



Mundo de Talentos

Annual Report 2023



LEARN TO EXPLORE

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In January 2019...

Mundo de Talentos kicked off its vocational guidance activities with 40 public primary school-going children at the first branch in San Cristóbal de Las Casas, Chiapas. The trust and financial support of the IMC Charitable Foundation (Chicago), Damen Shipyards (the Netherlands) and DSM (Guadalajara) facilitated the start of this adventure.

Five years later, three generations of students in Chiapas have graduated, many new financial partners have been welcomed, a second branch in Oaxaca has been opened and the team of Mundo de Talentos has expanded. Great steps for our organization!

In this 2023 Annual Report we invite you to look back with us on five years of inspiring encounters and diverse activities that encouraged our students to investigate and try new things. The first results of our impact measurement, personal reflections of our stakeholders and the highlights of our implemented activities of 2023 illustrate this. And of course, we are excited to look ahead to the future.

Over the past years **670 children** broadened their horizons at Mundo de Talentos during encounters with 500 passionate professionals. 100 graduates became part of the Mundo de Talentos Alumni program in Chiapas where they continue to develop themselves on a personal and professional level.

Eleni Asimakopoulos
Strategic Manager





Mundo de Talentos

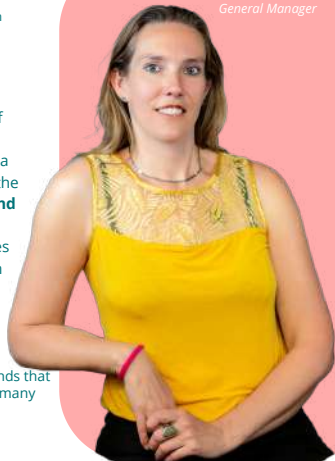
Mundo de Talentos is based on the concept of **IMC Weekend School** (1998 **the Netherlands**) and is its first sister school in Latin-America. Together with the sister schools TADA in **Brussels**, Thrive **Hong Kong** and We Can Academy in **Malaysia** we form the Global Network of IMC Weekend School. We are delighted that thousands of children worldwide get the opportunity to broaden their horizons and become strong actors of society, by participating in the vocational guidance activities offered by the organizations of the Global Network of IMC Weekend School.

The different Weekend School locations have measured the effect of their activities during the past decades. IMC Weekend school alumni in the Netherlands are more motivated to continue studying and contribute ideas to improve social situations in their communities. TADA students in Brussels are less prone to becoming involved in criminal activities later on in their lives. At Mundo de Talentos we found that our students are more participatory and more confident in front of others than before being part of the project. Also, during the program, they discover their own interests and talents and learn to recognize those of their peers. Important skills for the rest of their lives! **The 2023 Annual Report guides you through the impact of the first five years of implementing our activities.**

We would like to thank all our financial and collaborating partners, guest teachers, volunteers and friends that facilitated the first five successful years of Mundo de Talentos. We are excited to offer our program to many more children in the coming years in Mexico and we invite you to be part of it!

For the immediate future of our program in Mexico, we intend to focus on creating a strong and stable base for the two branches in **Chiapas and Oaxaca**. Also, we will start investigating the possibilities of opening new branches in Oaxaca, Chiapas and the center of Mexico.

Laura Baas
General Manager



Laura Baas y Eleni Asimakopoulos
General & Strategic Manager



Congratulations from the Global Network of IMC Weekend School



www.imcweekendschool.nl

Heleen Terwijn

Founder and Strategic Manager IMC Weekendschool
Parent organization in the Netherlands



At IMC Weekend School, the Netherlands we are very proud of our Mexican sister school, its founders Eleni Asimakopoulos and Laura Baas, and all their dedicated staff, volunteers and students. Muchas Felicidades Mundo de Talentos! You prove each and every day that the Weekend School concept brings joy and purpose to everyone involved.

To the students: our alumni love being in touch with you. Let's strive for more online exchanges, and if possible live exchanges too. Together, we build a Global Network of Weekend Schools.

Wishing you all the best for a bright future,

On behalf of all IMC Weekend School staff, alumni and students.

Pieter de Witte

Managing Director TADA
Sister school in Belgium, Brussels



<https://www.tada.brussels/>

At the start of Mundo de Talentos, I was very happy to hear that there would also be a weekendschool in Mexico; every country needs weekendschools! Following the evolutions from the other side of the ocean, I am very happy that they made it through the first 5 years and managed to extend their impact! Wishing you all the best for the future!





Congratulations from the Global Network of IMC Weekend School



www.thrivehk.org

Polly Chan

Founder of Thrive Hong Kong Charitable Limited
Sister school in Hong Kong



"Super excited to see Mundo de Talentos has opened more schools and benefited more under-served children in Mexico in 2023. It's so heart-warming to see how the Mundo de Talentos team has transformed the lives of many students by enabling them to learn different interesting career professions with curiosity, eyes wide-opened, questions being valued and answered by passionate guest teachers, volunteers and program staff like what we have experienced with the Thrive Hong Kong weekendschool in Hong Kong.

Dear Mundo de Talentos team, we are so proud of what wonders you have done to the next generations of Mexico. We are also working hard to do our part in Hong Kong.

Let's co-create a motivated future for the children around the world. Wish you much more success in the years to come!"



Project presentation – Looking back: 5 years

For 5 years Mundo de Talentos has offered a free vocational guidance program for girls and boys ages 10 to 12 from low-income families in southern Mexico. We founded Mundo de Talentos in March 2017 with the intention of replicating in this area the successful model of [IMC Weekend School](#) (the Netherlands); an institution that has operated there since 1998 with sister schools in Belgium, Hong Kong and Malaysia. Mundo de Talentos is the first sister school on the American continent to join this Global Network of IMC Weekend School in which we quarterly exchange experiences about the implementation of its methodology.

During the first months of 2018 Mundo de Talentos carried out a pilot project with 20 students from two primary schools in San Cristóbal de Las Casas, Chiapas, to test the concept. The financial support and trust of the companies [Damen Shipyards](#) (Netherlands) and [DSM Nutritional Products](#) (Guadalajara, Mexico) and the [IMC Charitable Foundation](#) (Chicago, USA) made it possible to implement the activities with the first official generation of 40 students in San Cristóbal de Las Casas, where to date there are 100 graduates and 80 students per school year.

