Labor and Socioemotional Competences training for employment

<4Revolution/>

PAN
Corporación
Social

Our Work

We are a non-profit corporation with more than 50 years of experience.

We transform lives through affection to improve the quality of life of families and their social environment, through biopsychosocial accompaniment processes and the development of life skills.

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Protection

Restoration of rights and comprehensive support for children and adolescents who have suffered some form of infringement

- **Foster home**
- **Substitute homes**
- **Boarding school**

2.104 children and adolescents protected

Prevention

Comprehensive early childhood care in a framework of love and respect

- **Institutional Modality**
- **Family Environment**
- **Community Environment**
- **Preschool Mis Primeros Maestros**

7.992 children

Building a future

Guidance to adolescents and young people in their life projects

- **Definition of life project**
- **Vocational orientation**
- **Socio-emotional competencies**

2.543 adolescents and young people

Customized programs

For companies, collaborators and families

- **Empresas Conscientes (work on the self, the family and productivity)**
- **Echando Bolas: accompaniment to migrant families**
- **Mi Familia: psychosocial accompaniment to families.**

2.335 families

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Context

Fourth Industrial Revolution:

➢ Increased demand for software talent
➢ Knowledge is the engine of economic development
➢ The post Covid 19 requires more digital and remote work.

Programmers demand

➢ In **United States**: deficit of +1,000,000 programmers.
➢ In **Latam**: deficit of +500,000 programmers
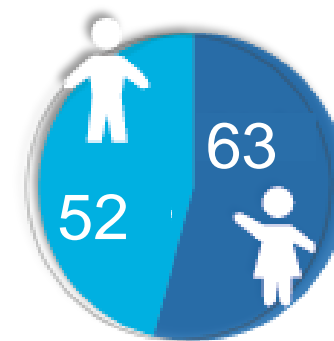➢ In **Colombia**: deficit of more than +85,000 programmers.

To take into account

➢ There is no real difference in salaries between formal and non-formal education.
➢ Companies hire based on skills and knowledge, not on diplomas.
➢ Socioemotional competencies are determinant for the labor process and permanence.
➢ Work on Being and Knowing: perfect combination for success.

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"We are working to ensure that three languages are spoken in Colombia: Spanish, English and programming".

Population

115 young people between 15 and 17 years of age are in processes of restoration of rights with the protection of the PAN Corporation - Pilot Plan.

We are inclusive therefore we will open the opportunity for the inhabitants of the area of influence and programs.

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Methodology

⇨ Two cohorts per year
⇨ Online training
⇨ Cloud platform with bilingual facilitators.

◉ **5 weeks**
English A1 training (basic reading and writing comprehension with a focus on technical content for coding in programming)
Socio-emotional skills for employment

◉ **12 weeks (300 hours)**
Programming level 1

◉ **12 weeks (300 hours)**
Programming level 2

Alliance with an international foundation (USA) for training in programming.

Content

Training in technical English for programming and socio-emotional skills

5 weeks

➢ A1 level in English: basic reading and writing comprehension with emphasis on programming terms.

➢ Social-emotional skills based on 21st century employability skills: introspection skills, interpersonal skills, social awareness, networking, etc.

Content

Programming level 1

12 weeks

➢ Introduction to HTML & HTML5
➢ Introduction to CCSS
➢ Applied Visual Design
➢ Principle of responsive web design
➢ Introduction to Javascript
➢ Introduction to Data Structures
➢ Programming Algorithms - Basic
➢ Web design project

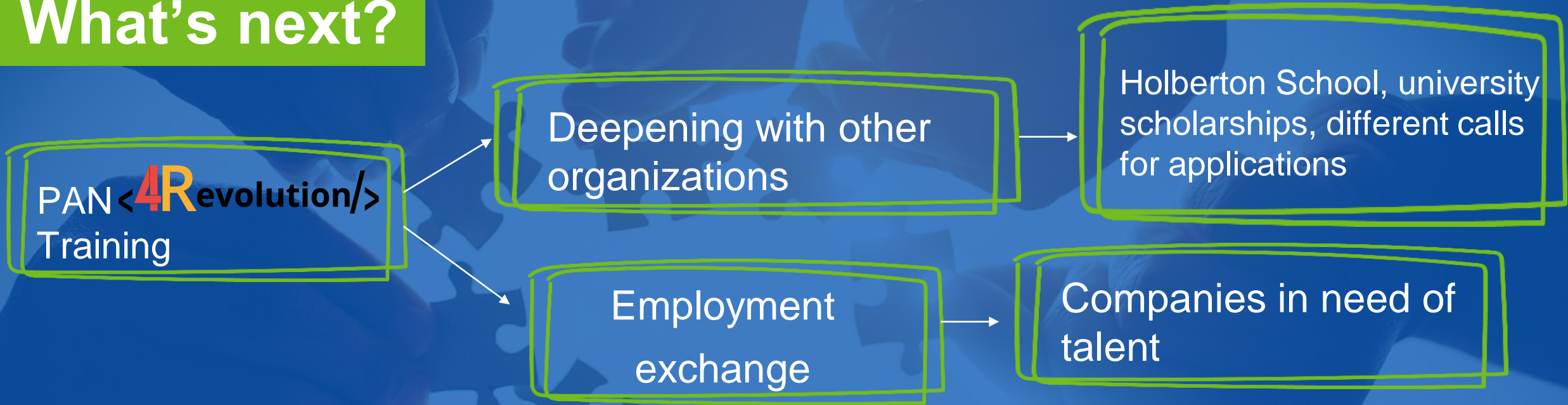To be an assistant in web development and participate as testers in software development.

Programming level 2

12 weeks

➢ Applied Accessibility
➢ CSS Flexbox
➢ CSS Grid
➢ Debugging
➢ Programming Algorithms - Intermediate
➢ Functional programming
➢ Object Oriented Programming
➢ Javascript ES6
➢ Regular Expressions
➢ Data Structure Project

Apply for an entry level development in web development.

What's next?

PAN **<4R**evolution**/>** Training

Deepening with other organizations

Holberton School, university scholarships, different calls for applications

Employment exchange

Companies in need of talent

Sustainability strategies

- ➤ Crowdfunding campaigns
- ➤ Scholarships
- ➤ Donations
- ➤ Sponsorship plan
- ➤ Corporate Solidarity Funds
- ➤ Connection with companies to supply needs.

Create and develop our 4th revolution digital training academy - connecting young talent with global opportunities.