



{konexio}
Faire du numérique
une opportunité pour tous·tes

ANNUAL REPORT

2022

CONTENTS

EDITORIAL	4
I. 2022 IN NUMBERS	6
II. CHALLENGES AND STRATEGY	7
Digitalization: Growth, Innovation, and Inequalities	
Konexio's Response to these Challenges	
A Strategy Fostering Innovative Impact	
III. HIGHLIGHTS AND RECOGNITION	18
Key Achievements	
National and Regional Networks	
Media Coverage of Konexio	
IV. ACTIVITIES AND SOCIAL IMPACT	32
Towards Digital Literacy	
Towards the Jobs of Tomorrow	
Our Wraparound Service Support	
Towards the Skills of Tomorrow	
V. INTERNATIONAL	54
Editorial	
Impact in 2022	
Malawi	
Kenya	
Jordan	
VI. FINANCIAL REPORT	61
VII. OUTLOOK FOR 2023	62

EDITORIAL

Five years have passed since we began our work in France and abroad. We remain driven by the same conviction: now, more than ever, digital technology must promote professional inclusion, social cohesion, and equal opportunities. It should be an opportunity accessible to all!

With this mindset, we started 2022 by gathering all our stakeholders: partners, companies, trainers, volunteers, staff, and – of course – our students. On March 17, 2022, at Konexio's five-year celebration, we had the unique opportunity to express our gratitude to all those who have supported and trusted us since 2016.

This milestone empowered us to accelerate our impact and innovate in our programs. As a result, Konexio grew remarkably in 2022.

First, Konexio's regional teams experienced high demand for our work – in total, we expanded to 15 new towns and cities. Our Nouvelle-Aquitaine and Hauts-de-France teams took the opportunity to forge partnerships with local and regional players and increase the number of courses delivered.

Second, the Ile-de-France region began offering both daytime and evening sessions, enabled by the addition of 11 Digital Advisors to our team. This change has succeeded in attracting more individuals, particularly women, to participate in our training courses.

Third, we launched the Tech Your Job Project in collaboration with Fondation Mozaïk and Diversidays. This innovative project boosts the accessibility of tech professions for young people, particularly those residing in disadvantaged neighborhoods. This is just the beginning for Tech Your Job – we will expand its activities in 2023.

Fourth, we tripled our international presence in just one year. Thanks to the commitment of our local partners and funders, we not only renewed our first pilot in Malawi, but also launched new pilots in Kenya and Jordan. In this past year we also

underwent extensive curriculum development, creating training content localized to the needs of our on-the-ground partners. Our international projects equip vulnerable job seekers in the global south with the digital and soft skills to find work through online freelancing.

Fifth, our Web and Mobile Developer (DevWeb) and Systems and Network Technician (TSSR) Career-track programs also underwent significant improvements. While retaining the Bootcamp format, we introduced an apprenticeship program. The first batch of students seamlessly transitioned from our course to their company placement, with 17 securing apprenticeship contracts.

In 2022 alone, we achieved a new milestone by providing 1,850 trainings for 1,463 students.

Since its creation, Konexio has achieved significant milestones: we have launched nearly 600 cohorts, trained nearly 4,850 students, and taught over 315,000 hours of courses.

To increase Konexio's visibility and impact, we participated in speaking engagements at numerous French and international events. Our presence at ChangeNow, VivaTech, Web2day, the Economic



Inclusion Summit, and engagement with political parties, think tanks, companies, and NGOs during this French presidential election year has allowed us to advocate for our proposals, particularly the Universal Right to Digital Training. Following these speaking engagements, we have formed multiple working groups dedicated to promoting inclusive solutions in the digital world.

To further our mission, we mobilized companies to address the challenges of inclusive recruitment through our inaugural Forum on Digital Inclusion. The Forum focused on social inclusion in tech professions, best practices for inclusive recruitment, and - particularly relevant for 2022 - the challenge of inclusive AI.

In 2023, our specific areas of focus and mobilization will include:

- Introducing new solidarity programs, such as the revamped DigiStart, the newly created DigiPulse, and the implementation of Explore Your Talent — a 295-hour curriculum designed to foster mastery of mathematics and logical thinking. The collection of the Apprenticeship Tax in 2023 will make this program possible.
- Accelerating apprenticeship programs for Web and Mobile Developer (DevWeb) and Network and Systems Technician (TSSR).
- Offering customized trainings open to all organizations, including companies, non-profits, and the public sector.
- Developing new modules for international programs, with a focus on career pathways within the freelance market and adapting to AI-related changes.
- Creating webinars to promote the role of women in the Tech industry under the campaign #WomenTechPower.

Achieving our ambitious 2023 project will be a multi-stakeholder effort. We sincerely thank you for your trust throughout the years, and hope to build a more inclusive future together.

Happy reading!

Marion Abecassis, President of the Board
Jean Guo, Executive Director of Konexio



2022 IN NUMBERS

**220 +
PROMOTIONS
LAUNCHED**

**TRAINING COURSES
DELIVERED**

+112 000 teaching
hours provided

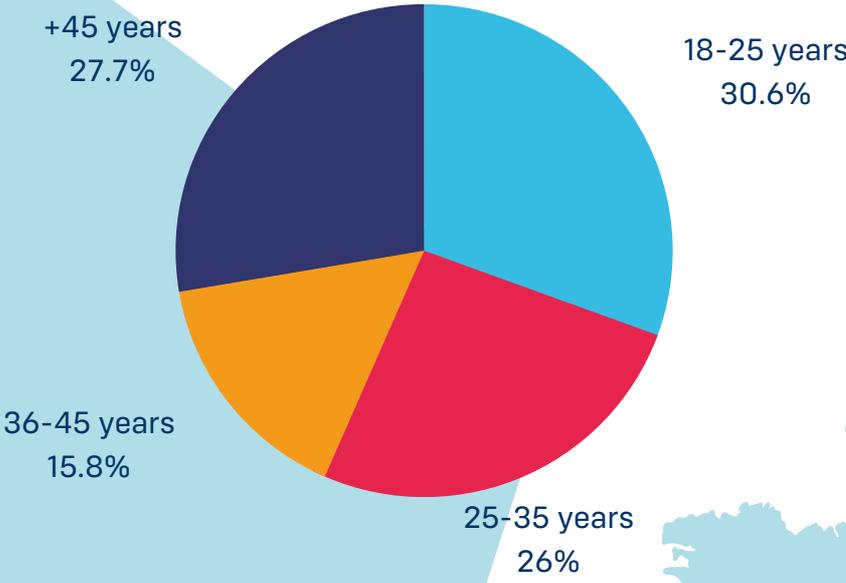


**50.3%
MEN**

**49.7%
WOMEN**



AGE DISTRIBUTION



CHALLENGES & STRATEGY

Digitalization: Growth, Innovation and Inequalities

Konexio's Response to these Challenges

1. Our vision: Making digital technology an opportunity for all
2. Konexio's unique approach

A Strategy Fostering Innovative Impact

1. Increasingly innovative programs
2. Expanding local presence
3. Growing international initiatives
4. Heightened advocacy efforts
5. Leveraging Konexio talent to drive sustainable impact

DIGITALIZATION: GROWTH, INNOVATION & INEQUALITIES

The digital sector grew an estimated 7.5% (source: Numeum) in 2022, indicating strong prospects for growth in the future. This growth is driven by various factors, such as the implementation of cloud technology in companies, Big Data, IoT services, cybersecurity, and digital transformation. Additionally, company budgets dedicated to IT services are on the rise.

However, digitizing societies must also grapple with the challenges of developing a capable and inclusive workforce, as well as using emergent technologies in a responsible way.

Tech recruitment surges, but with little focus on diversity

Everyone's talking about diversity... and yet companies report struggling with talent shortages, saying that they can't find the right candidates. On the other hand, many people from diverse backgrounds still find it difficult to land a job. With supply and demand converging, why can't we bring about a change in practices at scale?

In addition to diverse workforces, companies must also make responsible digital technology a pillar of their businesses. According to the report "Quels métiers en 2030" ("Which professions in 2030") published by France Stratégie and DARES (Directory of Research, Studies, and Statistics), the digital sector has a promising future. However, two key factors must be considered: training and employee retention. Managers need to reassess their processes, prioritize inclusive training open to all kinds of workers, and review their managerial practices to reduce employee turnover.