In September 2022 we managed to expand our activities to the state of Oaxaca, also in southern Mexico, where we implemented a pilot with 20 students in Oaxaca City. As a result of the success achieved, we decided to open a second official branch in this city in January 2023. Currently we work with 60 students every Saturday, while throughout 2023, we were able to implement our activities with 340 girls, boys and adolescents between the Chiapas and Oaxaca branches. During these first 5 years of implementation of our vocational guidance activities, we reached 670 students in total in Chiapas, Oaxaca and the Alumni Project.

Global Network of Weekend Schools



Netherlands - Mexico - Belgium - Hong Kong - Singapore





Project presentation – Looking back: 5 years

The beneficiaries of the free Mundo de Talentos program are boys and girls from low-income families in San Cristóbal de Las Casas, Chiapas and Oaxaca City, that attend 5th and 6th grade of primary public schools. An important requirement is the commitment to participate in the program every Saturday, which is why the agreement with parents is essential. It is important to emphasize that we do not focus on students' grades in school because the program focuses on professions and crafts of different levels, presenting jobs that require practical training, technical education or university studies.



THE GENERAL OBJECTIVE OF MUNDO DE TALENTOS IS TO CONTRIBUTE TO THE PERSONAL AND VOCATIONAL DEVELOPMENT OF CHILDREN AND ADOLESCENTS IN SAN CRISTÓBAL DE LAS CASAS, CHIAPAS, AND OAXACA CITY. THIS TRANSLATES INTO THREE SPECIFIC OBJECTIVES:



1. Strengthening self-esteem

2. Creating a sense of belonging to society



3. Promoting informed decision-making to choose your path

During the two years of the program students learn about the professions and crafts that exist in the world through the work experiences of passionate professionals (volunteers). They participate in group exercises and excursions to workplaces. The program covers 12 thematic modules that include Journalism, Arts, Sciences, Design, Tourism, Innovations, Gender, among many others. The program focuses on academic and artistic subjects, and improves the social-emotional skills of young people to prepare them to become responsible and strong actors in society. The sessions are held on Saturdays from 10 AM to 2 PM at the two locations.



The fundamental purpose of Mundo de Talentos

In Mexico, more than **4 million children and adolescents do not attend school** (Secretary of Public Education (SEP), 2017), while **600 thousand more are at risk of dropping out** due to various factors such as lack of resources, distance from schools and violence. On the other hand, boys and girls who do go to school show low use of the content taught in compulsory basic education. The above, according to studies, is due to a lack of motivation to study. **Chiapas and Oaxaca occupy the last places in school attendance of girls and boys from 6 to 14 years old in the Mexican Republic.**

Another situation of great concern currently is the recruitment of children and young people to participate in criminal and illicit activities. An example of the seriousness of this problem is the estimate of the Inter-American Commission on Human Rights (IACHR), which in 2015 stated that **30 thousand girls and boys had been captured by criminal groups in Mexico, while in 2018 this figure rose to 460 thousand** (Network for Children's Rights in Mexico (REDIM), 2021).

Among the reasons for becoming victims of this type of recruitment, REDIM identifies, among others, the lack of alternatives (life project), living in violent urban environments, poverty and inequality. Chiapas and Oaxaca are among the entities with the highest numbers of children and adolescents at risk.



- **4 million children and adolescents do not attend school (SEP 2017)**
- **460 thousand girls and boys have been captured by criminal groups in Mexico (REDIM, 2021)**

From the above, it follows that access to concrete opportunities to build a life project in a positive, healthy and motivating environment can contribute to reducing school dropout rates and youth involvement in criminal activities.



Transversal approach to Gender Equality

One of the objectives of Mundo de Talentos is to promote gender equality among participants through the implementation of a transversal gender strategy. First, we serve the same number of girls and boys to ensure the same presence of female and male voices in the classroom. Secondly, we invite both male and female guest teachers to present the different fields of work.

**ADDITIONALLY,
OUR GOAL IS TO HELP
BREAK DOWN
STEREOTYPES
ABOUT JOBS THAT ARE
TRADITIONALLY "FOR MEN"
AND "FOR WOMEN."**

To this end, in the health and socially focused work sectors we aim to invite male guest teachers (for example, a nurse, a stylist or a clothing designer), while for scientific or physically heavy work we seek female guest teachers (for example, a doctor, a woman who works in construction or blacksmithing).

Apart from the transversal focus on gender equality in the program we develop a special module called Gender in which we address the issue of the roles of men and women in society, with a specific focus on the workplace.



This module also focuses on issues related to building a society based on **respect between people of different genders**, taking into account topics such as sexuality, dating, responsible reproduction and contraceptive methods. This module is carried out every year for four Saturdays with the second year students of Mundo de Talentos (6th grade). We also seek alliances with organizations and companies specialized in sexual and reproductive health for the appropriate implementation of this module.





Focus on Life Skills

Mundo de Talentos focuses both on academic and artistic subjects and on improving the socio-emotional skills of young people to prepare them to become responsible and strong actors in society. After 5 years of operation, Mundo de Talentos remains unique in the way it offers intensive vocational guidance that combines the development of social-emotional, academic and artistic skills.

We consider that it is essential to work on life skills with children and adolescents to achieve education not only based on theoretical but also practical knowledge. This promotes a healthy, collaborative and active lifestyle. We focus on various life skills so that children identify and acquire them, and learn to put them into practice in their daily lives. In this way we intend to contribute to the formation of conscious and resilient young citizens.



LIFE SKILLS



among many more.



Focus on Life Skills

Each Mundo de Talentos module has a thematic focus which allows it to work on certain skills in particular (see [Annual Report 2022](#)). For example, during the Journalism module the skills of asking questions and investigating receive special attention, while the Fine Arts module lends itself to working on the skills of presenting oneself in front of a group and expressing emotions. In addition, several skills are worked transversally during the program, such as giving and asking for help, working as a team and forming an opinion.



THE SKILLS DEVELOPED ALLOW YOUNG PEOPLE TO PRACTICE ANY PROFESSION OR TRADE IN THE FUTURE IN A RAPIDLY CHANGING SOCIETY.





Alumni Project

After completing the two years of the Mundo de Talentos basic project the students graduate and automatically become part of the Alumni Project. This project aims to ensure that students continue to be part of our community, in addition to continuing to accompany them on the path of self-discovery of interests and skills that contribute to their training and personal, school and professional growth.

The Alumni Project is a space that promotes the self-esteem and confidence of young people, based on the construction of professional relationships between the guest teachers and the students and their vocational interests. With the aim that in the future the alumni can approach guest teachers for orientation, social services, professional practices or a workplace.



