

Annual Report

2024-25



UNITING



GLOBAL



YOUTH



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A Letter From Our CEO

Dear Friends,

I am humbled.

I’m humbled by the uncertainty that defines this moment in world history for young people. Climate change, polarization, and the rise of artificial intelligence are reshaping what it means to grow up today.

I’m humbled by the pace of change, which is faster than any generation before them has faced.

I’m humbled by the divisions that too often silence curiosity, compassion, and collaboration, just when we need them most.

Then I go through our new youth-designed [Neurodivergent Leadership and Belonging course](#) and I watch the video in which a participant shares her story about what it's like to feel valued and included, and I have hope.

I read the [Teen Vogue article](#) that two of our design interns pitched and published, describing their experience shaping our Environmental Literacy unit for California, and I have hope.

I listen to our youth designers speak on a [What Schools Could Be webinar](#) and reflect on what it feels like to be trusted and to have their agency respected, and I have hope. I reflect on a youth designers’ input when she told us, *“I love that we’re making this for each other. But adults are still here. We still need them to understand”*, and I have hope.

Young people are ready to face the challenges before them, and they are clear about what they need from adults: safe spaces where they can connect, skills that prepare them for the future, and support that ensures they are not alone in the work ahead. Global Nomads exists to create these opportunities. With your partnership, we can bring them to exponentially more youth worldwide, ensuring that their voices, ideas, and leadership shine through uncertainty and shape a better tomorrow.



Courtney Welsh
CEO, Global Nomads

How We're Meeting the Moment

Global Nomads unites global youth in experiences where they can build the confidence and skills to connect across divides and collaborate on the complex and interconnected challenges that shape their lives.

Our Core Strengths

01

Proven and scalable model

For more than two decades, Global Nomads has delivered programs that consistently build empathy, confidence, and collaboration skills. Independent evaluations show measurable growth in these areas year after year. Our model was intentionally designed to be flexible and scalable, making it possible to serve exponentially more youth with additional investment.

02

By youth, for youth

Young people are not passive participants in our programs. They design, facilitate, lead, and contribute. This ensures relevance and engagement, while giving them meaningful opportunities to practice leadership, teamwork, and cross-cultural communication.

03

Locally grounded, globally relevant

Global Nomads connects young people's lived experiences to global challenges. By linking local context with diverse perspectives, participants learn to understand their own lives and communities in a wider frame and approach complexity with confidence and humility.

04

Bridging technological and social divides

Through our digital platform, we bring young people together across borders and beyond algorithmic silos. As technology reshapes education and work, we support youth to build both digital fluency and the human skills—empathy, adaptability, and global awareness—that make collaboration possible in an interconnected world.

Snapshot of the Year

A year of global connection

In 2024–25, Global Nomads reached more young people than at any time in our 25-year history.

Over **4,700 youth** from **124 countries** participated in our core programs contributing to the over **28,000 youth stories** in our Global Peer Story Repository and participating in **73 live, global, virtual events** with their global peers.

Each story and global event helped counteract a climate of polarization by offering something increasingly rare: **a chance for youth to see one another as fully human.**

Our annual independent evaluation showed that even during this period of significant growth in our reach, our programs continue to increase **empathy, confidence, critical thinking**, and **action orientation**, while cultivating the **global awareness** that today's young people need to flourish.



4,700

Youth reached globally

124

Countries reached worldwide

28,000

Youth stories in our repository

73

Live, global, virtual events held

As important as these data are, direct feedback from youth, educators and partners also powerfully showcases the impact of our programs.

"This experience has been nothing short of transformative. Collaborating with people from across the globe has been one of the most enriching aspects, each conversation opened my eyes to new ways of thinking, and the connections I've built here are ones I'll always hold close. More than anything, {the CCL experience} has helped me grow into a more empathetic, open-minded person who now understands the value of listening deeply and appreciating the stories that shape us all."

★ Youth Participant

"I got the opportunity to teach my students that learning English is not only about grammar, but it is also a tool to learn about other cultures and topics that are not often included in the syllabus I teach. Virtual exchange with youth from the United States allowed my students to recognize the mixture of cultures and to overcome the stereotypes and biases that they had."