In order to make inclusive workforces a reality, the tech sector needs to review its recruitment policies in schools, job interviews, recruitment and integration phases, as well as career management.

Evidence demonstrates that diversity is a genuine source of performance and innovation for companies – all the more reason to make inclusivity a priority.

7.5%

The digital sector grew 7.5% in 2022 - source: Numeum

The IT sector at the forefront of the creation of new professions

IT has permeated every sector, and its applications are constantly evolving. Big data, artificial intelligence, cybersecurity, virtual and immersive reality, and the metaverse are generating new possibilities across various industries including healthcare, construction, industrial production, finance, marketing, and more. This dynamic creates a highly favorable environment for employment.

The emergence of artificial intelligence and machine learning is leading to the creation of new professions beyond data-related roles. Examples include AI engineers who develop computer programs capable of human-like reasoning to solve complex problems and prompt engineers.

Technological advancements have catalyzed the specialization of traditional professions. Mobile application developers and UX designers, whose roles differ from traditional developers, are in high demand. Embedded systems developers, who work at the intersection of computer science and electronics, are creating software for transportation devices, among other applications.

Digital and CSR, the new alliance

In March 2023, ADEME (French Environment and Energy Management Agency) and ARCEP (French Regulatory Authority for Electronic Communications and Posts) released their projections for the environmental footprint of digital technology in France from 2020 to 2050.

The studies highlight that while digital technology plays a crucial role in facilitating the green transition, its development also creates externalities that need to be better understood, controlled, and reduced. The report indicates that without intervention, the carbon footprint of digital technology could triple between 2030 and 2050.

To mitigate this issue, stakeholders are considering ways to reduce negative environmental impacts. To make lasting change, it is important to account for all aspects of the digital footprint – both environmental and social, and the way the two interact.

A multi-stakeholder effort is needed to better understand the environmental impacts of digital technology and implement measures to mitigate its footprint. This includes promoting energy-efficient practices, adopting sustainable design principles, and encouraging responsible consumption and production in the digital sector. Collaboration between industry, policymakers, and consumers is essential to achieve a more sustainable and environmentally friendly digital future.

Digitalization and employability are inseparable

The digitalization of society and the importance of digital skills for employability are closely intertwined. According to France Stratégie, 75% of jobs now require basic digital skills, and by 2025, 50% of employees will need training to support their company's digital transformation. As digital skills are evermore a prerequisite for employability, awareness of its significance and attraction to its study will continue to grow. A study conducted by Labo Société Numérique reveals that 64% of French respondents would choose a university course related to digital technology if given the opportunity to return. More and more, people are recognizing the importance of digital skills.

Yet this increase in significance does not increase equitable access to digital technology. For example, the latest Working Conditions survey indicates that 79% of employees already use computers at work. Yet the Center for Studies and Research on Qualifications highlights that less connected workers face greater barriers to accessing digital training. Therefore, it is crucial for employee training programs to prioritize digital skills more than ever before.

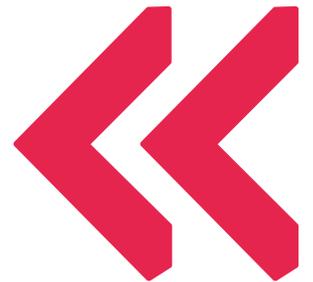
Leveraging digitalization for global impact

The online freelancing market is growing exponentially. In 2020, freelancing platforms were valued at \$3.8 billion, and they are expected to grow to \$12 billion by 2028. The digital revolution has allowed freelancers to connect with clients from all over the world through online platforms including Upwork, Fiverr, and Freelancer.com. With just a computer and internet connection, freelancers can earn a living and clients can access a global talent pool without location constraints.

The online freelance market represents a new world of opportunity for refugees and migrants. As opposed to location-based service jobs such as taxi driving or food delivery, or on-demand domestic services which are often underpaid and unstable, online freelancing offers flexible solutions to vulnerable populations. This trend is gaining traction in Africa and the Middle East: in 2019, the East African online gig economy was valued at \$202 million, with Kenya representing the largest share of this market. In the MENA region, 70% of MENA employers are reportedly planning to hire more freelancers in the future, and 78% of workers intend to do more freelancing. As online freelancing markets continue to grow, populations across the globe may benefit from pathways to stable and fulfilling employment.



KONEXIO'S RESPONSE TO THESE CHALLENGES



Our vision :

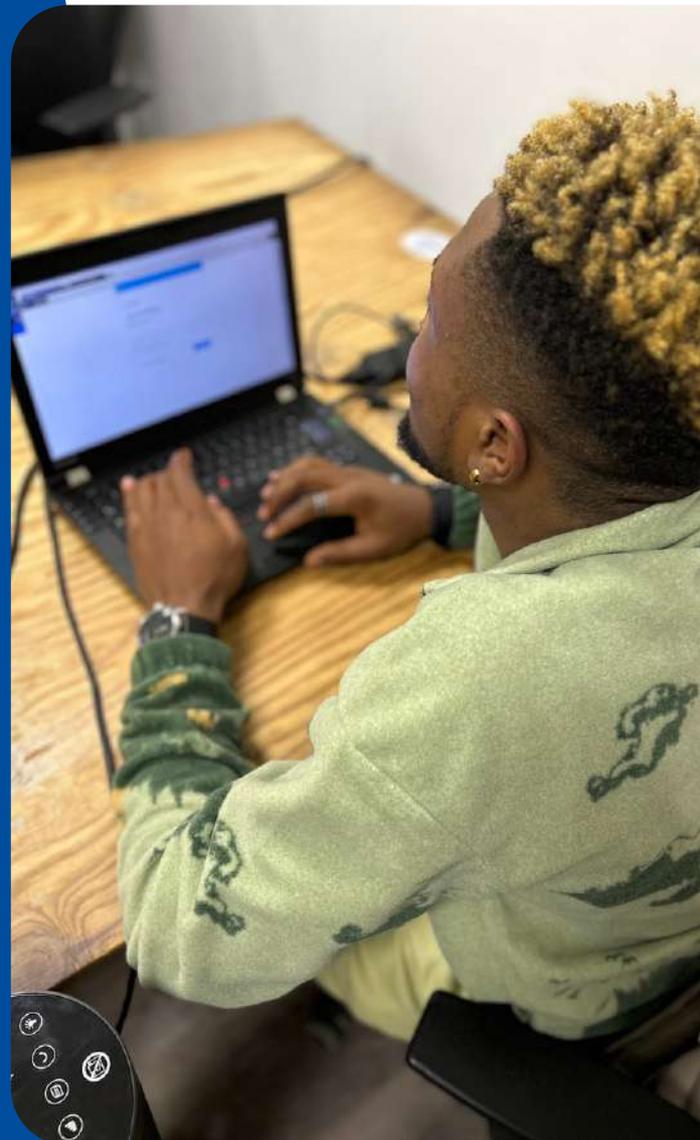
To make digital technology an opportunity for all.

Our mission :

Train highly vulnerable populations in digital skills - from the most basic to the most advanced - to facilitate their socio-professional integration.

Our values :

- 1 Inclusion & diversity
- 2 Rigor & excellence
- 3 Innovation & continuous improvement



THE PILLARS OF OUR ACTION - THE PROGRAMS

Konexio offers a range of tailored training courses, based on a practical approach and designed for vulnerable job seekers. These enable vulnerable groups to participate in the digitalization of society, boost their employability and achieve their full potential.

Towards Digital Literacy

Aligned with recognized European and international standards, the innovative DigitAll program provides basic computer and advanced office skills. Through this program, Konexio combats digital exclusion and encourages professional integration.

Towards the Skills of Tomorrow

With its range of customized training courses, Konexio enables learners to master digital tools and acquire new skills necessary for the workplace.

Towards the Jobs of Tomorrow

Specializing in the identification and sourcing of socially excluded and/or under-represented audiences in the digital world, Konexio offers a range of courses to raise awareness and provide training in the opportunities offered in the tech sector.

Flash Courses

Provide awareness-raising workshops as close as possible to beneficiaries (community centers, etc.), using concrete examples and exercises (testimony from a digital professional, discovery game, etc.).

Discovery Courses

Test the tech skills of potential talent. Offer flexible formats to make training accessible to all.