Each year, the group of graduates in San Cristóbal de Las Casas has grown with 40 students. This will also be the case in Oaxaca City from June 2024 onwards when the first generation of Mundo de Talentos students will graduate there.



The activities carried out in the Alumni Project are broader than the basic program and are implemented monthly instead of weekly. The activities are diverse and are aimed at continuing to motivate young people to continue studying and training. They are also invited to participate in certain activities with the new generations to serve as an example and source of inspiration.



Mundo de Talentos promotes **the self-discovery of interests and abilities** of children and youth in order **to promote personal development, critical thinking and the link with society** through encounters with people who are passionate about their work.



Mundo de Talentos contributes to **the personal and vocational development of children and adolescents** in Chiapas and Oaxaca, by strengthening their self-esteem, improving their sense of belonging to society and by fostering their sense of gender equity, so that they can make informed decisions about their own future.



To be a **learning network** made up of students, alumni, parents, guest teachers and volunteers that **encourages the discovery of talents and interests** of children and adolescents that motivates them to choose their own path.



- Gender equity
- Respect for other people
- Promote peace
- Learning by doing
- Access to information





Impact report 2023

Mundo de Talentos A.C. is a social organization whose target group is formed by girls, boys and adolescents (NNA) from the city of San Cristóbal de Las Casas in Chiapas and Oaxaca.

Our general objective is reducing barriers and transforming them into educational and vocational development opportunities, as a means to reduce school dropout rates. Therefore, our efforts are aimed at strengthening skills and capacities that allow the reduction of these barriers, from the strengthening of self-esteem, the sense of belonging to society and the increase of knowledge and experiences related to the various professions and crafts available to the target group.

The three specific objectives for the children and adolescents of Mundo de Talentos in Oaxaca and Chiapas are:

1. *Strengthening self-esteem*
2. *Strengthening the sense of belonging to society*
3. *Promoting well informed decision-making in order to obtain more elements to choose their path*



★★★★★
 “...Mundo de Talentos is one step ahead of educational programs... it's what inspires our children to share and grow together”

In the logical framework of our project we identify the activities and their indicators related to each of the specific objectives. Weekly we measure the degree of implementation of the activities. The obtained information allowed us to make adjustments to activity metrics for next school year. Above all, we observe the need to maintain as a reference the clear and correct structure of the sessions with their proper opening and closing moments and reflection and writing in the logbook. In this way we will continue to offer a program with important learnings in a structured way.



Impact report 2023 – Background

Mundo de Talentos began its vocational guidance program with children aged 10 to 12 years in January 2019. At a later stage we will be able to carry out a long-term analysis focused on the (non) school dropout of our target group. Meanwhile, the exercise of measuring the impact of our activities that we present here is based on strengthening self-esteem, the sense of belonging to society and knowledge about professions and crafts of the children and adolescents who participate in Mundo de Talentos.

The target group of our activities are girls and boys who attend 5th and 6th grade of public primary schools in the cities San Cristóbal de Las Casas (Chiapas) and Oaxaca de Juárez (Oaxaca). Therefore, the age ranges are mainly between 10 and 12 years old. After participating two years in the basic Mundo de Talentos program, students graduate and can continue enjoying vocational activities through the Alumni Project.

The group of alumni is made up of students from the 1st grade of high school onwards. This group was not taken into account in the impact measurement presented here¹.

The impact measurement system was designed during the 2021-2022 school year. Fortunately, again with full classrooms and participating and enthused students and their families, after two years of complications due to the COVID-19 pandemic. The impact measurement system that we had designed before the pandemic could not be fully implemented due to its restrictions. However, we never stopped offering our vocational guidance activities, both digitally through WhatsApp, as well as in a hybrid way and completely in person as soon as the situation allowed it. During that period we made videos about the impact of the Mundo de Talentos program with testimonials from the perspectives of the students, their families and the guest teachers.

The system designed during the 2021-2022 school year evaluates various aspects of the program. On the one hand, it measures the degree of implementation of the proposed activities during the scheduled thematic modules. On the other hand, through surveys, we measure the participants' levels of self-esteem, sense of belonging to society and knowledge of the topics to be discussed. By self-esteem we mean the level of awareness about one's own interests and strengths. The key question to be answered by the participants is "What am I good at?"

The purpose of Mundo de Talentos is to contribute to students' recognition and value of their own interests and abilities, as well as to identify what these strengths are for. With the concept of belonging to society we refer to the quality of the interpersonal relationships of the participants. The key question to answer is: "How do I relate to other people in society?"

With Mundo de Talentos we intend to strengthen the potential of students' social relationships, taking into account their relationship with other students as well as with adults.

Apart from the surveys we collect testimonials from the students and systematize the observations of our coordinators on an ongoing basis as an integral part of the monitoring and evaluation system. Through this system we obtain data from the groups we work with during the school year. The participating group of this measurement (2022-2023) consists of 120 students, including 40 first-year and 40 second-year students from San Cristóbal de Las Casas, Chiapas, in addition to 20 students from the pilot project in Oaxaca and 20 of the first official half year of this city.

¹The results presented in this report are based on the program activities of the first and second years of Mundo de Talentos, with students in 5th and 6th grade of primary school. The 2022-2023 school year was only the second year of implementing activities with graduates, so we will evaluate this part of the program later.





Impact report 2023 – Evaluation results

The students of Mundo de Talentos and their families value the diversity of the topics, the focus on life skills and the motivation that is generated to continue studying. We observed a great evolution in the participants throughout the program. At the beginning they tend to be shy and less used to forming their opinion and expressing themselves, while throughout the two years of the project, they become more participatory and assertive. This is thanks to the stimulation of our educational coordinators who emphasize active participation, critical reflection and teamwork.



Also, in terms of the content of the program we see changes in the students. Many get excited every Saturday with the craft or profession they get to know, to such a degree that they express wanting to “be that when they grow up.” Something that usually changes each week with the visit of a new guest teacher.

Regarding knowledge of the content of the thematic modules of the Mundo de Talentos program, we were able to see an increase in the three evaluation groups. Both in the first and second year of San Cristóbal de Las Casas and in the first-year group in Oaxaca an increase in the students' knowledge in all topics was observed. In the first-year group in San Cristóbal de Las Casas the percentage of participants who answered between 80 and 100% of the questions correctly increased from 35 to 45%.

This percentage rose from 20 to 48% in the second-year group in this city. For the first-year group in Oaxaca a very significant increase was not observed. In both the first and second administration of the survey the average score was around 80%.