★ Educator

"I truly appreciated the thorough detail in your report, and I want to share that I was left in awe and filled with inspiration by your work. Not only is what you do impressive, but the way you do it is admirable! Congratulations on all your accomplishments and the lessons you've learned so far!"

★ Funding Partner

Program Spotlights

The **Content Creation Lab (CCL)** is an immersive youth-led design space where interns (ages 13-24) work in multinational teams to create innovative, engaging learning experiences for their global peers. Participants develop critical thinking, collaboration, curriculum design, and universal design skills while producing content that is globally relevant, inclusive, accessible, and high-impact.

"It's cool how the program mixes different perspectives, allowing everyone to learn from each other and work together in ways that make a real impact."

★ CCL Intern, Ethiopia

Key Accomplishments (2024–2025)



Supported **two cohorts of youth course designers** from over 20 countries in our Content Creation Lab – including our most geographically diverse cohort yet!



Produced two new **“By youth, for youth”** courses: **Neurodiversity, Leadership and Belonging** and **Real Youth, Artificial Intelligence**.



Published the **CCL-designed Seeds to Solutions unit** on land subsidence for California 7th graders, state-wide.

“We see a statistically significant and positive effect of the CCL program on its participants in every outcome of interest.”
- Cogent Evaluation (2025 Report)

Program Spotlights

Student to World is a youth-designed online learning program that combines self-paced courses with story exchange activities and synchronous live, virtual global, youth-designed and facilitated events to connect young people (13 -19 years old) across the globe. The program allows participants to engage with pressing global issues, develop future-ready skills, and collaborate effectively across cultures and differences.

Key Accomplishments (2024–2025)



Launched a new version of our **customized digital platform** that includes features that support individual youth learners.



Increased global reach by 41%, serving youth across 60+ countries.



Expanded partnerships in **India, Pakistan and Mexico** to serve over 2,750 youth in these three countries.

"It`s been a great experience that has changed my life. It has broadened the way I see the world and the people around me."

★ US-MX Facilitator

"We see statistically significant growth in students who participated in the 2024/25 Student to World program in almost every tested outcome."
- Cogent Evaluation, 2024-25 Report



Breaking down technological and societal divides

Connecting Through Language Learning

In 2024, Global Nomads expanded its Student to World program to create a vibrant language learning exchange between English language learners in Mexico and Spanish language learners in the United States. The program leveraged our customized digital platform to overcome barriers of distance, language, and access, demonstrating how technology can be a tool not just for connecting, but for deepening understanding.

For many of the 1,200 young people who participated, this program was the first time they had ever held a conversation in their second language with peers across the border. Mexican students described the power of hearing U.S. participants “speak my language” and discovering that their cultures shared as much in common as they differed. U.S. students, in turn, were struck by how much they could learn about Mexican traditions, daily life, and values directly from peers their own age. One participant reflected, *“I enjoyed the conversations because we could share our culture and our language—it was a beautiful experience.”*

Despite some early technical challenges and nervousness about speaking in a second language, the exchanges flourished. Students adapted, shifting to chat boxes when needed, and encouraged each other, providing language coaching and support to keep the conversations going.

Young people noted the powerful impact of connecting with their global peers. One youth from Mexico shared *“In this platform, I learned to overcome my prejudices and interact with people from other nationalities, and at the same time, I learned more vocabulary in English.”* Educators echoed this transformation. As one teacher from North Carolina observed, *“It is truly inspiring to see how technology enables us to build bridges, allowing our students to interact and gain valuable insights into different cultures, customs, and languages.”*

Through this program, Global Nomads demonstrated how a **youth-designed, tech-enabled exchange can simultaneously breakw down technological divides and social barriers**, supporting young people to develop the empathy, adaptability, and global competence they will need in the future of work and life.



“I enjoyed the conversations because we could share our culture and our language—it was a beautiful experience.”