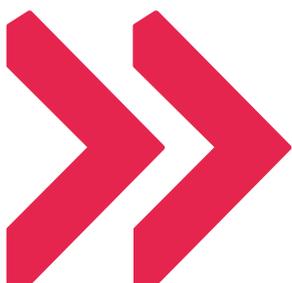
→ The DigiStart program introduces learners to programming and enables them to code their own website.

Career-track Courses

Gain access to the most sought-after professions in the tech industry through training leading to certification and compulsory professional experience, a real springboard to employment (equal to a 2-year college degree).

→ The Web Developer program provides intensive training for the highly sought-after profession of fullstack web developer.

→ The Systems and Networks Technician program provides training in the hardware and software components that make up network infrastructure.



KONEXIO'S UNIQUE APPROACH

Konexio offers a unique approach with the following key features:

- Professional opportunities through a strong partner network of companies, institutions, and social impact organizations
- Expertise in training vulnerable groups and pedagogy adapted to non-French-speaking audiences



"All training models are interesting... both distance and face-to-face. The goal is not to pit one approach against the other, but rather to tailor them to the specific needs of the target audience. At Konexio, our primary focus is on individuals who are marginalized from the job market, and providing on-site support has proven to be the most effective method. In fact, a significant number of our learners do not have access to their own computer equipment, so we provide them with loaned devices and ensure they are connected throughout the training program."

Jean Guo - Co-founder & CEO of Konexio

- A supportive community of professional and volunteer trainers
- Holistic and personalized support to prevent career gaps and encourage the creation of social and professional networks
- A global perspective of tech trends, including cutting-edge programming languages, jobs of the future, and innovative approaches towards technical training
- Tailor-made learning pathways with teaching methods that can be adapted to effectively reach diverse audiences and help them remain employed
- A catalyst for impact at a greater scale through a train-the-trainer model to accelerate the growth of Konexio programs worldwide
- Face-to-face teaching for solidarity programs

A STRATEGY FOSTERING INNOVATIVE IMPACT

Enriching our Career-track programs

For our certified career-track programs, we made several updates to the training courses based on the latest job market research.

For our Web Development course, we have incorporated PHP and Symfony modules into the syllabus. Additionally, we have introduced modules on eco-design to equip future developers with the knowledge to integrate responsible digital practices into web production.

For our System and Networks Technician course, we have expanded the curriculum to include cybersecurity, cloud computing, and advanced network specialization modules. Furthermore, we have established a collaboration with the Cisco Networking Academy, offering prospective students the opportunity to obtain Cisco certifications upon program completion. This partnership adds significant value to their applications for apprenticeship contracts, enhancing their prospects in the job market.



Committing 100% to apprenticeship programs

Investing in apprenticeship programs has proven to be the most effective pathway to employment. The French government has taken initiatives to promote apprenticeships amongst employers by providing incentives for recruitment, resulting in nearly 870,000 individuals being enrolled in apprenticeship contracts by 2022.

In the digital field, apprenticeships offer valuable opportunities for individuals to gain firsthand experience in technological environments and gain a comprehensive understanding of these professions. For companies, apprenticeship programs serve as a powerful tool for workforce planning and career development.

In 2022, Konexio facilitated placement of 17 learners into professional opportunities through apprenticeship contracts. Our partner companies encompass IT SMEs, as well as prominent digital service providers and industry chains across various sectors.

The apprenticeship project's successful launch has laid a solid foundation for more ambitious growth and development in 2023.

17 apprenticeship contracts obtained for Konexio learners in 2022

Customized programs for employees

In today's job market, 75% of positions, regardless of the level of qualification, require proficiency in basic digital skills such as internet usage, email, and word processing. Acquiring these skills is crucial for securing employment and staying current in a rapidly evolving business landscape. At Konexio, we develop customized programs tailored to the needs of companies, social economy organizations, and public institutions to help their employees, customers, and members enhance their digital competencies.

Throughout 2022, we collaborated with twenty organizations, providing training to long-term job seekers, individuals on integration programs, and employees whose roles are undergoing digital

transformation. Our training courses focus on addressing the challenges associated with using digital technology, facilitating familiarity with digital tools, and supporting individuals on their journey to either re-enter or maintain employment. These courses cover a wide range of professional software, as well as reporting and inventory management systems. The outcomes have been remarkable, with 92% of participants reporting increased confidence in their roles and a better understanding of professional norms. Our students' enthusiasm is evident, as they express a desire to further develop their digital skills and (for non-native speakers) improve their proficiency in the French language.

In addition to fighting for digital literacy, we are also committed to the issue of overall literacy through complementary initiatives. In early 2023, Konexio joined the #STOP_ILLITERACY (#STOPILLETTRISME) movement, furthering our commitment to combat illiteracy in all its forms.

Expanding our local presence

Konexio embarked on a path to regional scale in 2020. Since then, our teams in Hauts-de-France and Nouvelle-Aquitaine have grown at a steady pace, enabling us to offer an expanding range of digital support programs.

Nouvelle-Aquitaine holds a significant position in Konexio's growth strategy

Within this region, we first expanded to Bordeaux in 2021, made possible by the invaluable support of HUBIK and Atis as our incubators. Our development efforts revolved around establishing partnerships and collaborating with local stakeholders to identify and engage learners, as well as recruit and train dedicated instructors. In 2022, our focus shifted towards securing new training locations and reaching a more diverse audience, including seniors, unaccompanied minors, individuals with disabilities, and those residing in disadvantaged areas. The addition of volunteers to our team has been instrumental in delivering digital workshops and training sessions.

Throughout our work in the region, we have received significant support from numerous partners based in Gironde, both from the public and nonprofit sectors. Their contributions have played a

vital role in financing and ensuring the success of our initiatives. Collaborations with partners such as Collectif Emploi, Cité de l'Emploi, and Contrats Engagement Jeunes have been particularly impactful, as they align with our objective of assisting individuals who are the most isolated from the digital world. We have actively participated in local forums and events dedicated to employment, solidarity, and digital inclusion, such as Aginum, Forum des quartiers, and Forums Emploi. These engagements have further strengthened our presence in the region and expanded our reach within the community.

Hauts-de-France, our second regional springboard

Hauts-de-France serves as another significant springboard for Konexio's regional expansion. In 2022, our branch in this region took significant steps to solidify its presence and impact. First, we enhanced the branch's reputation and raised awareness among local stakeholders, including government and non-profits. Our goal was to establish ourselves as a recognized non-profit training organization, known for our expertise in

using digital technology to overcome barriers to employment for disadvantaged individuals.

Second, we leveraged existing partnerships to offer Konexio's programs broadly throughout the region. Collaborating with local organizations such as Collectif Emploi Roubaix, Groupe Vitamine T, and Maison Nouvelle Social Center, we introduced a local dynamic to Konexio's programming in Hauts-de-France that has been instrumental in fostering inclusivity for underserved talent in this region.

Lastly, we worked to ensure that we have the means to continue providing free training courses in close proximity to the residents of the Lille European Metropolis. By maximizing our financial capabilities, we can sustain our commitment to accessible and impactful digital training initiatives in the region.

Overall, the year 2022 marked a significant milestone in the growth and effectiveness of Konexio Hauts-de-France, as we worked towards creating lasting change and empowering individuals through digital education.

Pursuing more international initiatives

As the world digitizes, the digital divide has emerged as a pressing concern, deepening global inequality. According to the United Nations, nearly half of the world's population remains digitally unconnected, with a majority residing in the Global South. The UN secretary general has called this digital divide "the new face of global inequality".

Konexio bridges the digital divide and opportunity gap in Malawi, Kenya, and Jordan by upskilling highly vulnerable populations, including refugees, women in precarious situations, and unemployed youth. Our flagship course, the Digital Inclusion Program (DIP), establishes foundational digital literacy, then trains in online freelancing, equipping participants to earn an income through the global freelance marketplace – which in 2022, was estimated at \$4.4 billion. By establishing a baseline for employable digital skills, the DIP opens the door to all kinds of opportunities in the digital world.



To achieve our mission, we collaborate with local partners to train on-site trainers, develop curricula, and create employment opportunities for students. Our scalable model combines Konexio's expertise in digital training and employment with local expertise from our partners. Together, we equip vulnerable groups to thrive in the digital era.