Impact report 2023 – Evaluation results

An interesting aspect in Oaxaca was that the students mentioned many topics, crafts and professions that caught their attention that they had learned about during the pilot project including virtual reality, aviation and robotics and topics that they learned about in the Communication and Innovations modules.



At the beginning of the surveys it was observed that the participants made little difference between a craft and a profession and that they knew few crafts, in addition to the fact that they associated most jobs by gender. In the open question about the jobs they know, they mention the professions and crafts that they have seen in their social environment. At the end of the school year students mention more varied professions and also refer to them as feminine.

For example, during the first survey of the first-year group in San Cristóbal de Las Casas the jobs that girls mentioned the most were doctor, police officer, lawyer and teacher (all in masculine). At the end of the year the most mentioned were doctor, firefighter, police officer, veterinarian, artist, psychologist, biologist and lawyer. This result reflected the efforts regarding activities that reinforce gender equality, since more professions were also named in feminine. It is also notable that they named some new professions such as stewardess, biologist and streamer; and as a possible result of the Design and Entrepreneurship modules, they mentioned designer (differentiating them by gender) and entrepreneur.



In general we observed an increase in knowledge among students in the three groups in most of the modules taught during the project. As an example and sample of the methodology, the second year survey in San Cristóbal de Las Casas is detailed below with its scores. The percentages of correct answers at the beginning and end of the year are shown, as well as the module to which the questions correspond. In this table we observe that there was an increase in student knowledge in all the thematic modules that were offered during the year.



Impact report 2023 – Evaluation results

| Knowledge of modules – second year, San Cristóbal de Las Casas | | | | |
|--|--|-------------------|--------------------|---------------------------|
| Question | Correct Answer | % Achievements | | Module |
| | | First application | Second application | |
| Pear, apple, mango corresponds to fruits, as well as social sciences corresponds to: | Sociologist, psychologist, historian | 78% | 77% | Social Sciences |
| Name some of the social science tools that are useful in daily work: | Observe and write in a field diary | 43% | 71% | |
| Through an image you can show something like: | A problem that exists in a neighborhood | 59% | 84% | Visual Arts |
| Which professionals within the visual arts can bring everyday life to an image? | Photographers, filmmakers, painters | 76% | 90% | |
| What do visual arts provoke in the public? | Thoughts and emotions | 67% | 97% | |
| Which of these is an innovation for water care? | Make a sink over the toilet bowl which collects and reuses water | 12% | 45% | Technology and Innovation |
| Innovating is useful in daily life to: | Create a solution to a problem or need of people | 76% | 77% | |
| What skills do innovation professionals use? | Ability to reformulate ideas and solve problems | 55% | 71% | |



Impact report 2023 – Evaluation results

| Knowledge of modules – second year, San Cristóbal de Las Casas | | | | |
|--|---|-------------------|--------------------|-----------------------|
| Question | Correct Answer | % Achievements | | Module |
| | | First application | Second application | |
| What is the job of a designer? | Represent graphically functional objects | 49% | 77% | Design |
| Name an example where design can be applied: | In cars, houses and furniture | 69% | 71% | |
| What skills do designers use? | Creativity and imagination | 84% | 84% | |
| What does entrepreneurship mean? | Start a business project | 76% | 94% | Entrepreneurship |
| What skills does an entrepreneur use? | Plan and negotiate | 76% | 81% | |
| Of the following sentences, which is an example of entrepreneurship? | Hairdresser and stylist service at home | 51% | 68% | |
| What is the purpose of research projects? | Discover ways to learn how to do research | 73% | 77% | Investigation project |
| What skills are used in the research project? | Question, reflect and learn | 73% | 90% | |



Impact report 2023 – Evaluation results

The objective to which the above-mentioned results correspond is to “promote informed decision-making in girls, boys and adolescents to choose their path”. The indicator that corresponds to it is “the average of good answers in the knowledge survey is + 70%”. Therefore, based on this indicator it is concluded that **we achieved the objective.**

Furthermore, we can attribute the increase in knowledge of the content of the thematic modules of Mundo de Talentos, at least in part, because students attended the majority of the program sessions.





Impact report 2023 – Strengthening self-esteem and the sense of belonging to society

We measured the strengthening of skills and attitudes that show good self-esteem and a sense of integration in society. This measurement is related to the specific objectives 1 and 2 already mentioned. The categories that we measured related to self-esteem were: recognition of abilities, facing challenges and taking responsibility, recognition of personal achievements, recognition and expression of emotions, response to frustration and expression of ideas and proposals. Regarding the sense of belonging to society, we focused on the areas of social commitment, spaces for participation and decision-making, care for others, contribution to society and opinion regarding adults.

In questions related to self-esteem, it was the girls who had the most difficulty recognizing their own abilities. Both in the surveys at the beginning of the year and at the end of the year, boys named and recognized their abilities, while in girls an improvement was noted between the time of entry into the program and the end of the year.

We recognize that it is important that at Mundo de Talentos we work to strengthen the self-esteem of all students and especially of the girls. The Gender module is essential in this sense because it shows the opportunities that women have in the world and recognizes the skills and talents of both women and men. The Gender module is an important space to strengthen skills related to girls' self-esteem.

On the other hand, regarding personal achievements, both at the beginning and at the end of the year, boys mentioned having greater difficulty in recognizing them, while girls, for the most part, said they had greater ease in doing so.

Based on the surveys we find a high capacity to face challenges and to take responsibilities in all groups. This is reflected in the responsibilities that students assume during the sessions.

For example, in the Investigation module, a strong commitment to the activities was

noted when students continued with their research tasks outside the Mundo de Talentos program. They made an effort to comply, resolve and carry out teamwork. They wanted to be well prepared for the Talent Fair where everyone presented their results. Some met with their team or continued with parts of their investigations during the week in order to meet objectives.

In the same way, we observe taking responsibility and facing challenges in the Entrepreneurship module. The students were excited by the idea of participating in a real market where they would offer their products and services, which caused them to meet during the week and continue with the implementation of their plans. In general, during the year we noticed in all groups that the students assumed teamwork very positively to organize and carry out the activities. Likewise, there was a very good response when students were asked for some material from their homes to use during the sessions.

Also the response to students' frustration was strengthened in all groups. At Mundo de Talentos we put a lot of emphasis on this skill because it will help them face life's challenges, accept their mistakes and those of other people. We strengthen this ability by accompanying students through containment and the search for tools to assertively face stressful or challenging situations. In this same skill, regarding facing challenges, more girls than boys said that if they did not know something they would take the challenge and ask how to do it. This shows good self-esteem related to learning new things.