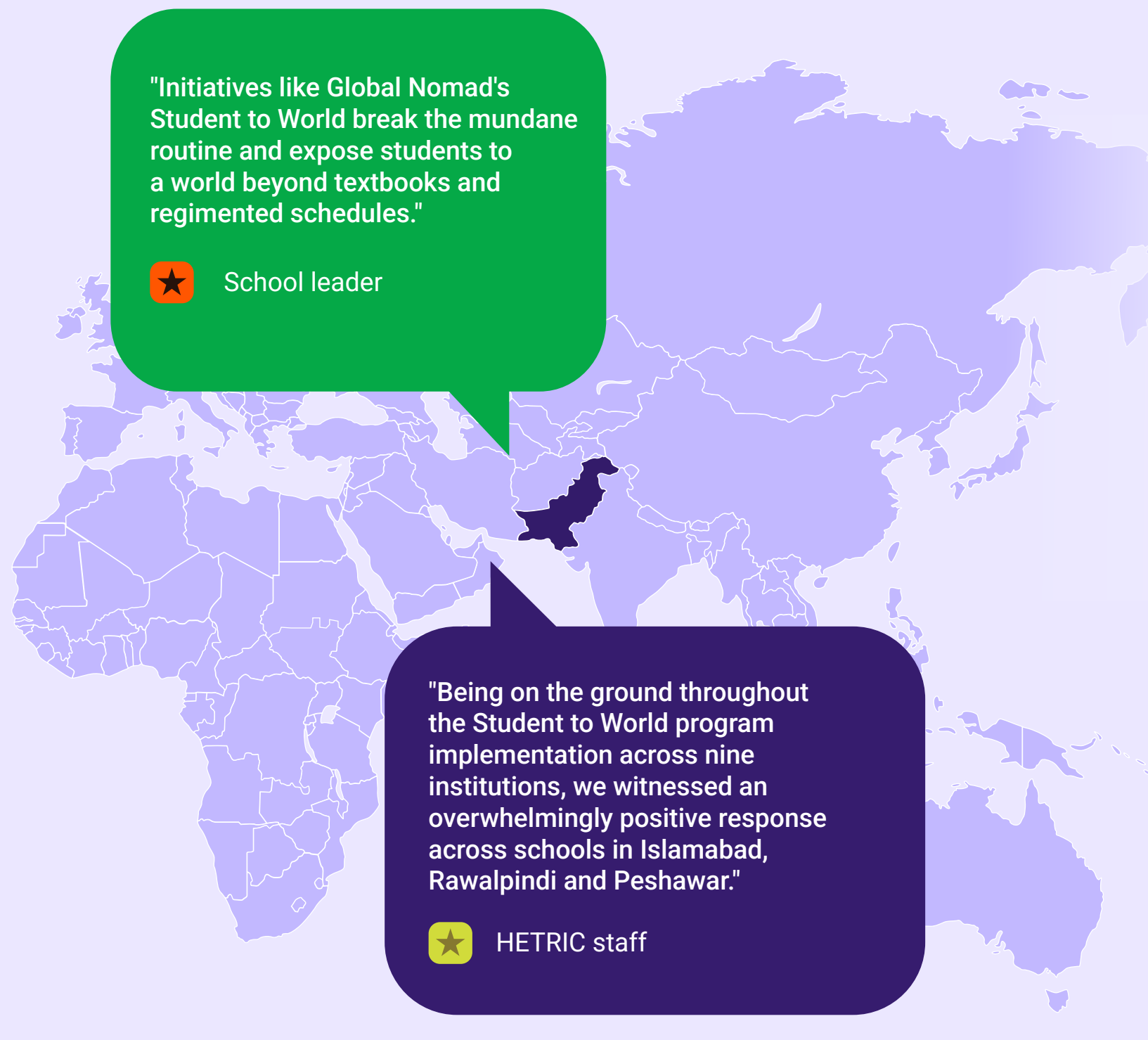
★ Youth participant

“It is truly inspiring to see how technology enables us to build bridges, allowing our students to interact and gain valuable insights into different cultures, customs, and languages.”

★ Educator from North Carolina

“In this platform, I learned to overcome my prejudices and interact with people from other nationalities, and at the same time, I learned more vocabulary in English.”

★ Youth participant



"Initiatives like Global Nomad's Student to World break the mundane routine and expose students to a world beyond textbooks and regimented schedules."