In 2022, Konexio expanded its reach by launching the DIP in two new countries: Kenya and Jordan. These countries both face youth unemployment rates of up to 66% in marginalized communities, while also hosting significant refugee populations. Meanwhile, their national policies prioritize digitalization as a key strategy for economic development. In Nairobi, Konexio launched programs in the spring. By December, we trained 52 young refugee women and prepared for new cohorts in 2023. In Amman, we launched training in the fall, recruiting 27 participants to our first cohort. These students are a mix of refugees and Jordanians, and will graduate in 2023. Konexio also continued its ongoing project in Malawi, training 60 refugees in the Dzaleka refugee camp. Through these initiatives, we provided training and capacity-building to eight local trainers in total, empowering them to lead the programs effectively.

Konexio is committed to bridging the digital divide for the world's most vulnerable people, enabling them to access opportunity and thrive in an increasingly digital world.

Strengthening our advocacy efforts

In 2022, Konexio made significant progress in its advocacy efforts. As an election year in France, 2022 provided a favorable environment for discussions with political parties, think tanks, and companies, leading to increased consideration of digital inclusion issues. Although concrete action plans are still in progress, there is a growing awareness of the importance and challenges surrounding digital inclusion.

Konexio has been actively promoting its 7 proposals, which are grouped into 5 key areas:

1. Making digital skills accessible to all.
2. Ensuring access to public facilities and services.
3. Creating tech opportunities for everyone.
4. Implementing a standardized assessment of digital autonomy.
5. Promoting and accelerating digital responsibility.

Through media appearances, podcasts, and participation in distinguished events like VivaTech, ChangeNOW, the Universités de l'Économie de Demain (UEED), the Economic Inclusion Summit, Web2day, Inclusiv'day, and the Migration Summit, Konexio has championed its cause both in France and internationally.

Furthermore, Konexio continues to foster strong relationships within its ecosystem. Notably, the Tech Your Job project has been a collaborative effort with two valued partners: Fondation Mozaïk and Diversidays.

Overall, Konexio remains dedicated to its mission to advocate for digital inclusion, working towards a future where everyone can benefit from digital opportunities and take part in a digital society.

Mobilizing Konexio talents to create sustainable impact.

Konexio's team brings together talented individuals from various backgrounds in the digital sector, promoting growth, diversity, social integration, and solidarity project management. As of 2022, Konexio employs a team of thirty-five individuals, achieving an impressive 96% gender parity score. The team represents a diverse range of backgrounds, with members from seven different nationalities. The company also values inclusivity by employing three individuals with Reconnaissance de la Qualité de Travailleur Handicapé (a certified disability status), recognizing their talents and contributions.

The team is composed of individuals of different ages, spanning from 19 to 58 years old, bringing a wealth of experience and perspectives. Konexio strives to invest in talent, and in 2022, two of our national service volunteers have transitioned into permanent positions within the organization.

In France, Konexio employs fourteen staff members to run its training courses across the three regions. Additionally, two employees are dedicated to content design. Konexio's three interns and four national service volunteers also provide valued support to the function of Konexio's operations.

Internationally, Konexio employs three staff members and two interns to develop, coordinate, teach, and monitor its programs in Malawi, Kenya, and Jordan, supporting the integration and empowerment of vulnerable populations across the globe.

Despite the diverse backgrounds and roles, the team shares a common goal: to facilitate understanding of digital technology, foster professional attitudes, and facilitate integration or reintegration into the workforce. Together, we work towards empowering individuals and bridging the digital divide through holistic training and support programs.

Gender parity score of

96%

almost

10%

with certified
disability status

7

nationalities

HIGHLIGHTS AND RECOGNITION

Key Achievements

National and Regional Networks

Media Coverage of Konexio



KEY ACHIEVEMENTS

FEBRUARY

Konexio Strategy Day

Konexio's first strategy day of 2022 brought the team together to outline the year's challenges. Discussions revolved around new programs, ecosystem priorities, and upcoming innovations, setting the course for the organization's future endeavors.

MARCH

Talents for the Planet

An event entirely devoted to best practices for driving ecological and social transformation through employment and training - a perfect opportunity for Konexio to speak on how to train and work for digital inclusion.

JANUARY

Meeting with high-ranking officials

Konexio hosted a meeting with high-ranking officials, including Cédric O, Thibaut Guilluy, Eric Pliez, Maxime Sauvage, and Lila Djellali. The officials had the opportunity to meet our students from the Web Developer and Systems and Networks Technician programs, promoting dialogue and professional network building.



15h00 – 15h45

L'inclusion numérique : un tremplin pour l'avenir

Modération

 Chris DELEPIERRE ChangeMaker & Creative Technologist TRÉZORIUM	 Maud SARDA Co-fondatrice & Directrice EMMAÛS LABEL ECOLE	 Julien KEITA Regional Manager Ile-de-France WILD CODE SCHOOL	 Jean GUO Fondatrice KONEXIO
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www.talentsfortheplanet.fr



5 years of Konexio

Celebration time! Konexio celebrated its 5th anniversary in early 2022!

This was a touching event which brought together all employees and partners.

It was not only an opportunity to retrace the history of Konexio, but above all to share the testimonials of the learners, partners, volunteers and Konexio employees who made its history and who are building its tomorrow.

See you in 2026 to celebrate 10 years of Konexio!



Global Alliance for Banking on Values

Jean Guo spoke at the annual Global Alliance for Banking on Values (GABV) summit. The speech focused on the importance of digital inclusion as a source of social equity in the banking sector. The summit analyzed the role banks play in tackling the greatest social and environmental challenges of our time. An e-book was also released at the end of the summit.

Future Proof Summit

Jean-Christophe Vidal, Deputy CEO of Konexio, was invited to speak at the Future Proof Summit held at Euratechnologies. The event focused on the European Union's digital sovereignty, and was held as part of French President Emmanuel Macron's vision for the French presidency of the EU. Jean-Christophe addressed the importance of tech talent and digital inclusion in Europe to contribute to the insightful discussions at the summit.

APRIL

Migration Summit

Konexio participated in the Migration Summit 2022, organized by the MIT Refugee Action Hub (ReACT). Designed to build bridges between diverse communities of displaced learners, academia, the private sector, and governments, this global event explored key challenges and opportunities for refugee communities.



ChangeNOW

ChangeNOW 2023 is THE summit that assembles the most innovative solutions and change-makers tackling our planet's biggest challenges to align on principles and take collective action. ChangeNOW brings together entrepreneurs, business leaders and policy-makers to accelerate change. It was a unique opportunity to speak on the theme of building an impactful career.

Multi-Sectoral Approaches: How to Create Collaborative and Innovative Projects
04/21 8-9 am (EDT) / 4-5 pm (GST)
MIGRATION SUMMIT 2022

Simar Singh
Senior Programs Manager at RefugePoint

Jean Guo
Co-founder and Executive Director at Konexio

Rediet Kasaye
Programme Manager-Refugee Livelihoods Initiative at Ikea Foundation

Anna Nicol
Policy Officer at U.S. Department of State Bureau of Population, Refugees, and Migration

react.mit.edu/migrationsummit

MIT | ReACT Refugee Action Hub | Na'amal | KARAM | J-WEL

MAY

021 Zero to One - Lyon

Not everything happens in Paris! Jean Guo spoke in Lyon at the first 021 Zero to One event on the theme of integrating impact into the heart of your strategy.

021 zero to one

JEAN GUO

CEO & co-fondatrice • Konexio

18 mai 2022 à H7

0-2-1.eu



Inclusiv'Day

Inclusiv'Day aims to raise awareness, provide training, and organize meetings and events around the subject of disability and inclusion. For its part, Konexio spoke about the digital accessibility and professional integration troubles of those who are furthest from employment opportunities. The event fostered commitments from key players in the inclusion field throughout France.

Web2day

This annual web and innovation festival held in Nantes, France brings together all those involved in meeting societal and ecological challenges. It's the perfect opportunity to meet the players in the Pays de la Loire region and discuss how to prioritize inclusivity when anticipating the job market of the future. This topic is essential to ensuring that the professional world of tomorrow will be one where all talents can express themselves and find their voice.

SEPTEMBER



A graphic for Web2day 2022. It features two speaker portraits: Jean Guo, CEO of Konexio, and François Allet, founder of the podcast 'Serial Entrepreneurs' and co-founder of the agency 'Tête de Tigre'. The text reads: 'COMMENT ANTICIPER LE MARCHÉ DU TRAVAIL DE DEMAIN TOUT EN LE RENDANT INCLUSIF ?'. Below the portraits, it says 'Entretien Futur du Travail' and 'W2D22 | 1, 2 & 3 JUN | BELOVED SPEAKERS'. The background is purple with colorful circular patterns.