Another topic we emphasize is the identification and expression of emotions. At the beginning we observed that most girls identified the emotion they were having at that moment and expressed it, while most boys identified the emotion, but did not express it. At the end of the year the number of children expressing their emotions increased.



Impact report 2023 – Strengthening self-esteem and the sense of belonging to society

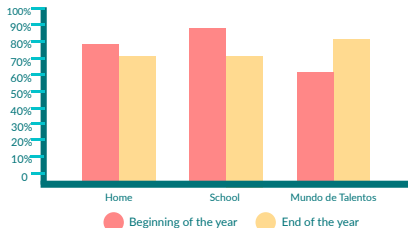
In that sense the thematic modules of Mundo de Talentos that have an artistic focus, such as Cinema and Arts, lend themselves to working with emotions. In these modules students are invited to feel their emotions, identify, express and use them in the works they are creating. In addition to this we try to give space to the expression of emotions and relate them to the topics we work on throughout the project. During the sessions they were asked how they felt. Sometimes at the beginning or when they faced a challenge, like in the research project. How certain situations make us feel has consequences for our actions. Identifying and expressing how we feel helps us channel emotions and makes it possible to build a healthy and happy environment.

Another skill that we see strengthened in Mundo de Talentos students is the expression of ideas and proposals.

Boys and girls usually feel encouraged during the sessions to express the ideas and emotions that arise. This shows that they recognize Mundo de Talentos as a safe space where they feel the confidence to express themselves freely. At the beginning of the school year students identified home and school as the places where they can give their opinion and be heard, above Mundo de Talentos. At the end of the year Mundo de Talentos reached that first place.

The girls and boys showed a high sense of commitment to society, considering that they can contribute something to it and that this is a co-responsibility of all people. They showed a high number of positive responses to caring for others, both at the beginning and at the end of the year. Girls and boys, alike, consider that learning a craft or studying a profession will allow them to contribute to society. One difference was that girls were more clear about how they can express their opinions in front of adults, while boys had it less integrated.

Place where I can express myself and be heard



An interesting and unexpected topic was the positive integration of some students with a certain level of autism in the project. In both the two groups in Chiapas and in the group from Oaxaca, there was participation of one or two students diagnosed with an autism spectrum disorder. Although this situation was not anticipated, the students managed to participate fully in the activities, sometimes with some adaptation in the tasks, largely because the other students took into account the particularities in the interaction with their classmates.



Impact report 2023 – From the perspective of children, adolescents and their families

Answers to open questions to the students showed us that they obtained important learnings in relation to their interests and skills that were strengthened or acquired. This makes them feel part of the safe space that Mundo de Talentos offers them, based on playful methodologies and with respect and affection for the participants. What the students mentioned as strengthened social skills were: making new friends, sharing and having empathy, being who I am and expressing myself, listening and paying attention, expressing myself with joy and helping others. Regarding belonging to the Mundo de Talentos community, the students' evaluations included: they do not judge you and they support you, I can be at peace, they teach in a fun way, you learn new things while you play and have fun, everyone is very kind, they take my opinion into account, we spend time together and have a lot of fun.

On the other hand, some mothers and fathers expressed their appreciation for the vocational guidance project that Mundo de Talentos represents:

★★★★★
"Mundo de Talentos is opportunity, teamwork, psychological development of social skills, vision to undertake and be self-confident."

★★★★★
"It is a way to interact with other children in a world where they learn in a fun way and outside of the stress of school."

★★★★★
"We are very happy because Mundo de Talentos is one step ahead of educational programs. In formal education we began to leave competition and lean towards sharing. Mundo de Talentos is what inspires our children to share and grow together."

★★★★★
"She changed radically for the better, greater concern and academic interests."

★★★★★
"Thanks to the project it helped him learn about other things, to have a better vision of life and what he would like to do."

★★★★★
"Greater responsibility, he socializes more, he is a more outgoing child with better spirit, more confident when making decisions and more independent."

★★★★★
"My experience with the project at first was a bit dubious since I thought my daughters were still too young to discover what they wanted to be when they grew up, but seeing them excited, I didn't hesitate to bring them. Every Saturday I saw that they were meeting different guest teachers, each with their own topic of expertise, which enriched my daughters' learning. When they did activities outside the location, they liked it even more since the coexistence was different. Personally, I thank the organizers and the program for providing this space that is very supportive of children's learning and talents."

★★★★★
"It is an excellent course because my son is learning to express himself and have more expectations."

When reading the words of mothers and fathers, our world of learning and achievement of objectives expands, since we see that the evaluations are positive and above all have to do with changes in improvement in self-confidence and way of relating to others, attitudes, skills and discovery of interests.



Impact report 2023

In summary, our assessments based on the evaluation process are as follows:



Regarding the fulfillment of our objectives (effectiveness): we comply with the planned activities and especially with the growth of the self-esteem of the participants, as Mundo de Talentos is a safe place that allows them to freely develop their personality.



Perception of the population about the project and its achievements (effects): the girls and boys mention a high degree of satisfaction with the project because they consider that they obtain learning from it, good treatment and having fun. In addition, family members observe positive changes from the participation of their daughters and sons in the project.



Needs that the project responds to (relevance): to have educational and socialization spaces; that these spaces are safe, where girls and boys relate to their peers with respect and can have significant experiences in learning about crafts and professions.



Impact (expected and unexpected effects): the active participation of girls, boys and adolescents in the project, the good response from family members and guest teachers and the recognition of learning by all those involved. Regarding the unexpected effects we recognize the participation of some children with autism in Mundo de Talentos activities and the good response from their classmates. This has allowed their positive inclusion in the groups.





Guest teachers



**Alba Mérida
López de la Cruz**

Dentist
Consultoría Vida Dental
Recurring guest teacher



I feel that all the children who come here, come with such an open mind to learn. For me that is an opportunity to reach the ears of the future... An extraordinary opportunity to be able to improve the future for them, for their families and even for the state and for our country.

Everyone is afraid of the dentist, so my goal is for these children to lose their fear. When adults want to introduce this fear, I want them to be prepared to be able to reject this and to have the ability to carry out this dental education or oral education to their families.



It is essential that they have big goals from a young age.



"The opportunity of Mundo de Talentos is that they see their future. And that we have the responsibility of identifying those children who in the future want to be dentists and, in some way, continue to motivate them...".