★ School leader

"Being on the ground throughout the Student to World program implementation across nine institutions, we witnessed an overwhelmingly positive response across schools in Islamabad, Rawalpindi and Peshawar."

★ HETRIC staff

Pakistan

Locally Grounded, Globally Relevant

Amplifying Youth Voices in Pakistan

In Pakistan, Global Nomads partnered with HETRIC to bring the Student to World program to over 500 students across nine institutions in Islamabad, Rawalpindi, and Peshawar from August 2024 to May 2025. For many, this was their first experience with an international program, and the excitement was palpable. In a school system dominated by rote learning, students found the group-based discussions transformative—embracing the idea that “there is no right or wrong answer” and discovering the freedom to share perspectives openly.

As HETRIC co-founder Ursala Waqar reflected, *“Being on the ground throughout the program implementation has been incredibly rewarding. We witnessed an overwhelmingly positive response across schools... students were thrilled to collaborate and express their perspectives freely.”*

Several powerful moments emerged. At G-7 Christian Sunday School, a student named Sehrish bravely shared the prejudice she faces as a member of Pakistan’s Christian minority. At Falcon Grammar School, Afghan refugee students spoke candidly about their families’ struggles amid deportation pressures, showing resilience and eagerness to continue the program on their own. In Peshawar, at Ujala School—an entirely donation-based school for street children—students chose Global Hunger as their topic, a theme that resonated deeply with their daily lives. Many participated in Urdu or Pashto, their words translated to ensure their voices were heard.

Principals and educators also recognized the program’s value, noting that it broke through the rigid routines of textbooks and exams to open a window to the wider world.

This partnership demonstrates how locally grounded delivery, rooted in the lived realities of students in Pakistan, can create globally relevant impact. As Waqar summarized, *“This work reminded us why cross-cultural dialogue is essential for developing empathy, critical thinking, and global citizenship among Pakistani youth.”*

By Youth, For Youth Approach

Youth Designing Environmental Literacy Learning for Their Peers

In California, middle school students are now learning about climate change through a curriculum designed by a diverse group of global youth. Through Global Nomads’ Content Creation Lab, young people from California and 19 other countries collaborated to create an innovative curriculum that blends science, history, and climate justice into lessons that resonate with their peers.

Because it was created by youth, for youth, the curriculum reflects real experiences and voices that traditional textbooks often leave out. Students examine how issues like groundwater depletion and land subsidence in California’s Central Valley are not only environmental but deeply human stories — tied to agriculture, Indigenous history, and community resilience.

The result is a set of lessons that are relevant, accessible, and deeply engaging. Youth designers ensured the curriculum included multiple entry points like storytelling, visuals, interactive activities and reflected multiple perspectives so that learners of all backgrounds could engage in the learning. As one California educator noted, *“Students with Indigenous heritage said they were learning about parts of their heritage they were not aware of before.”*

This project embodies Global Nomads’ **“by youth, for youth”** approach: when young people lead the design of learning experiences, they create content that speaks to their generation with authenticity and relevance and helps learners deepen empathy, awareness, and action-orientation.



Proven and Scalable Model

Demonstrating What’s Possible:
Established Model, Proven Impact

In India, Global Nomads partners with the Kotak Education Foundation (KEF), part of Kotak Mahindra Group’s CSR program. KEF works to ensure that children and youth from economically disadvantaged families can access quality education, scholarships, and skills training so they can rise above poverty and live lives of dignity.

Most KEF programs are in Maharashtra, serving semi-urban and rural communities. Their programs focus on strengthening government schools by improving digital literacy and 21st century skills. As part of this mission, Global Nomads has partnership with KEF to implement its Student to World program since 2023, working with over 1,000 young people in grades 5–8 in the past year to build English language, digital literacy, critical thinking, and cross-cultural communication skills.

The results underscore a **proven model with room to scale**. KEF reported that one out of three students participated in Global Nomads activities—a meaningful opportunity for cross-cultural English interaction that gave middle schoolers in disadvantaged communities access to new ways of learning and connecting.

Together with KEF, we’ve shown that programs like these can work in resource-constrained environments and deliver real value to students. The foundation has been laid—now the opportunity is to scale.