Numériques en Commun[s] - NEC Lens

Numérique en Commun[s] is a community of public and private players working daily to promote digital technologies in the general interest. The initiative has been supported for 5 years by the Digital Society Program of ANCT (National Agency for Territorial Cohesion) and MedNum. This is yet another opportunity to share Konexio's vision and its day-to-day actions to promote the digital inclusion for everyone.

JULY

Strategy Day 2.0

In July, Konexio held its second strategy day of the year, where the Konexio teams gathered to review its plans and visions to build a better future. This inspired many projects for 2022 and 2023!



Women in STEM (Science, Technology, Engineering and Mathematics)

Jean-Christophe Vidal, Deputy CEO, presented solutions proposed by private companies and nonprofits at the Digital Inclusion Summit. This conversation proposed 3 areas of action to boost female representation in tech: awareness-raising, training, and long-term support.

In addition, it was an opportunity to discuss technology not solely as an end, but rather as a means to address the broader issue of diversity in the tech industry, including the under-representation of women. The event also focused on exploring future growth opportunities for each participating organization.



NOVEMBER

Economic Inclusion Summit organized by Fondation Mozaïk

The agenda included 12 workshops, 10 plenary sessions, over forty CEO/talent meetings, and some forty business roundtables on the theme "Acting with Impact." Konexio was not just part of the audience – our experts also took part in a roundtable discussion on inclusion in tech.

National Council of Reformation

On November 22, key players in the digital sector came together with Jean-Noël Barrot, the Minister Delegate to the Minister of Economy, Finance and Industrial and Digital Sovereignty, and François Bayrou, General Secretary of the Conseil National de la Refondation Numérique (National Council of the Digital Reformation) to discuss three key issues: digital transition in working life, inclusion and a secure digital space. Concrete advances were planned for 2023.

OCTOBER

FNAF (Forum National des Associations & Fondations)

Konexio took part in a Marathon Pitch organized at the Forum National des Associations et Fondations (National forum of Nonprofits and Foundations) to highlight its customized training courses for companies. It was a great day of reflection on developments made and lessons learned.

NOVEMBER

The 1st Annual Konexio Forum - Building an Inclusive Business: How Do I Start?

A first for Konexio!

After winning a proposal launched by the Grande École du Numérique (GEN), Konexio organized its first forum on the theme "Building an Inclusive Company: How Do I Start?" The aim was to promote gender diversity and diverse profile recruitment within organizations.

The Forum was organized in 2 parts:

The morning session, which included a keynote speech given by Thibaut Guilluy, Co-Chairman of Les Entreprises s'engagent, and 4 round table debates:

1. Social inclusion at the heart of tech professions
2. The keys to inclusive recruitment
3. Inclusive AI and ethical recruitment
4. The Tech Your Job program

The afternoon session was dedicated to incoming Konexio students to the Career Track



programs. These learners were offered a series of workshops to develop essential soft skills for both the workplace and a successful future apprenticeship:

1. Teamwork
2. Public speaking skills
3. Collaboration, motivation, and purpose



DECEMBER

Konexio at the White House

Jean Guo had the privilege of receiving an invitation to the U.S. White House from Kamala Harris, the first female Vice President of the United States, and Douglas Emhoff, the first Second Gentleman in U.S. history, in honor of the official visit of France's President Emmanuel Macron and Brigitte Macron, the First Lady of France. This exceptional occasion provided the opportunity to have memorable encounters with esteemed individuals such as Henry Kissinger, Spike Lee, Samantha Powers, Christian Louboutin, and many more.

NATIONAL & REGIONAL NETWORKS

National Networks



Les Acteurs de la Compétence

Through apprenticeship, innovation, and digital skills committees, Konexio fosters development of exemplary practices and facilitates exchanges among stakeholders in the vocational training sector.



EdTech France

Konexio has recently joined EdTech France, a collaborative network of organizations dedicated to leveraging technology and innovation for the benefit of education, higher education, and lifelong learning.



Mouvement Impact France

A network made up of entrepreneurs and managers who prioritize the ecological and social impact of their businesses. They represent over 15,000 companies and 1,100 member structures across 11 metropolitan regions and overseas French territories. Konexio proudly serves as a member and ambassador for tech4good initiatives.



Mednum

A national cooperative of digital mediation players that has provided a platform for Konexio to actively contribute to working groups. These groups are dedicated to raising awareness among public figures and digital stakeholders about the unique needs of the communities we support and the strategies to help them access employment opportunities through digital channels. These collaborative efforts align with Konexio's mission that advocates for the universal right to digital training.

Konexio has also actively participated in events organized by the ecosystem and engaged in working groups focused on a range of topics, such as digital accessibility and professional training. We have undertaken collaborative initiatives with esteemed groups including France Digitale, Conseil national de la Refondation Numérique, Observatoire de L'Inclusion numérique, Collectif Work with Refugees, and many others.

Regional Networks

Paris, Île-de-France Region

In the Ile-de-France region, we collaborate with local development teams who possess specialized knowledge of specific neighborhoods, as well a deep understanding of the challenges and specific needs of local residents. This approach allows us to establish ourselves as a recognized presence in the area, complement existing local strategies, and engage with organizations interested in our training programs. Furthermore, we actively participate in digital inclusion networks in Paris and select towns, such as Stains in Seine-Saint-Denis. This integration enables us to become part of the local network, collaborate with other stakeholders, and propose collective solutions to training and employment-related issues.

Hauts-de-France Region

In Hauts-de-France, our regional office has formed a robust partnership with the Collectif Emploi Roubaix-MEL since its inception. This collective brings together over 30 non-profit organizations highly motivated to share their expertise and resources to effectively support the individuals we serve. The close relationship between the Collectif and the Public Employment Services ensures that our joint efforts effectively reach our target audiences.

Additionally, we collaborate with the Centres Sociaux Connectés in the Nord Pas-de-Calais region to raise awareness about our initiatives. Through collective information sessions, we inform members about our solidarity training programs and have successfully launched our first training course in Tourcoing.

Nouvelle-Aquitaine Region

In the Nouvelle-Aquitaine region, our collaboration extends to the main local networks dedicated to employment and digital inclusion. For example,

we actively engage with the Collectif Emploi Bordeaux, which unites various actors working towards professional inclusion, to enhance employment opportunities within the region. We also partner with the Groupe Numérique Inclusif de Bordeaux Métropole, which focuses on promoting digital inclusivity.

Furthermore, we conduct monthly workshops in partnership with Cité de l'Emploi in Cenon. These workshops serve approximately 60 participants, fostering connection, relationship-building, and exploring innovative ways to improve employment access for residents in Priority Urban Neighborhoods (Quartiers Prioritaires de la Politique de la Ville). These goals align with the priorities of Cités de l'Emploi, emphasizing coordination, leadership, and proactive outreach.

Lastly, we work alongside the Groupe de Coordination Extended Politique de la Ville de Bègles to facilitate bimonthly coordination meetings with local stakeholders to ensure effective communication and collaboration among all involved parties.





Madame Figaro: January 31st

Jean Guo, founder of Konexio: "Everyone deserves to be recognized for their talent"

"The 'Business with Attitude' Madame Figaro Award Committee has selected 7 finalists. Jean Guo is the founder of Konexio, a network of digital programs accessible to all but aimed primarily at those left behind by society's digital transformation. She is competing in the New Solidarity category.

Created in 2016, this 'social start-up' offers digital training courses that range in duration from 20 to 600 hours, offered to acquire basic technological skills, including how to manage e-mail and use word processing. After the course, students may go on to become systems and networks technicians or web developers, among other career options. Certified training courses include soft skills courses, internships, meetings with employers, etc. 'Everyone deserves to be recognized for their talent,' states Jean Guo, the founder, who is just 30 years old. Konexio's business model is based on CPF, Pôle Emploi and other subsidies, and focuses on training courses tailored to the needs of some twenty corporate clients. Konexio has achieved significant results, with a budget of 2 million euros by 2021, an expansion to include 40 employees, and operations in 15 cities across France, Malawi, and soon in Kenya and Jordan. 'We're aiming for ten countries and forty cities in five years' time," says Jean Guo."



