) Annual Report, a testament of the remarkable journey that has unfolded over the past year and a half.

In 2022, we embarked on a transformative path, driven by a compelling vision—a world where every child and young person, regardless of their socioeconomic background, has access to an education that not only equips them with essential skills but also nurtures their growth as visionary leaders. This is more than just an aspiration; it is the very force that drives us and directs our tireless efforts.

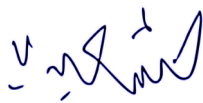
Our journey thus far has been made possible by the collective leadership of our network partners, corporate partners, fellows, alumni, students, and dedicated stakeholders. Together, we have achieved remarkable milestones that deserve celebration.

One of this year's highlights has been the growth of our commitment to students as key stakeholders in the Future of Work Initiative. From the outset, students have been active contributors, shaping the initiative and co-creating learning experiences and educational content that are shared with our global community. Initiatives like [EmployEd Chat](#), a student-led monthly conversation with industry leaders, exemplify their active involvement in shaping their future.

Our corporate partnerships have played an instrumental role in connecting educators and students with industry expertise and resources. They have enabled the Teach For All community to access relevant knowledge and translate global research into engaging student activities—igniting enthusiasm for future careers, empowering students with STEM education and financial literacy, and enhancing their employability. These collaborations have not only impacted our teachers and students but are informing the work of other organizations and education supporters. Their impact has the potential to shape the future workforce on a global scale.

We extend our heartfelt gratitude to all those who on a daily basis are contributing to ensuring that every student can access meaningful opportunities to thrive and lead, and to our corporate and programmatic partners who have been invaluable companions on this journey.

We warmly invite you to delve into the pages of this report, where you will discover the wealth of accomplishments, collaborations, and innovations that have shaped our progress.



Tarek Chehidi
Global Head of Future of Work



Pablo Millanes
Global Head of Corporate Partnerships

2023 Future of Work Annual Report

Empowering all youth to thrive and lead in a changing world

Working towards our vision for the future of work

In 2022, we launched the Future of Work Initiative with a clear vision: a world where all children and youth, regardless of their socioeconomic background, will have access to an education that will help them grow as leaders who will thrive and shape meaningful careers in an evolving economy.

To realize this vision, Teach For All is reorienting education by supporting education practitioners both within and beyond our network to adopt a holistic and inclusive approach to developing students as leaders and incorporating career readiness into formal education curriculum. We have been working towards this through three key strategies:



Supporting teachers to develop students holistically through sharing resources, developing learning experiences, and facilitating the Global Future of Work, STEM, and Financial Education communities of practice.



Coordinating global partnerships among network partners and key stakeholders to **connect students to opportunities to learn about industries and future careers, and expand their access to STEM, digital literacy, and financial education**: e.g., through career guidance, coaching, mentoring, internships, and volunteering.



Spreading Future of Work solutions for system-level impact by elevating locally rooted knowledge from teachers, students, and communities to contribute to the global discussion on how to reorient education towards students' holistic development and prepare them for the future.

During this first year, we implemented the Future of Work Initiative in **37 countries**, enabled by **10 corporate partnerships**, reaching more than **2,760 teachers** and **166,000 students** with programs in 4 content areas—**Career Education, Digital Literacy, Financial Education, and STEM**—identified by our partners and stakeholders as critical to preparing students for the world of work. The focus on these areas takes shape in global programs all grounded in Teach For All's [Theory of Learning](#) and aligned with the Future of Work Initiative's vision.

Below, we highlight some of the accomplishments we've achieved this year thanks to the steadfast support of our corporate partners and the active engagement of Teach For All's global network.

Supporting teachers to develop students holistically

Transformative learning experiences and resources to grow student leadership

Teach For All's global organization facilitates connection and learning for our network of 61 independent organizations. This year, we delivered **21 learning sessions** to support teachers across our network to learn about impactful strategies and activities that develop students' leadership and future-ready skills, including:

- A 5-part call series showcasing the work of teachers within our network who are designing and implementing career education, digital skills development, financial education, and STEM activities that are aligned with [Teaching as Collective Leadership](#), Teach For All's holistic framework for mapping the mindsets and actions that not only increase students' academic achievement but also grow students as leaders of a better future
- "Delivering Successful Corporate Volunteer Activities to Foster Student Career Readiness" workshop
- "Implementing Impactful Student Internships" workshop

A framework to bridge the gap between school and work

We have worked to evolve Teach For All's [Career Readiness Education Framework](#), which provides educators, business leaders, and key stakeholders involved in career education with an informed and actionable approach to designing student activities that enhance their understanding and experience of jobs and careers and allow them to access learning opportunities that will prepare them with the knowledge, skills, and mindsets they need for a successful school-to-work transition.

