

Transval-EU Conference

18/04/2023

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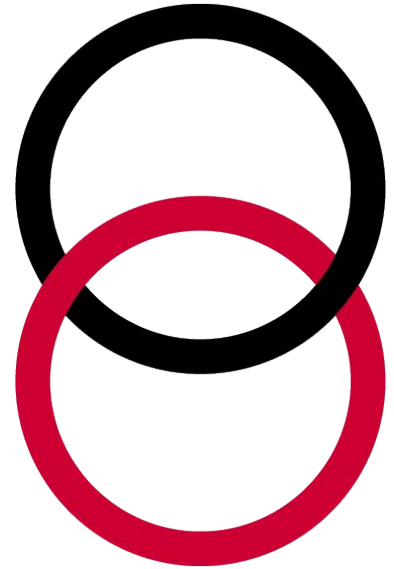


Simplon : who are we ?

Simplon.co is an international network of inclusive, professional training centres for digital skills, created in 2013.

We offer free, intensive courses (web development, artificial intelligence, cybersecurity) in digital skills that are currently in high demand, and we target job-seekers who are under-represented in the digital economy.

The training courses are accessible without any diploma, they are validated by the French government and lead to a certification or diploma.



The “Migration” Program

- Composed of different training programs dedicated to refugees and newcomers from non-EU countries since 2016
- **Refugeeks** : to fight the digital gap
 - 6-week, intensive program, including a training to basic digital skills and French language training
 - For refugees who want to learn how to use a computer in French (level of French required : A2)
- **Welcode** : to promote professional integration in the digital sector
 - 7-month min. intensive, training program towards highly skilled jobs (web development, networks and systems, artificial intelligence).
 - French courses before and during the program ; workshops to develop transversal skills
 - For refugees and newcomers with a great motivation to work in the digital sector (level of French : B1)



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etc.

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What transversal skills have we identified among refugees / migrants trainees ?



- **Before training** : The selection process is not based on a CV or diplomas, but the selection criteria are rather based on the motivation to join the training. During the group work, we also pay attention to transversal competences such as : leadership, the ability to take into account others' points of view, the ability to work in collaboration with other people...
- **During training** : we have observed that refugees / migrants trainees have transversal skills that can be linked to their migratory journey
 - Motivation / perseverance
 - The ability to adapt easily / Autonomy
 - The ability to work in a group
 - Respect of hierarchy and equipment

⇒ All these TC can be linked to the TC framework we have developed

How do we help the trainees assess their transversal skills ?

- **Transversal skills workshops for refugees and migrants :**

two to three-day workshops with professional coaches, to help them be aware of the transversal skills they already have and gain more transversal skills in the job-seeking context such as :

- public speaking and self-confidence
- presenting themselves positively to recruiters

- **A transversal competences framework**



The transversal competences framework



We have developed a **detailed soft skills framework**, which we use to develop and assess soft skills together with technical skills through our project-based approach :

Project management

- C1. **Plan** the work to be done
- C2. Contribute to the **piloting** of the organization of the work

Problem solving

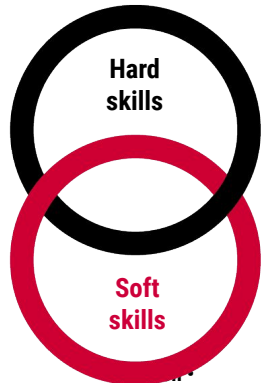
- C3. **Define** the scope of a problem
- C4. Methodically **search** for possible solutions
- C5. **Share** the adopted solution

Communication

- C6. **Present** the work done
- C7. Become familiar with the **codes and culture** specific to a given professional environment

Collaboration

- C8. **Interact** in a professional context
- C9. **Facilitate** a collective working time



Both go hand-in-hand !

Contact

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