Le Figaro: February 7th

"Digital actors call on presidential candidates"

"Many non-profits and local authorities are concerned about the sustainability of the plan [CNFS - Conseillers Numériques]. A professional digital training account could be set up for people who are isolated from digital

employment opportunities,' suggests Jean Guo, co-founder of Konexio."



Carenews: February 10th

"The Top 50 entrepreneurship ranking"

"Back again in 2022, the 'Top 50 Impact Entrepreneurship' ranking places value on impact entrepreneurship, as well as rewards, and publicizes profiles in this growing sector. Konexio was honored to be included, ranking in the category: 'Vocational training and access to employment,' alongside WebForce3, Educ-Up (Edacademy), and Make ICI."



Libération: February 19th

"I need to understand the digital language - Courses in Paris to help refugees overcome digital illiteracy"

"On Wednesday evening in Paris' 20th arrondissement, seven students are taking lessons from Margaux and Elise, two volunteers from the social start-up Konexio. This is a rather special class: students are anywhere from 22 to 58, French citizens, refugees or asylum seekers, learning the basics of digital skills. The courses are offered free of charge and largely financed by public subsidies and private sponsorship."



La Relève: March 6th

Jean Guo - Konexio - Digital Inclusion

"[At Konexio] we have training courses ranging from basic digital skills to advanced courses in digital professions, such as full stack developer or system and network technician... We evaluate learners at the beginning to fully understand their needs and skill level... The objective is not just to train people but really to guide them in the right direction."



Carenews: March 17th

What can you learn at Konexio, the digital school for all?

"Konexio offers professional training for digital professions (i.e. web developer, network technician, etc) in 600 hours. Why do we focus on these digital professions to help people who are excluded from employment opportunities? Because the digital sector is one of the fastest-growing, and there are lots of vacancies," explains Jean Guo.

Another reason is that "companies in this sector are more interested in skills than in training and qualifications," Jean says. "Konexio doesn't ask for any prerequisites to join the training program... The only thing we look for is motivation and a passion for digital technology!"

RFI: May 1st

Malawi, Kenya, Jordan: when refugees train in digital professions

"Konexio also campaigns for the recognition of a universal right to digital training. The non-profit group also notes that most of the local labor laws within countries it operates are not always favorable to refugees or migrants. They also point out that their training programs are aimed for all marginalized people, regardless of their country of origin. In order to continue its mission, Konexio intends to expand to 10 countries and 40 cities that suffer from digital exclusion in the next five years."



Le Figaro: May 13th

Business with Attitude: Jean Guo, founder of Konexio

"Jean Guo, founder of Konexio, is one of the 7 finalists for the 'Business with Attitude' 2022 award. Co-founder and CEO Jean Guo says: "Our mission is to make digital technology accessible to everyone, through training courses ranging from the basics to very advanced levels. We intend that this will lead to digital professions in France and everywhere in the world as a tool for socio-professional inclusion and the ability to realize one's 'full potential.'"

INFO MIGRANTS

Info Migrant: July 26th

Konexio, digital training for refugees

"In order to best adapt these training courses, we always start by evaluating our students' basic skills and understanding what jobs they would like to do. This then enables us to help them throughout the training process. Our courses cover the technical areas of the digital professions, from data processing to computer coding for information systems, as well as being able to create new applications for corporate online services. Our students can also be trained in office tools to help them find a job or write professional emails."

LA CROIX

La Croix: September 20th

Five ideas for action...

"Konexio's mission is to fight digital illiteracy, which affects people isolated from the job market. The organization is aware of the strong connection that exists between digital and social inclusion, and thus strives to make that a reality. With locations in Paris, Lille and Bordeaux, the non-profit organization offers courses that range from discovering office software to learning computer coding. Konexio is looking for volunteers to run these workshops in the Lille area. How would you like to get involved? Will you join the fight against digital inequality?"

SERIAL ENTREPRENEUR

Serial Entrepreneur: September

#82 - Jean Guo (Konexio): Facilitating and democratizing access to digital technology

"We want to make our training courses accessible to everyone so that there's no cost for our students. We believe there is a universal right for all to be digitally included."

PRIVATE EQUITY MAGAZINE

Private Equity: October 5th

Ring Capital supports Konexio and Solinum

"The Ring Foundation philanthropic fund, created by Ring Capital, will finance and support Konexio and Solinum, which use technology to combat digital exclusion... As an impact investment fund (i.e. management company), our job is to identify, invest and support innovative solutions capable of resolving key environmental and social issues for the 21st century. By replicating this model for the non-profit sector, these organizations are given access to a wider network, which is a key element in the development of any structure, and their impact is multiplied," says Nicolas Celier, co-founder of Ring Capital.



20 Mint au Carré - Twitch Interview: October 11th

“Jean Guo was the guest of Laurent Bainier, Editor-in-Chief of 20 Minutes, as part of his ‘20 Mint au Carré’ program on Twitch. In a segment that lasted two hours, Guo and Bainier discussed digital inclusion and illiteracy, two social issues that receive little coverage or debate. Following this interview, a Discord channel was created to discuss digital exclusion.”

Les Echos

Les Echos - October 13th - Opinion | For an inclusive and responsible digital world | Collective Petition signed by some twenty Konexio partners.

“In France, 1 in 5 people live in digital precarity, which leads them to be excluded from the job market. Together with Jean Guo, a group of executives [and Konexio partners], call for digital technology to become a major tool for maintaining employment and a catalyst for social inclusion.”

B SMART

B Smart: 14 October 14th

SMART IMPACT - The debate on Friday, October 14th, 2022

“In France, we have locations in a dozen cities across several regions. We have about two thousand students per year around the world, and we have begun collaborating with organizations like the United Nations in countries like Kenya, Jordan and Malawi.”



France terre d'asile - November

Digital Professions: A Lever For Professional Integration

“There is strong competition in this sector, which impacts the recruitment of refugees, Jean Guo, co-founder and CEO of Konexio, observes “but companies are gradually coming to realize that to be innovative, you need diversity, and that refugees, through their diverse backgrounds, can bring real added-value to the workplace.”



Radio Laser - December Does science make the world go round?

“In an episode that seeks to uncover ‘What technological advances could really change the world as we know it?’ Colin, Mateo, Youenn and Hugo discussed how science seeks and ultimately finds new solutions to anything from everyday problems to the greatest challenges. Konexio was available to present the challenges of digital inclusion and the importance of supporting all audiences in technological advances.”



20 Minutes : November 16th

Report from Konexio, the non-profit fighting against digital exclusion

Konexio had the pleasure of welcoming the editors of 20 Minutes to their office as part of a special issue on digital illiteracy, which had a print run of 800,000 copies. Between testimonials from volunteers, students and team members, Konexio showed the journalists first-hand the work they do to combat digital illiteracy.

"Like this student, 43.8% of Konexio students are refugees or asylum seekers. Their family environments means they weren't immersed in the digital world from an early age," notes Taninna Portebos, head of Konexio's solidarity programs. She compares the discovery of digital functionalities to "learning a new language." It takes time, but hard work pays off in the end.

Seated in the fourth row, Mamadou Gandega (age 31), is the perfect example. A Mauritian refugee, Mamadou has completed all the three DigitAll levels, as well as the DigiStart introductory code program. He has completed

every possible training course at Konexio and is now training with Simplon.co in the hope of becoming a web developer. However, not all students share his ambition. Konexio caters to various groups of people: adults limited by the digital divide in their professional or personal lives, but also many young people. "Many people were born into the digital age and social network era," observes Taninna, "but when it comes to registering with Pôle Emploi, no one is able to. This is proof that digital exclusion knows no age."

4 INCLUSION



Formation Fenêtre (Internet) sur cours

L'association Konexio œuvre pour l'inclusion numérique grâce à des formations et des ateliers. Reportage

Romane Peltier

Il est 18 heures passées dans les locaux de Konexio, situés dans le 20^e arrondissement de Paris. Les derniers étudiants s'installent devant un ordinateur prêt par cette association qui propose des programmes solidaires gratuits pour lutter contre l'exclusion numérique. L'ambiance est studieuse. « Bienvenue à cet atelier CV », s'exclame Omar Benbouza et Thibault Brouillet. Tous deux bénévoles chez Global Shapers, ils animent l'atelier de ce mardi 25 octobre. « Est-ce que ça va? », s'inquiète Omar Benbouza auprès d'un jeune assis au premier rang, Ibrahim Cissé à 18 ans. Il ne sait pas par quel bout commencer son CV. Originaire de Guinée, il vient d'arriver en France. « Je revais de me former à l'informatique au pays, mais je n'ai pas eu le temps », explique le jeune demandeur d'emploi.