Guest teachers

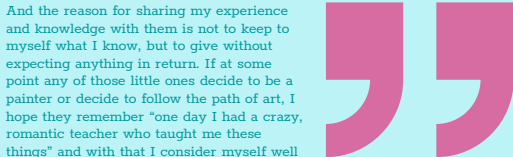


Rodrigo Arturo
Santiago García

Visual artist
Casa Bestia



In particular, I have been working with children for about 6 years and it seems very magical to me because they have the ability to forgive, they are not as proud as us adults who remain angry. **I feel that at some point it is good for all of us to live with children.**



And the reason for sharing my experience and knowledge with them is not to keep to myself what I know, but to give without expecting anything in return. If at some point any of those little ones decide to be a painter or decide to follow the path of art, I hope they remember "one day I had a crazy, romantic teacher who taught me these things" and with that I consider myself well served.

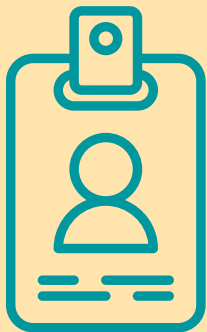
★★★★★
“There was someone who had a broken arm, but it was not a limitation. There was a lot of camaraderie in that group and they helped each other. They helped him cut out his mask. They were also very proactive about making their masks, it was incredible.”



“My advice, and it is the same one that I gave to the children, is to do things with passion, in general in life, because if you do things out of obligation and not because it is your nature, I feel that it is wrong. Yes, we need the money at the end of the day, but what better way to have money for something we are passionate about”.



Sponsors



María Teresa Cosío Castillo

Company: Quálitas
Sponsor since 2022



I personally love the project they carry out because I believe it is a unique opportunity for children and young people to learn about their skills, interests and abilities through an interesting, participatory and constructive dynamic. They are the experts in each of the topics. They are in contact with children.

Through these workshops, you bring them closer to this infinite possibility of development. I like the values they promote; teamwork, listening, active participation, questioning. I think they have a very complete program, and that in two years they can learn about different professions and crafts.



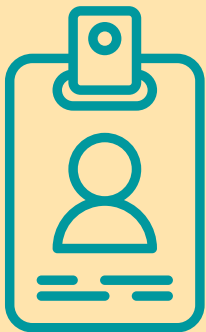
I like to support these types of projects, and know that through this support, many children and young people will be able to be what they want to be and discover it.



“With this practical experience and excursions, they can have a complete picture of what they could be in the future. It seemed like a very innovative model to us. It’s also great that they involve parents”.



Sponsors



Erica Donkers

Company: Hotel con Corazón
Sponsor since 2022



HCC's purpose is to support education, so the hotel is the means to support that. The objective is that young people can enjoy better quality and more years of education. That they can make good decisions in their lives and that in this way they can access the labor market in a better prepared way, to be able to exit poverty.

I think it's important for children to be able to dream about their future without having to make decisions yet. They can have experiences about different types of work and feel what their interests and natural qualities are. And I think that's where the motivation comes from to continue studying and maybe this will contribute to reducing school dropouts in the future. That is why we liked to collaborate with MdT to start this process together in Oaxaca.



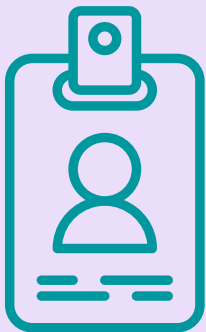
It would be excellent if in a few years there would be MdT alumni who have had the dream of having a certain profession and who have achieved it, to return to MdT to talk about their work with the new generations.



"It was very inspiring to receive MdT students at Hotel con Corazón during a session of the Tourism module. It's very motivating for the staff to see who the participating children in the project are, that is financed with the profits of the hotel".



Alumni and families



**Iris Yuliana
López Jiménez**

First Generation
San Cristóbal de las Casas



I entered the pilot generation, which was in 2019. It was a great opportunity and it still is. Mundo de Talentos has helped me learn about various professions and not to feel embarrassed when speaking in public, because that was my fear. I even started to sweat.

I have also been able to meet new places and people. I am very grateful for this because it has opened many doors for me. Like in school when they allowed me to give presentations and I could speak in public. It became easier. I'm proud to have gotten rid of that fear and to be able to face the world.



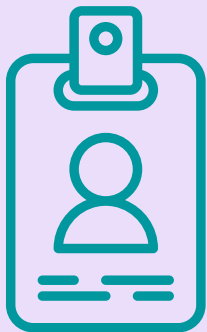
I remember that the first day I was very happy and excited because I didn't know what awaited me. It was a great experience.



"My dream is to study gastronomy because I really like to cook, it is something very beautiful. For my future plans, I would like to have my own restaurant and be an entrepreneurial woman. I would also like to give interviews so that woman of new generations, young people like me, are encouraged to undertake because the truth is, we only have one life and we have to enjoy it".



Alumni and families



Marcelino Vicente Matus
Father of Camila Vicente

Primary teacher
Oaxaca de Juárez



For me this has been very beneficial because my daughter is a bit introverted and shy, and here she has found a space of ease. I am very grateful to everyone. Cami is now in her second year in the program and I am very pleased as a parent. She always waits for the day of her workshops to arrive to attend.

As a primary school teacher, we face work pressure and a systematization of the process. Here, at Mundo de Talentos I see that it's different and that helps them. Cami's participation in Mundo de Talentos has also brought some changes at family level, because we have realized that our children do need more time. It is thanks to Mundo de Talentos that it awakened changes in her and in us.



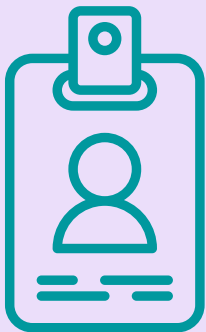
I am very grateful because they have helped my daughter develop her confidence, knowledge, skills, abilities and affection. So, I can only be grateful.



"The New Mexican School proposes that the teacher implements change from its essence, not through competition. It is complicated for us, but I feel that it is related (with MdT) in the sense of rescuing, in essence, that the children have a sense of belonging, of identity".



Alumni and families



Luz María López Pérez
Emmanuel Fernando's mother

San Cristóbal de las Casas



The only thing I can convey (to my son) is to keep on going, because I tell him to be confident about himself, since 'the good' is for him too. That he will move forward, he is a very talented boy. He participates, he likes to be there. And I'm not forcing him. He is there, simply because he is motivated.