"[From this program] I understood that I have the right to follow whatever religion I want. But being whichever religion we follow, being respectful to each other is very important."

★ Youth Participants

"I learned a lot from the program and learned to recognize the prejudices within me."

★ Youth Participant

Immediate Impact Leads to Long-Term Outcomes

The Lasting Impact of the Content Creation Lab

This year, we conducted our first **Content Creation Lab (CCL) alumni survey** to understand how the program is shaping the lives of young people beyond their time with us. Because most alumni are only a couple of years out of the program, many are still at the start of their adult educational and career journeys. Even so, the results offer powerful early signals of the **lasting value of CCL**.

Alumni consistently described how the skills they developed—**confidence, communication, empathy, and collaboration**—continue to influence their lives today. In fact, **100% of all respondents said the confidence and personal growth they gained from CCL continues to shape their lives**, and 72% also reported becoming more empathetic and open-minded.

Seventy-five percent shared that they feel part of a lasting global community. A CCL intern from South Africa shared “Before CCL,

I doubted myself. Now I speak up with confidence, listen with empathy, and feel connected to a global community.”

Even at this early stage, alumni are already linking CCL to educational and professional opportunities. Ninety-seven percent said the CCL experience has had a lasting impact on their education and career. **Four in ten said they have used their CCL experience to strengthen resumes or applications**, while nearly one in three credited the program with helping them access university or scholarships. More than a quarter have already drawn on their CCL experience in securing jobs, internships, or fellowships.

As one intern from Iraq shared: “CCL was one of the main reasons I got accepted into UWC {United World Colleges} and IYLEP {Iraqi Young Leaders Exchange Program}. It opened doors I never thought possible” and another from Nigeria noted “I learned backwards mapping in CCL and used it for my final year



project. That same experience helped me earn a fellowship chosen from over 1,500 applicants.”

One older alumni shared the powerful impact the CCL experience has had on their career in medicine: “CCL wasn’t just about learning how to create content – it was about learning how to communicate with different kinds of people, from different backgrounds, in a meaningful and respectful way. This mindset has carried into my medical education. For me, medicine isn’t just about science – it’s about people. Just like inclusive content, good healthcare requires empathy, clear communication, and the ability to connect with others no matter their background. CCL helped me build those foundations early on, and I’m grateful for how much it has influenced the way I approach both learning and patient care.”

Taken together, these results highlight CCL’s role in planting seeds of change: confidence and skills now, opportunities and leadership tomorrow. As alumni

continue their journeys, we expect these early signals to grow into even greater long-term impact.

“CCL was one of the main reasons I got accepted into UWC (United World Colleges) and IYLEP (Iraqi Young Leaders Exchange Program). It opened doors I never thought possible”

★ An intern from Iraq

“I learned backwards mapping in CCL and used it for my final year project. That same experience helped me earn a fellowship chosen from over 1,500 applicants.”

★ An intern from Nigeria

Looking Ahead

The future our young people are inheriting is uncertain—shaped by accelerating technology, shifting global power, and deepening social divides. Yet through Global Nomads, we see every day that youth are preparing to lead us into a better world.

Our programs are proven, scalable, and urgently needed. With additional investment, we are prepared to reach exponentially more youth—expanding from 5,000 learners annually to 10,000+ in the coming years. The infrastructure is in place, the demand is growing, and the impact is clear.

We invite you to join us in this critical work.

- **For youth and alumni:** Your stories and leadership continue to inspire and shape this movement. Your continued engagement is essential as we expand to new contexts and challenges.
- **For partners:** We seek schools, educators, and community organizations eager to bring our open-access courses and virtual exchanges to the youth in their networks. Together, we can broaden the reach and deepen the impact.
- **For funders:** Your support allows us to scale what works—youth-designed, globally connected learning experiences that prepare young people with the future-ready skills they need to thrive.

By investing in Global Nomads, you are investing in a generation of leaders who are grounded in their communities, connected to the world, and ready to build solutions across borders.

The future is uncertain. The opportunity is clear. Partner with us to ensure youth are prepared to create a better world for us all.



Global Nomads

209 W 29th Street, Suite 224, New York, NY 10001, USA

info@gng.org



www.gng.org