« Une nouvelle langue » Il y a encore quelques mois, il ne s'était jamais servi d'un ordinateur. Après avoir suivi les vingt heures du programme DigitAll débutant – le premier des trois niveaux proposés

par Konexio – il connaît désormais les bases de la bureautique. « C'est comme une nouvelle vie », se réjouit Ibrahim. Comme lui, 43,8% des apprenants sont des personnes réfugiées ou demandeurs d'asile. « Leur environnement familial fait qu'ils n'ont pas été immergés tôt dans le numérique », constate aussi des jeunes. Taninna Portebos, responsable des programmes solidaires, elle compare la découverte des fonctionnalités numériques à « l'apprentissage d'une nouvelle langue ». Ça prend du temps, mais l'essouffement finit par payer. Installé au quatrième rang, Mamadou Gandega, 31 ans, en est l'illustration parfaite. Carégué mauritanien a réalisé toutes les formations possibles chez Konexio et nourrit aujourd'hui l'espoir de devenir développeur Web. Mais tous les apprenants n'ont pas cette ambition. Sur les bancs de l'association, différents profils se côtoient : des adultes bloqués dans des démarches informatiques, mais aussi des jeunes.

« Beaucoup sont nés avec le numérique, observe Taninna Portebos. Mais quand il faut s'inscrire sur Pôle emploi, il n'y a plus personne ». Pruve que l'exclusion numérique n'a pas d'âge. *Cont. p. 5* www.les20minutes.fr/20/minutes

Un test qui tombe à Pix

« Qui a modifié la page Wikipédia de Charles Baudelaire le 12 mars 2017? » Détrompez-vous, il ne s'agit pas d'une devinette de culture G, mais bien de l'une des nombreuses épreuves proposées par Pix. Initié par l'État en 2016, ce service public en ligne aide aussi bien les élèves, les étudiants, les professionnels ou les retraités à cultiver leurs compétences numériques. Pour ce faire, la plateforme encourage à tester seize compétences qui comprennent chacune six niveaux.

Chacun d'eux rapporte des pix qui sont capitalisés dans un profil de compétences. 758 : c'est la score maximal que l'on peut aujourd'hui atteindre sur la plateforme. Comme les tests de langue, ce score peut ensuite être certifié et valorisé sur un CV. « Cette valeur de signal indique que la matière de compétences vous êtes très à l'aise avec le numérique », explique Benjamin Marreau, directeur de Pix. Mais il insiste : « L'évaluation n'est pas une fin en soi. Notre marque de fabrique, ce sont des défis ludiques pour motiver les apprentissages et réduire la fracture numérique. » Une stratégie qui a attiré plus de 5 millions d'utilisateurs en 2022. R. P.

15 questions pour mettre à l'épreuve votre autonomie numérique

Romain Goudoussis

Que faire face à un déluge de mails publicitaires, quelle réaction adopter quand on tombe sur le profil d'un individu manifestement dangereux? Voilà le genre de questions auxquelles 20 Minutes et Konexio vous invitent à répondre (en vous amusant).

Être au niveau pour se faire un avis À travers ce quiz en ligne, l'association propose de tester votre autonomie numérique. Autrement dit, votre maîtrise des outils numériques. Pour Taninna Portebos, responsable des programmes solidaires de Konexio, être au niveau est devenu individuel à l'ère du tout

numérique. Maîtriser les outils digitaux devient une composante essentielle de notre quotidien, que cela soit pour des démarches personnelles ou professionnelles. Il est important que chacun puisse développer son autonomie numérique afin de forger son regard sur ces évolutions, et d'être en mesure de mettre en place un usage du numérique en phase avec ses propres valeurs. Un conseil : prenez le temps de vous tester. Rendez-vous en haut de page!



FRANCE - ACTIVITIES & SOCIAL IMPACT

Towards Digital Literacy

Solidarity programs:

- DigitAll
- DigitAll in Paris, the Île-de-France Region
- DigitAll in the Nouvelle-Aquitaine Region
- DigitAll in the Hauts-de-France Region

Towards the Jobs of Tomorrow

Awareness-raising workshops

Discovery courses (DigiStart program)

Career-track programs

- Web and Mobile Developer
- Systems and Networks Technician

Our Wraparound Service Support

Soft skills and mentoring - essential for global integration

Focus on integrated projects (career track and solidarity programs)

Towards the Skills of Tomorrow

Customized programs

Highlight specific projects implemented in 2022

TOWARDS DIGITAL LITERACY

DigitAll



Challenges

In today's job market, basic digital skills have become essential, with 75% of jobs requiring basic digital skill proficiency - regardless of the sector. In light of this, the Pix certification has been integrated into the French K-12 education system to equip future generations with the necessary technical prerequisites. Yet the digital divide continues to affect even those who are already employed, limiting their ability to grow professionally.

Objectives

DigitAll, aligned with European standards outlined in the DigiComp reference system, offers 20-hour training sessions to bridge the digital skills gap for individuals who are still seeking to master these competencies. This is especially prevalent given the increasingly digitized landscape of public services. The program is divided into three levels—beginner, intermediate, and advanced—each lasting 20 hours. Initially launched in the Île-de-France region, DigitAll is now being expanded to the Hauts-de-France and Nouvelle-Aquitaine regions.

To enhance the DigitAll program, Konexio has made improvements to better cater to student needs and meet employer expectations this past year. Teaching content has been revised for intermediate and advanced levels to provide students with more comprehensive preparation for the business world. Konexio has also included a dedicated section on collaborative tools, such as cloud-based document storage, online platform-based teamwork and mobility, and utilization of online agendas.

Practical training has also been intensified by incorporating practice sessions on the Pix platform. Konexio's teaching team has developed a specialized course encompassing six key themes to focus on the acquisition of essential skills. For learners interested in obtaining the Pix certification, Konexio organizes preparation workshops and offers a free certification session at our sites. This official recognition of students' digital skills level adds significant value in the job search and enhances their employability prospects.



"A big thank you to Konexio. We've gained a lot from these courses: we had friendly trainers, we've learned a lot, and we've really enjoyed discovering computer tools. We forgot we were in class: we're more confident, we don't hesitate to ask questions. And sometimes we also help other people in class. I can send an e-mail, listen to music, do calculations I've learned, everything... Technology is a tool that helps everyday life."

Joséphine, learner of all 3 DigitAll levels

DigitAll

The DigitAll course provides training at three different levels, each with its own set of specializations:

Beginner

20hrs

- Introduction to computer hardware and its components
- Internet browsing skills
- Basic literacy skills
- Performance of simple personal or professional tasks

Intermediate

20hrs

- Advanced internet navigation techniques
- Internet security and data protection
- Effective use of email communication
- Proficiency in Word processing software
- Introduction to spreadsheets and other Word processing tools
- Practical application and exercises on the Pix platform

Advanced

20hrs

- Conducting efficient job searches
- Utilizing cloud services and collaborative applications
- Ensuring the security of personal data
- Using advanced spreadsheets
- Using smartphones for professional purposes
- Mastering practical application and exercises on the Pix platform
- Obtaining optional Pix certification for advanced level completion

Specializations:

Web Essentials

20hrs

- Implementing safe browsing practices
- Conducting effective information searches and assessing relevance
- Protecting personal data online
- Communicating through dedicated online platforms
- Managing email and calendar activities online

Data Analysis Specialization

20hrs

- Principles of table structuring in Excel
- Efficient data entry techniques
- Work with Excel functions, including simple and conditional functions
- Data formatting and analysis in Excel



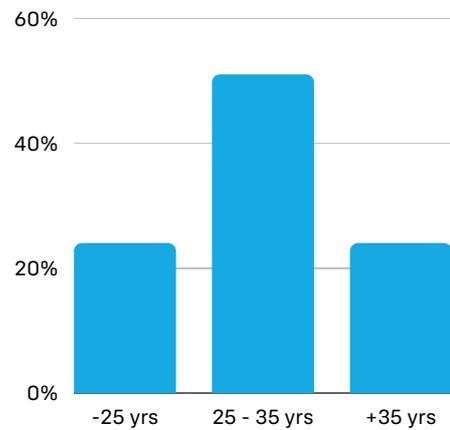
"eachOne and Konexio have been working hand in hand for several years now, notably through their joint collaboration on the PIC SIGNAL project and the resulting overlap. Our actions complement one another in this shared objective of facilitating the socio-professional inclusion of refugees and new arrivals. Put forward by Konexio, the access to digital skills is essential to ensure the integration and empowerment of the people we accompany on a day-to-day basis (managing their administrative affairs, job searches, housing, online banking etc.), and to ensure the resumption of professional careers in this field. We therefore regularly refer participants in our programs to their various training courses, which are much appreciated."

