

**Simplon Corp**  
*Assist the digital transformation  
of companies and reveal the talents*



Entreprise agréée solidaire et labellisée :





# SIMPLON.CO'S OVERVIEW

# SIMPLO.CO AT A GLANCE

Actor of the social and solidarity economy, Simplon offers free and intensive training courses for jobs in the digital sector to vulnerable and excluded people

For 4 years :

more than  
**1500**  
trainees

about  
**75%**  
insertion rate  
at 6 months

already  
**110**  
employees

a network of  
**35**  
Factories

With this high insertion rate, Simplon has managed to prove that digital sector is a wonderful lever for social inclusion

# ONE FACT, MULTIPLE NEEDS

## Digital jobs: Catalyzing inclusive opportunities

High demand of technical digital jobs = **job and integration opportunities!**

### Insufficient answers

Hiring difficulties,  
outsourcing,  
offshore

**36,700 jobs should be created by 2018** in France, among which 15,000 for web developers (*SYNTEC numérique*) and **900,000** in Europe where 41% of EU enterprises which recruited or tried to recruit ICT specialists in 2015 reported difficulties in filling vacancies



Need to value the assets and diversity of **challenging neighbourhoods, industrial, isolated and rural areas.**

**140,000 French young people leave school with no diploma** (cost 230k euros per persons to the State). Career changes and senior employment are concerning.