The framework embodies the true power of our global network: Teach For All, in partnership with DHL Group, was able to translate [global research by OECD](#) into an actionable framework and in less than a year has provided network teachers in more than 20 countries with the training to immediately put the framework to use to build students' knowledge and excitement about future careers. In turn, the teachers who are implementing the framework in their classrooms are sharing their experiences and helping to further evolve the framework to make it even more relevant and adaptable to meet the needs of diverse communities.

Global communities of practice to spread learnings and foster collaboration

A strong global community of educators is key to promoting the exchange of ideas, best practices, and learning experiences that support students' holistic development. In the last year, we launched and grew **3 communities of practice**, hosting a total of **16 learning calls**, to provide participants, alumni, and partner staff with opportunities to connect and share insights and innovations that support students with shaping meaningful careers and creating a more just and sustainable future world of work:

Global Financial Education Community

- **35 Educators from 30+ countries**, who are passionate about building high-quality, contextualized financial education programs
- **6 Learning calls** to connect with peers and share ideas, resources and insights about financial education



Read **[“Empowering students through financial literacy,”](#)** a blog post that showcases examples of how network teachers are helping students to develop mindsets to make strong personal finance decisions through student-led business projects and more.

Global Future of Work Community

- **Launched September 2023**
- **Bi-monthly learning calls** to explore questions and promote collaboration around Future of Work solutions and innovations

Global STEM Community

- **600+ STEM educators** across our network of 61 countries
- **10 Learning calls** to elevate learnings and collaborate on STEM education initiatives that develop students' leadership and other life skills



In a recent call series, the Global STEM Community took a deep dive into **artificial intelligence**—its applications to education, how to harness its potential to improve students' learning autonomy and self-development, and the implications of generative AI such as ChatGPT on teaching and learning.



Spotlight on STEM

Transforming STEM education to develop the next generation of leaders

Teach For All partnered with the Amgen Foundation and LabXchange to implement a study to better understand the key strategies, resources, and supports that help STEM educators enhance learning outcomes and foster their students' growth as leaders. Educators from across the Teach For All network participated in **STEM Education Leadership workshops** over three weeks to learn how to create learning pathways integrating STEM educational content with the [Teaching as Collective Leadership](#) framework. Click [here](#) to read more about the study and our findings.



The workshops have equipped me with innovative tools and strategies to create a classroom where my students are encouraged to ask questions, take risks, and challenge their own assumptions. This has prepared them to become the leaders of tomorrow.

— **Jenny Grillo**, Enseña por Colombia



Participating in these workshops has been a transformative experience for me as a teacher, as it has shifted my perspective to view teachers as learners. Collaboration with fellow educators has enriched my teaching practice with new ideas and problem-solving approaches.

— **Puja Khanal**, Teach For Nepal

Creating access to STEM in the remotest communities



Bikash Deshar, a Teach For Nepal alumnus, is a Director at Crystal Mountain School in Nepal's far-western Upper Dolpo region, in one of the remotest areas of the Himalayas. Bikash created the STEM Makers Club, in which students collect waste left behind by visiting mountaineers, like bottles and cardboard, and recycle them into educational materials for their school: models for teaching human anatomy, fraction wheels, and games to help students learn English and math, among many other innovative projects. Along the way, the students develop creativity, confidence, teamwork skills, and a deep awareness of environmental and sustainability

issues that affect their community. Click [here](#) for a short video highlighting some of their creations.



CONNECTING AND AMPLIFYING STEM INNOVATIONS

Inspired by the STEM Makers Club, **Teach For Armenia** reached out to Teach For Nepal so they could learn how to adapt Bikash's idea and guide students to create high-quality learning tools using recycled materials.

Coordinating global partnerships to connect students to the world of work

An expanding global network of corporate supporters

In FY2023, Teach For All doubled its number of corporate partnerships, welcoming **5 new partners** for a total of 10 as we close out the fiscal year. As we expand our collaborations, we're deepening our understanding of how to work in a meaningful way with our corporate supporters so that together we can make strides toward our vision of a world where all children have the education, support, and opportunity to shape a better future.