Let it continue, let Mundo de Talentos continue. To keep on supporting young people, obviously those who like it. And let's continue to promote this benefit for youth, for children, because the truth is in this era, in these moments, we are losing many children. So, I believe that Mundo de Talentos is something beneficial for children.



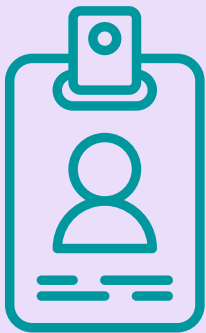
The beautiful thing about Mundo de Talentos is that each child that participates realizes that it's not just any child, that each one has something special.



"That's where my Emmanuel develops himself. He arrives and feels at home, and that's where, with enthusiasm, he starts to be himself. I see that he is very enthusiastic, very strengthened. Every time he talks about Mundo de Talentos, he gets excited. That's when I see that it's helping him a lot".



Alumni and families



Alejandro Corzo Félix

First Generation
San Cristóbal de las Casas



I entered Mundo de Talentos when I was in sixth grade. I found out about the program because members of the team visited my school to invite us.

Participating in the Mundo de Talentos program helped me a lot to learn how to interact with the people in my surroundings. It took away that fear. MdT has helped me to discover the things that I want for myself in the future and motivates me to achieve them.



I think that one should make the most of this opportunity and should not let it pass by. Try to attend these workshops because at the end of the program you will realize what you want, and that Mundo de Talentos is really helping you.



"I experienced some personal changes. I was very shy; I hardly spoke, and I interacted with very few people. I was a person who was not very social. I always stayed quiet out of fear for getting to know new people. Thanks to MdT, I'm able to interact with the people around me. Visiting new places has taken away that fear without feeling uncomfortable".



Educational coordinator



Laila Yunes Jiménez
San Cristóbal de las Casas

Since January 2021



I have always liked to listen to the voices of girls and boys, that is why I became a volunteer, because I needed to be in contact, have a close relationship, play and learn from them. I would have loved to have had something like this when I was a child. I would have loved to know the full range of possibilities I could dedicate myself to and learn about the things I didn't like as well.

I remember many moments, for example the first time that we went to La Albarrada. The girls and boys were impressed when they saw the forest and the squirrels. It shocked me when they told me that they had never been to the forest. I also loved it when we invited two of our alumni. I enjoyed listening to them because before they were in my group. Seeing how they have been growing and noticing that one of them is still confident about what she wants to dedicate herself to, for all that it has been worth it.



I learn a lot from them, I have fun listening to them, I love seeing their admiring faces when they do and achieve something.



“The challenge of thinking about guest teachers, of being creative for what matters most to me, working with children, listening to them and in that way creating a workshop together that catches their attention. For me, that's what I like the most. Awakening the creative side and thinking about what children would like”.



New branch Oaxaca - Expansion team

In 2023 we were able to announce the official opening of the second Mundo de Talentos branch in Oaxaca City with great pride and happiness. From the first moments of Mundo de Talentos there was contact with [Hotel Con Corazón from Oaxaca](#), who was our highly esteemed first educational and financial partner in this city. The plans to implement a pilot in Oaxaca had to be postponed several times due to the situation generated by the COVID-19 pandemic during 2020 and 2021. Finally, from September to November 2022, we were able to carry out [the pilot in Oaxaca City](#), with the support of this social enterprise. The [Children's Museum of Oaxaca](#) (MIO) opened its doors so we were able to use its facilities permanently for our activities on Saturdays. This beautiful space offers all the facilities required for the implementation of the project. Including an auditorium, remodeled old wagons that we use for classes, a library, a very well-maintained garden, and large play areas for children. During the eight pilot sessions carried out at the MIO the 20 students learned about podcast production, the world of virtual reality, plastic arts, gastronomy, aviation and tourism.

The financial support of the insurance company [Quálitás](#) and a donation from the [IMC Charitable Foundation](#) (Chicago, USA), made it possible to continue our activities in Oaxaca with the same group of 20 students from January to June 2023.

The enthusiastic reactions of the students and their parents and our own extremely positive experience in Oaxaca has motivated us to continue activities in this city. With the financial support of the sponsors of the first stage, [Hotel Con Corazón](#) and [Quálitás](#), along with donations from the [fashion company C&A](#) and the [TUI Care Foundation](#), we achieved the goal of starting the second year of Mundo de Talentos in Oaxaca with a total of 60 students from September 2023. The continuous support of the MIO as the headquarters of the activities and as educational partner has facilitated the implementation of the project in a very successful way.





New branch Oaxaca - Expansion team

An interesting aspect of the program of the second Mundo de Talentos branch is the involvement of Hotel Con Corazón as an educational partner in various ways. For the Tourism module students were able to observe the operation of different areas of this hotel during a visit to its facilities. The students experienced customer service in the reception area, the points of attention in cleaning rooms and the operation of the hotel restaurant. Additionally, they were able to learn about the concept of a social enterprise, which not only aims to generate profits, but also aims to have a positive impact on society through its business policies and practices.

The collaboration between Mundo de Talentos and Hotel Con Corazón as educational partners will be expanded in the future with the program for alumni. This will be accomplished by professional development workshops possibly in collaboration with other organizations dedicated to promoting the education of adolescents and young adults.

Other educational allies that we welcomed during the first year of operation are the Secretary of Welfare, the Faculty of Biological Systems and Technological Innovation (FASBIT), the Benito Juárez Autonomous University of Oaxaca (UABJO) and the Free School of Arts and Design (ELAD) among others. The Secretary of Welfare has supported with office materials and equipment, as well as T-shirts with the Mundo de Talentos logo for all students. FASBIT teachers and students facilitated sessions on novel scientific technologies within the framework of the Innovations module.





New branch Oaxaca - Expansion team



ELAD teachers and students organized a session on fashion design during the Crafts module. This school will continue to function as a location for other sessions and specific activities of Mundo de Talentos. We hope that with these and other educational allies we can continue collaborating to offer interesting, dynamic and unique sessions in the city of Oaxaca.



The expansion of participants in the program in Oaxaca City also meant the need to hire more personnel. At the beginning of the new school year we welcomed the psychology graduate Sheila Pérez as Educational Coordinator for the second-year students and the Bachelor of Science in Education student, Mayleth Villegas, as Educator for the new group of first-year students. In addition, we expanded the Communication Area with the communications specialist-publicist Carlos Cruz and the communications specialist-journalist Paulina Ignacio, both of them based in the city of Oaxaca. The Mundo de Talentos Oaxacan team has grown considerably during the past months!