# SIMPLO.CO SOCIAL IMPACT

## Training courses and empowerment

**1540**  
trainees

**75%**  
insertion rate at 6  
months

**38 850** children  
sensitized in  
France

**90 000** children  
sensitized in Africa

**24**  
hackathons  
organized

**23**  
companies'  
boards trained

**1043**  
employees  
trained

**420**  
school dropouts and  
entrepreneurs from priority  
neighborhoods trained



**79%**

were job seekers



**32%**

are women



**5%**

are older than 45



**28**

is the average age



**63%**

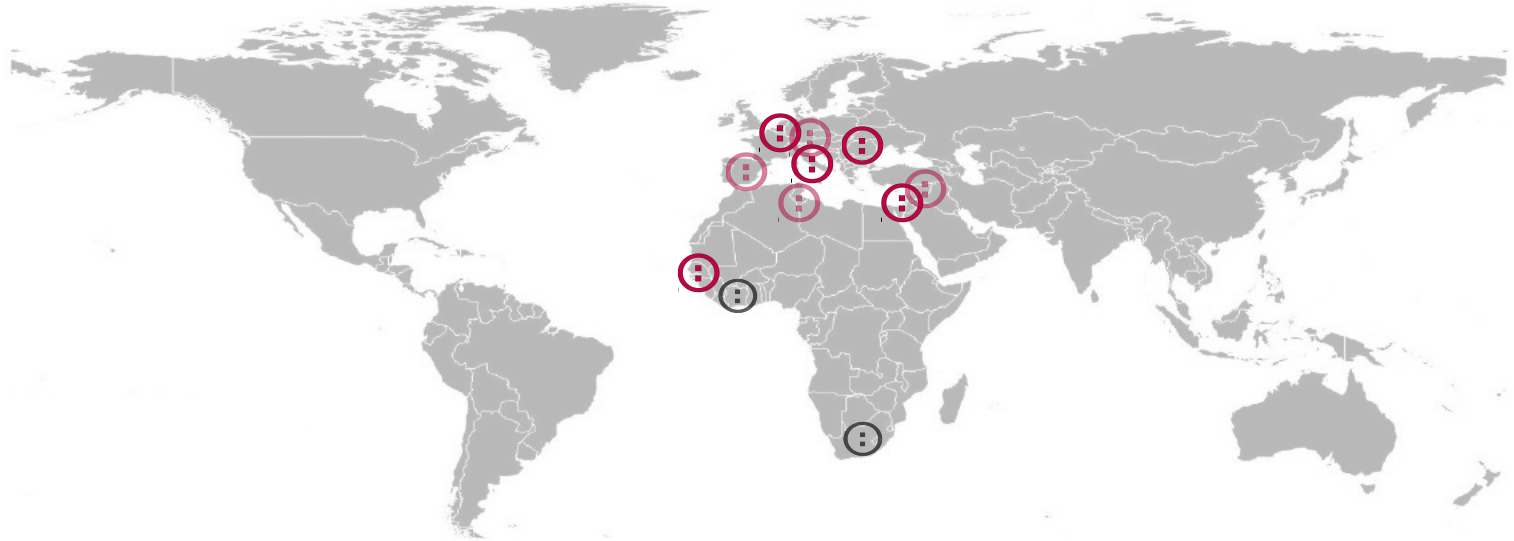
have A-level or lower  
diploma

*Source : Annual Alumni Survey March 2017*



# SIMPLON AROUND THE WORLD

## An International network with local roots



 Former factories

Bouaké (Côte d'Ivoire), Johannesburg (South Africa)

 Factories currently offering trainings

Brussels (Belgium), Roma (Italy), Cluj (Romania), Beyrouth (Lebanon), Dakar (Senegal)

 Factories opening soon

Barcelona (Spain), Tunis (Tunisia), Zaatari (Jordan), Geneva (Switzerland)



SIMPLON.CORP



## UPSKILLING AND RESKILLING TRAININGS : ASSIST COMPANIES TO FACE UP THE DIGITAL REVOLUTION

Simplon Corp offers 3 approaches to support all employees and companies in the digital revolution :

### ACCULTURATION

Learn to detect opportunities and to anticipate changes

### IMPROVEMENT

Up skill on key topics for my job

### RESKILLING

Adopt a new profession meeting companies' digital challenges

Our training offer is marked by values that make the success of Simplon.co, included in our DNA:

**Diversity** as a tool for technical and social innovation

**Reverse mentoring** and "learning by teaching"

**Caring collaboration** and cohesion

# RESKILLING & UPSKILLING PROGRAMS

Use learning and pedagogic innovations in order to maintain the employability of all employees

## Diagnostic

### DIGITAL DIAGNOSTIC

*Using a survey, have a global and individual vision of the level of digital maturity of its employees and training needs.*

### TRAINING OF TRAINERS

*Prepare and facilitate the deployment of training actions for change coaches.*

### TRAINING DESIGN WORKSHOP

*Go from the observation phase to the design phase of concrete training solutions adapted to the internal teams.*

## Improvement

### AGILITY TRAINING

*Discover the fundamentals of agile project management methods and project initiation methods in order to implement them as part of a team project.*



## Acculturation

### TECH CULTURE TRAINING

*Provide benchmarks on the impacts of digitalization on business activities and organization. Data, code, fablab, tech culture, robotics initiation,*

### LEARNING EXPEDITIONS

*Expeditions in the innovative and inspiring Parisian places to understand the workings of the digital ecosystem.*

### HACKATHONS / DATATHONS

*The secret of hackathons? Break internal silos, call on external talent to imagine innovative solutions in 48h!*

## Reskilling

### BUSINESS TRAINING

*Simplon.co pedagogy for employees: start an alternating training to train for a new job at the heart of the digital transformation of his company.*

Simplon.co pedagogy for employees: start an alternating training to acquire a new job meeting companies' digital challenges

100% of trades are likely to evolve, impacted by digital. In parallel, new needs emerge.

Support of HR directors and CIOs to :

- define their future needs
- select motivated employees for internal mobility
- 

Deployment of sandwich courses in the company

**The goal:**  
**reveal internal talent and achieve an inclusive digital transformation**

**Repositories adapted to the needs of companies:**

- Web developer
- Web integrator
- e-commerce / web marketing
- System administrator
- Digital referent
- Datartisan
- Tester
- IOT referent
- Mobile Developer
- Fab Manager



SIMPLON.CO & LA POSTE

The digital transformation of La Poste drives the creation of new businesses. To succeed in this transformation, and to meet the new needs for skills in computer coding and web and mobile development, the Post has chosen Simplon as a partner.