PARTNERSHIP SPOTLIGHTS

Translating global research into localized classroom practice

Teach For All is working with **DHL Group** to improve the employability of young people worldwide. Together, we developed the [Career Readiness Education Framework](#) within DHL Group's foundational [GoTeach Program](#), translating the results of [OECD's career readiness research](#) into an actionable approach to enable students to explore, experience, and think about future career paths. Teach For All's Career Readiness Education Framework is now being used in more than 20 countries and is informing the work of our other corporate partners as they engage with our network and other educational organizations helping to prepare young people for the future of work.



The Framework was featured at [OECD's 2023 Disrupted Futures Conference](#), where Teach For All also presented on ["What we are learning from multi-stakeholder approaches to foster students' career readiness."](#)

Generating region-wide impact to empower youth with financial education

Our partnership with **UniCredit** has made a profound impact in Europe, where seven of our partners organized a regional event in March-April 2023 that brought executives and employees from local UniCredit offices into classrooms to engage directly with students and teachers on financial education and career exploration. The head of UniCredit's Banking Academy Program joined 40 Teach For Italy fellows for a training retreat in Trieste, where she facilitated an introductory training session on financial education as a tool for empowerment and social change in Italy's most disadvantaged communities. Many other volunteers across Romania, Slovakia, Bulgaria, Germany, and Austria taught foundational financial skills, shared their experiences, and implemented workshops to help students identify their strengths and challenges. Click [here](#) to learn more.



Helping youth find their purpose and prepare for future careers

Volunteers from **Atlassian** are helping to widen horizons for young people. Working with Teach For Australia, volunteers have exposed students to existing and future work opportunities in various industries and job pathways. In Sydney, 15 students participated in an immersion day at Atlassian's Head Office, where 4 employee volunteers shared their personal and professional journeys and their approach to work. (Recent [evidence](#) from OECD shows teenagers in Australia who took part in workplace visits through their schools earned 9% more at age 25 than their peers and were more likely to be satisfied with their careers as adults.)



Career education geared towards developing students as leaders

All over the world, teachers within the Teach For All community are shifting the education paradigm to focus on developing students to be creative thinkers and problem-solvers who will tackle the greatest challenges we face as a global community and help make the world a more equitable and sustainable place to live. An important part of this development is ensuring that we not only expand students' access to high-quality education, but also connect students to opportunities to learn about different industries and future careers. Our global partnerships are critical for us to be able to create these opportunities, igniting students' excitement about future careers through site visits, workshops, coaching, internships, volunteering, and more. Over the course of this year, we have intensified our focus on students as the key stakeholders in all

of our partnerships. Students are shaping the Future of Work Initiative and making their voices heard as we co-create learning experiences and educational content to share with our global community.

Among many strong examples of student leadership, Teach For All's [EmployEd Chat Series](#) has been one of the most rewarding innovations we started this year. EmployEd Chat is a student-led monthly conversation that brings together students and leaders from diverse sectors to discuss their careers and industries. EmployEd Chats introduce students to the world of work and help them make informed decisions about their future. Thanks to our corporate partners and their employees who have so generously contributed their time, students have been able to learn about different careers and professional paths through rich conversations with industry leaders at Micron, Atlassian, IG Group, and more.



The latest EmployEd Chat is up!

In this episode, Teach For All Student Leader Advisory Council Member Raquel Lima talks with Teresa Keating, Global Director of Business Operations, Performance Materials & Coatings at Dow. Watch the recording [here](#).

Spreading Future of Work solutions for system-level impact

Teach For All Global Conference 2023 — Nairobi, Kenya

Learning from Africa: Developing Students as Leaders

Part of the upcoming [Teach For All Global Conference](#) (October 17-19, 2023), the [Future of Work Forum](#) marks a pivotal moment in the evolution of the Initiative. The event will accelerate our movement, bringing together educators, students, business leaders, and key stakeholders to discuss key topics, including: advancing Teach For All's Career Readiness Education Framework, leveraging educational technology and AI, centering inclusiveness in career education, and evolving our partnerships to amplify reach and maximize our impact.



Global recognition for Credit Suisse and Teach For All's Financial Education Initiative

Teach For All and Credit Suisse—with Teach For Cambodia, Enseña por Colombia, and Teach for Uganda—have partnered to create a Financial Education Program to close financial literacy gaps and provide high-quality financial education programs in under-resourced public schools in Cambodia, Colombia, and Uganda. In January 2023, the program was chosen as a [World Economic Forum \(WEF\) Education 4.0 Lighthouse](#). The 16 selected Lighthouses exemplify some of the most forward-thinking examples of public-private collaborations that are reorienting the childhood learning experience to be more inclusive, preparing learners for the great shifts and uncertainties of the future, and leveraging technological and pedagogical innovation to put learners at the center of education.