Data and other achievements

During 2023



100 Inspiring classes offered

240 students participated in multiple activities



Since 2019

670 Students reached weekly



500 Passionate professionals involved

100 Students graduated





Data and other achievements

8



Financial partners
supporting
Mundo de Talentos

300



Participating
volunteers

160



People donate
through Global
Giving



In the spotlights



To promote the activities of Mundo de Talentos, interviews have been arranged in public media such as CORTV (Oaxacan Radio and Television Corporation).



Interview on CORTV

<https://www.facebook.com/watch/?v=779638403671732>



Plans for the future – 5 years and more

After the first five years of Mundo de Talentos activities in southern Mexico and the first expansion to another state in the country we are convinced of the potential and replicability of the concept. In the future we would love to expand our activities to more cities in the south and center of the Republic. Thousands of girls and boys would benefit from a project like Mundo de Talentos on their path to self-discovery and development of their skills and talents.

But first things first. The primary short-term objective is to guarantee the sustainability of the two current branches in San Cristóbal de Las Casas, Chiapas, and Oaxaca City. To achieve this, we hope to have the continued financial and educational support of our current sponsors in the coming years and expand our network with new alliances. By strengthening these two branches we will welcome many new students and several generations of alumni in the coming years.





Plans for the future – Development Alumni Project

In June 2021 the first generation of Mundo de Talentos students graduated in San Cristóbal de Las Casas, Chiapas. These students were the first graduates of the program and have continued with the Alumni Project. Due to the complications generated by the COVID-19 pandemic a group of 20 young people started the Alumni Project instead of 40. Still, it was an enormous achievement considering the social limitations this context created. The three generations of graduates that we currently have in San Cristóbal de Las Casas have become ambassadors of the organization, participating in radio programs, receiving a [commission of diplomats from the European Union](#) and getting involved with the new generations of the project.

Additionally, they participate monthly in activities organized by the Alumni Coordinator and the Alumni Council. During 2023, these activities include excursions to a Faculty of Health Sciences, a hotel, a dental office and a restaurant. Other sessions take place at the [Centralita cowork](#) space where they learned about establishing a Curriculum Vitae, preparing for a job interview, working as an architect and the lifestyle and possibilities that digital nomads experience.





Plans for the future – Development Alumni Project

In June 2024 the first generation of alumni will graduate in Oaxaca City. It will be a group of 20 students taking into account that it is the group that participated in the pilot at the end of 2022. This first generation of alumni in Oaxaca will be able to continue participating in Mundo de Talentos activities on a monthly basis. The focus will be on personal development and preparation for participation in the world of work in the future, through workshops, excursions, talks and other activities. We will also motivate them to return to the Mundo de Talentos sessions on Saturdays as volunteers to inspire new generations, to develop themselves and to discover their interests.

In the coming years our important task is to develop connections with institutions that can support Mundo de Talentos alumni with scholarships for their studies or in other ways to continue their training. We will contact Mexican and foreign organizations to explore possibilities for collaboration. It will be an important achievement to obtain financial and service-oriented support that help the professional development of our alumni in the longer term.



25th anniversary of IMC Weekendschool, Netherlands

Also, an important aspect for the coming years is the strengthening of the link between our alumni and those of other Weekend Schools of the global network. During 2023, we had a first activity online between Mexican alumni and those from the Netherlands. Through a video call organized by the alumni from the Netherlands, both groups had the opportunity to get to know each other and learn about each other's context. Furthermore, meetings like these generate a strong sense of belonging to an international network with similar and different components in each of the locations. We are interested in exploring the possibilities of this part of the project more in depth in the coming years.



Plans for the future – Impact measurement

As you have read in this annual report, interesting and encouraging results were obtained from the first official impact measurement exercise. Reviewing the tools used and the results obtained we made some adjustments to the system to continue with this task in the following years. For now, the exercise focuses on measuring the three specific objectives: - strengthening self-esteem, - strengthening the link with society and promote informed decision making. However, the ultimate long-term goal of Mundo de Talentos is to reduce school dropout rates.

In the coming years this aspect will become an integral part of measuring impact through the inclusion of our alumni in the process. The level of schooling of these young people, and at a later stage the degree and form of their participation in the labor market, will be interesting aspects to measure the impact and long-term success of Mundo de Talentos.





Plans for the future – Development of the Brand Mundo de Talentos

With the expansion of Mundo de Talentos to Oaxaca City we also decided to expand the Communication and Public Relations Area of our organization. Above all, it means a professionalization of promotion and communication activities and the creation of institutional links to strengthen the visibility of Mundo de Talentos, both locally, nationally and internationally. In the immediate future we will be focusing on the development and strengthening of Mundo de Talentos' internal and external communication strategy. Furthermore, in the medium term we will dedicate ourselves to strengthening the Mundo de Talentos 'brand' and thus our positioning as an educational organization in Mexico.



Lemuel de Jesús Flores Martínez

10 years old

I really like working in Mundo de Talentos, because I have met people with very interesting jobs. Every Saturday I am the first to arrive at the Children's Museum of Oaxaca (MCO), because I also really enjoy to stay here. When I grow up, I am going to start my business, because I want to have my own company. I had a lot of fun in the Entrepreneurship session where we practiced to be businessmen, we made paper boxes and competed with other companies. My company won and they bought our products. When I have my own company, I am going to employ many people. Maybe it will be something as Virtual Reality, because that subject was also one of my favorites.



Allies of Mundo de Talentos





Finances

The start and development of Mundo de Talentos would not have been possible without the financial support of our sponsors. We are very pleased with the long-term partnerships of [IMC Charitable Foundation](#), [Damen Shipyards](#), [Hotel con Corazón](#), [Numidia Foundation](#), [Femsa/Coca Cola](#) and [Quálitás](#). For the sustainability and professionalization of our organization these types of collaborations are essential.

In 2023 we welcomed new important financial partners, including C&A Mexico, the TUI Care Foundation and the Fiesta Foundation, the last two from the Netherlands. This allowed us to open a second group of 40 students in Oaxaca City. As of now, our program serves 140 students in two states every week.

During 2023 Mundo de Talentos has been able to count on the financial and substantial support of the following companies and foundations, both Mexican and foreign:



If you are interested in knowing financial information about our organization, please send an email to: info@mundodetalentos.mx with all your contact information.



Annual Report 2023

Mundo de
Talentos