An opportunity to train non-IT postal workers who have a keen interest in IT and who wish to evolve towards the web and mobile development professions.

## FROM EXPERIMENTATION TO THE SCHOOL OF NEW DIGITAL TRADES : A STRONG PARTNERSHIP



After a successful first experience in 2015 with a dozen postal workers from the La Poste Network, the partnership was opened to all branches of the group, nationwide.

- 2 sessions completed
- 34 postal workers trained
- New sessions in preparation

Partnership's goal : train 50 postal workers in the Web Developer profession in 3 years



*work-linked training in the DSI of La Poste Group*

*In training at Simplon*

**Validation  
professional title**

## SOURCING :

A selection process co-built between Simplon and La Poste Group in three stages:

- cognitive tests
- questionnaire on motivation and appetite for the code doubled to a phase of self-learning on an online platform
- final day of selection with individual and collective interviews



## COMPÉTENCES :

**Common Base:** Object Programming, web programming, SQL

**Specialized skills:** According to the various needs according to the ISD

### **Technical skills :**

Back-end part: Java - Associated frameworks  
Front-end part: HTML pages, CSS; Angular



### The training

- From 21/11/16 to 27/07/17 (8 months, 600 hours)
- Numbers : 15 postal workers

### The post training report

- 100% success on certification
- 14 learners integrated into their respective new DSIs on a web developer job.

### Pedagogy set up

- A referent trainer and expert trainers
- Integrating agility into learning
- Strengthening the tutors-trainers relationship

### Profils

- 3 factors
- 3 IT technicians
- 1 IT correspondent
- 1 transport coordinator
- 2 production agents
- 2 account managers
- 1 management controller
- 1 graphic designer
- 1 computer supervisor

### Distribution

- DSI BSCC (Ile-de-France) : 4 learners
- Branche numérique Paris : 2 learners
- Docapost Charenton : 1 learner
- DSIC Montrouge : 1 learner
- DISFE :
  - Ivry sur Seine : 3 learners
  - Nantes : 1 learner
- DSIC Nantes : 2 learners
- DSI BP Nantes : 1 learner



## SECOND PROMOTION

### The training

- From 02/09/17 to 29/06/18 (9 months, 630 hours)
- Numbers : 19 postal workers
- Selection rate: 3% (600 applications)

### Additions to the program

- Angular module (2 weeks)
- Reinforcement on the Java Web
- Reinforcement on Spring

### Pedagogy set up

- A referent trainer and expert trainers
- Integrating agility into learning
- Strengthening the tutors-trainers relationship

### Profils

- 9 factors
- 1 mail agent
- 2 account managers
- 1 customer manager
- 2 technicians
- 1 central cashier
- 1 team leader
- 1 production analyst
- 1 mail supervisor

### Distribution

- DISFE Gradignan : 2 learners
- SNA (Nouvelle-Aquitaine) : 1 learner
- DSI Centrale (Nantes) : 3 learners
- DSI BSCC :
  - Ile-de-France : 4 learners
  - Occitanie : 1 learner
- Branche numérique Docapost :
  - BNUM : 1 learner
  - Docapost DPS : 2 learners
  - Maileva Docapost : 1 learner
  - Docapost BPO : 1 learner
  - Docapost Sofia Antipolis : 4 learners







OUR PARTNERS

# OUR REFERENCES

## Reskilling Programs :



## On our short courses and acculturation workshops :



# OUR NETWORK

## ECOSYSTEM



## MEDIA



## COMMUNITY



# A UNIQUE INITIATIVE

## Linking #socialbusiness, #tech and #inclusion

### #LABELS



### #MENTIONS



Bâtir une école créative et juste dans un monde numérique  
10-14-2018

La Grande École du Numérique, UNE UTOPIE RÉALISTE



### #DISTINCTIONS



### #ECOSYSTEMS



### #FUNDING



FEJ FONDS D'EXPÉRIMENTATION POPULAIRE ET DE LA VIE ASSOCIATIVE



PHITRUST

Amundi ASSET MANAGEMENT



bpi france



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