Pathways to close the gender gap in STEM fields

The gender divide within STEM and other fields limits girls' potential, with ripple effects across society. Across the Teach For All network, teachers, students, and alumni are raising their voices about the need for gender equity and leading initiatives focused on the education and empowerment of women and girls. On March 8, 2023 we celebrated International Women's Day through several events and publications, including several student-published pieces highlighting the importance of girls in STEM (one example can be found [here](#)). Teach For All's Global Head of Girls Education Fariyah Ahmad Fahmy, jointly with other education and gender equity experts, published an [article](#) in the *Diplomatic Courier* making the case for eliminating gender inequity from curricula and providing strategies to support those efforts.

In South Africa, women executives from **IG Group** worked with Teach The Nation to facilitate an inspiring session where students learned about effective communication and how to navigate professional environments, empowering them with necessary skills and also showcasing diverse career paths.



Publications and events that raise awareness and inspire change

As we continue to expand our collaborations, Teach For All leverages publications, speaking engagements, and other media to amplify Future of Work solutions across our network and shape the global discussion advocating for equity and opportunity for children. A few recent examples include:

- **“Young workers are searching for meaning and wellbeing. Let’s help them find it.”** Wendy Kopp’s [latest publication](#) in the *Diplomatic Courier* argues that companies, governments, and higher-education institutions have a responsibility to help young people find their way to careers where they can find meaning and purpose.
- **“Human skills will be vital for future jobs.”** This [op-ed](#), written by Tarek Chehidi, Global Head of the Future of Work Initiative, as part of a *Financial Times* [Special World Report](#), on the importance of prioritizing educational opportunities that will inspire students to make connections between their passions and the world of work.
- **“How organizations can upskill the future workforce.”** Wendy Kopp joined EY in this [video](#) to discuss how to define future workforce skills, develop them, and work collectively to close the skills gap.
- **United Nations Youth Envoy Spotlight.** Esther Odekunle and Afeez Saka (an inspiring student-teacher duo from Teach For Nigeria) spoke at the [United Nations Youth Envoy #YouthLead Innovation Spotlight](#) about their Future of Work initiative in rural communities.
- **World Youth Skills Day Event at Teach For All.** We heard from more than 8 students and teachers across our network on [innovations they are using](#) to reorient classrooms towards career readiness, financial education, digital skills, and more.
- **“Empowering families and students through entrepreneurial skills training in rural Uganda.”** A Teach For Uganda alumnus wrote this [account](#) of how he worked with other teachers to help families and students build entrepreneurial skills.
- **“Thinking Maths Out of the Box.”** In this [learning call](#), a Teach For Poland alumna shared effective ways to incorporate research, planning, and implementation of STEAM projects to grow students as leaders and make learning more engaging and accessible.



Conclusion

Thanks to the support and collaboration of all those involved, FY2023 has been a year of breakthroughs and inspiration for Teach For All and our Future of Work Initiative. This initiative requires the collective leadership of many people, pioneering solutions and working together across sectors, to rethink the way education can prepare children and youth to create meaningful careers in a rapidly changing world. Our partnerships provide critical resources to support our work connecting students and teachers to transformative learning opportunities and the latest educational innovations that will build students’ skills and ignite their excitement about future careers.

Acknowledgements

Moving closer toward our vision of a world where all children have the education, support, and opportunity to shape a better future requires multiple solutions and systemic change. Above all, it requires the work of many, many individuals. Throughout the last year, committed, innovative teachers and leaders across our network of 61 partners stepped up to meet the challenges before them—pioneering solutions, exchanging ideas, and ensuring that children in marginalized communities could have a high-quality education that prepares them to be the leaders our world needs.

Our partnerships have enabled us to invest in the development of even more leaders who will respond to the many issues before us and work to ensure all children can thrive. We wish to thank our global organization staff and our global community of fellows, alumni, educators, leaders, students, and supporters whose commitment and enthusiasm for this work drive us to keep reimagining the possibilities for education and the future of work.

Thank you to our Future of Work partners who make this work possible:



Thank you to our partner organizations whose dedication has driven the Future of Work Initiative's incredible progress this year:

