Project: "De-Code Integration"

Donor/Partner: Latter-Day Saint Charities

PREPARED AND PRESENTED BY

SOCIAL HACKERS ACADEMY

Social Hackers Academy in a nutshell

"WE ALIGN OUR MISSION WITH THE VALUES OF HONESTY, TRANSPARENCY, RESPECT, WORK ETHIC AND FRUGALITY."

Our goal is to empower people who belong to vulnerable groups by improving their digital skills through tech education, which will help employability and integration to the society.

We showcase the power a driven and collaborative could team have in offering equal opportunities and making tech education accessible.

Our vision is to create a world, with solidarity, where all people have access to education and equal opportunities.

We align our mission with the UN Sustainable Development Goals, aiming to provide qualitative educational programs, prevent our beneficiaries from remaining unemployed, and eliminate inequalities among multicultural groups.

Final Report Q/As

1. Percent of the project agreed, completed: 100%

2. Total beneficiaries served by the project: 225

- **38 people** involved in the Coding Class Project (as applicants/attendees in info sessions/actual students)

- **74 Students** attended 7 Basic Computer Skills CLC
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- **110 people** attended the Career Days/meetups/events organized from SHA

- **3 Graduates** found a job in the IT Market & in other positions, related to IT

3. Number of people trained for the project: 112

4. Donated hours by beneficiaries:

- **560 hours** of IT & Soft Skills Trainings from volunteers

- **700 hours** of studying & H/W were given from the beneficiaries to attend the classes

- **32 teaching hours** given from previous classes graduates to new students

5. Have steps been taken to sustain this program after LDS project closing?

In order to keep the Basic Computer Literacy Classes running, we ensured a good delivery of the classes themselves, in order to sustain our partnership with the partner NGOs and re-contact them to run the classes again in the future, after LDS Grant ends. In order to realize them, sharing resources will be the main strategy to follow (in HR Hours & in the equipment). Also, through a Customer Relationship System (a part of LDS Donations covers its expenses on a monthly basis) SHA has created an effective communication flow

and better manage the flow of information to sustain trustworthy partnerships, that can lead to a funding agreement in the future. Regular newsletters were used to keep the NGO Partners updated and engaged with the SHA Programs.Moreover, the IT Classes will be keep on running, as through LDS Charities Grant, we could reach out to many NGOs to attract beneficiaries but also with tech companies that can potentially recruit our students.

6. Accomplishments and challenges

A. Outcomes achieved:

Around **225 people** in total were reached out and got informed about the potential of the IT Sector and what opportunities have arisen from its growth, what training opportunities exist and how they can get trained on their own, watching IT courses online.

10 more NGOs have been engaged, through e-mails & personal meetings, in order to recruit students and promote our programs to them.

10 IT Companies have been contacted in order to promote our students' CVs to the recruiters & empower them in order to get recruited in open Dev Positions.

The mindset that SHA embraces in its programs is how the students can be empowered in order to learn how to search for information themselves and how they can search jobs on their own, following the notion "not give them the fish, but teach them how to fish" May not all the students employed got employed as developers, per se, but in every working position they have been asked to be able to operate a computer. They have acquired these skills through the educational programs.Thanks to the tools, that are supporting our operations, we have managed to better work within our teams and communicate in a more effective way, being more productive.

B. How beneficiaries participated:

The beneficiaries participated, first of all, by showing interest and reaching out to their NGOs or to Social Hackers Academy, directly to learn more about the program & courses requirements. Moreover, the coding classes' applicants went through a long & tough application process, in order to actually get accepted, where they watched a 3-hours course and also completed a Website, as an online assignment. Moreover, coding program's graduates after graduation, kept on coming on next classes, in order to assist current students, either in the coding program or in the Basic Computer Skills Program.

C. Things that didn't work out and why:

The people that were recruited for the Basic Computer Skills Programs & The Coding Class, didn't have the right profile to go through the whole curriculum and finally graduate from the program. This happened due to lack of communication from partner NGOs to their beneficiaries, since we couldn't hold info sessions to all of them and that led to less applications & less suitable participants for the courses.The material delivered from volunteer teachers could have been achieved in a more effective way, since we didn't focus on on-boarding them and engaging them in SHA's operations.

D. Challenges faced and how overcome:

1) Not effective recruitment of students: Better mapping of Communication Channels in order to reach out to more beneficiaries and recruit the suitable profile of the candidates

2) Not effective communication & follow-up of organizations that could forward the coding class applications to their beneficiaries. We also chose not to post the applications on Online Channels, in order to avoid attracting profiles that were not matching the desired profile of students

9. Pictures showing the project outcome, can be found in this folder

10. Accounting Report:

List of expenses made can be found here

List of receipts' copies can be found here

Thank you
for supporting us, in changing refugees & migrants's lives through tech education & we look forward cooperating again!