Morgane - Deputy Director of General Interest Activities & Deployment, eachOne

DigitAll in numbers



Age distribution

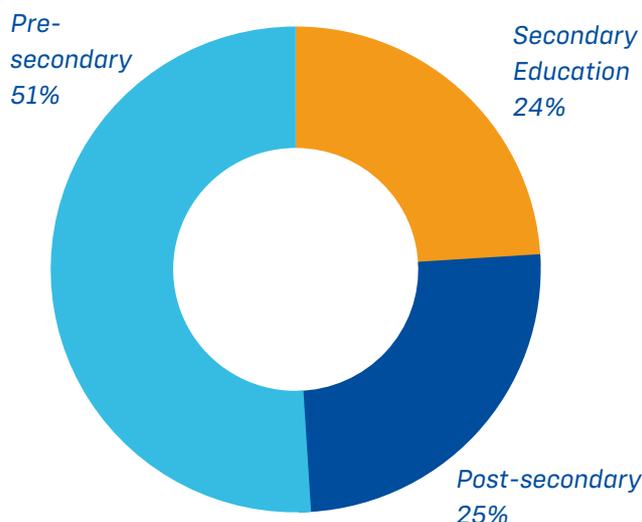


Learner genders



54% women

Learner education levels



What next?

58%

of participants who answered our questionnaire are in employment or training 12 months after leaving one or more program(s)

66%

are more confident about finding employment

67.2%

say they feel comfortable carrying out administrative tasks online

**Reminder, these training courses are designed to act as a springboard for access to training leading to qualifications in all sectors of activity.*



Konexio is now active in 6 towns in the Seine-Saint-Denis region: Saint-Denis, Pantin, Montreuil, Bagnolet, Villepinte, and Neuilly-sur-Marne. By working with various groups such as local missions (agencies working with 18-25 disadvantaged youth), local unemployment agencies, and social centers, we offer our training courses directly on site, increasing access to those who are furthest from job opportunities. In this way, we have been able to reach more women, increasing the proportion of female participants in our groups from 37.2% to 46.2%.

We have also established long-standing partnerships located in the 18th arrondissement of Paris, including with the Maison Bleue Social Center. This enables us to work with people who need real support to become more autonomous in their everyday use of digital technology. Our training courses are also part of programs like Ares, which offers integration contracts to people who are far from employment, as well as a socio-professional support program. We offer the DigitAll program to employees with the greatest need for digital skills in their everyday work.

We will now be examining our new pedagogical approaches to implement more practical and participative activities in our training courses.

DigitAll in the Paris region

The launch of the "Digital Advisor" program enabled Konexio to recruit 5 trainers to lead DigitAll trainings for those in need in Paris, Seine-Saint-Denis and Yvelines. Konexio increased the number of people trained from 482 in 2021 to 659 in 2022, 40.7% of whom are asylum seekers or refugees and 24.41% of whom are from high-needs urban districts.

Konexio's pedagogy now includes teaching the Pix certifying exam. As of 2022, Konexio became an official Pix exam provider, so students can easily sign up for the certifying exam and promote their skills to employers. We served 51.7% of people with an education level lower than a high school degree and 23.6% with a high school degree, for whom this boost in employability is essential to helping them find a job.



"As for the training itself, I really liked the atmosphere and the cohesion of my group. The fact that the courses were held during the day was also very practical for me. The support provided by the trainers, as well as their patience and the fact that they took the time to listen to each student, was really appreciated."

Birame, intermediate DigitAll learner
(Excel)



"Thanks to Konexio, ... you've opened the door for me to train as a receptionist ... thank goodness I started with you!"

"[I am] a person who has graduated from a university but has never used a computer, that's not normal...I quickly understood that to become a receptionist, I had to learn how to use a computer."

"I graduated from law school, but I can't turn a computer on and off - it's very strange. When people asked if I went to university, I used to say 'no.'"

"It's all thanks to Konexio. I couldn't switch a computer on before, and now I can do everything: create invoices, do calculations on Google Sheets and Excel, use Powerpoint, Word, ... Before Konexio, I was always looking for someone to help me: to support me to do my paperwork, my research, my registrations, ... but now, I do everything by myself, and I can even help others."

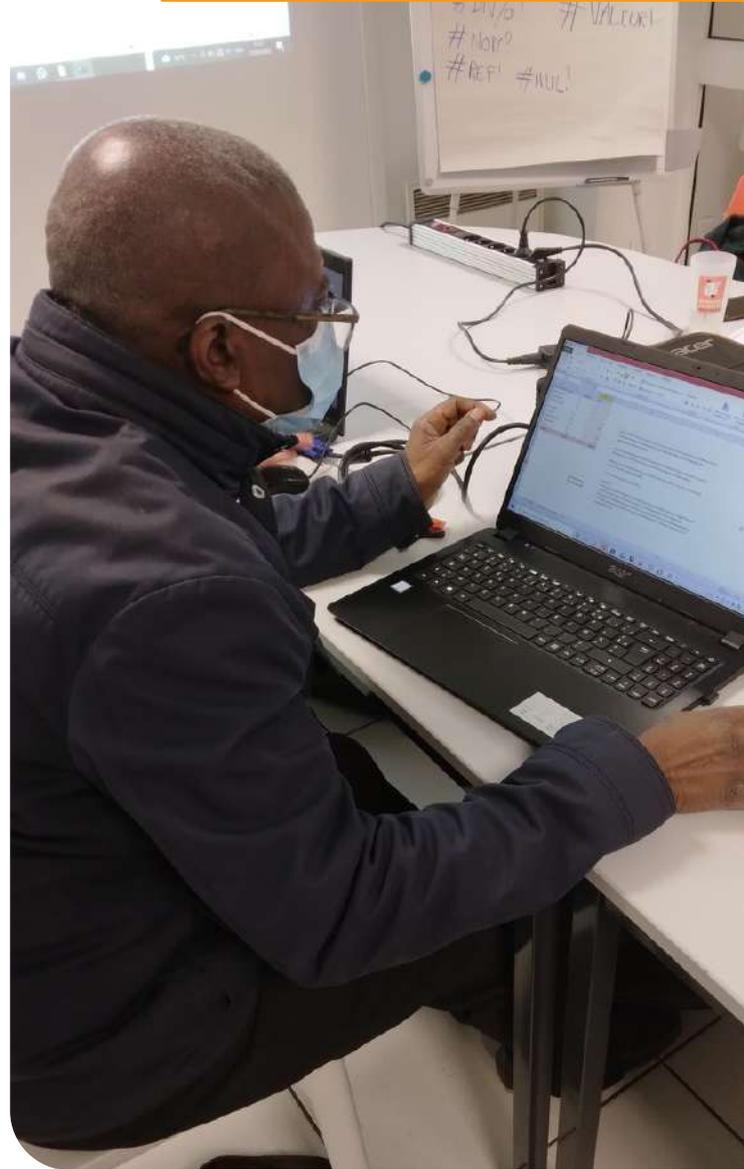
Hussein, DigitAll learner (all three levels)

In 2022, the teams in the Nouvelle-Aquitaine region actively introduced new formats in different locations and to diverse audiences, expanding their reach in two aspects: new territories and student groups. We formed strong partnerships with both public and private actors to provide fresh training venues.

A total of 58 DigitAll program cohorts were implemented, including 11 beginner, 22 intermediate, 15 advanced Excel, and 10 advanced Les Essentiels du Web (Web Essentials) sessions. These groups consisted of 225 learners and accommodated 332 trainings. The participants consisted of 66% women, 38% individuals with disabilities, 27% residing in disadvantaged neighborhoods, 30% refugees, undocumented migrants, or asylum seekers, and 13% youths under the age of 18. We've extended these training courses across the region, conducting sessions at 9 sites across 3 cities (Libourne, Bègles, and Bordeaux).

Furthermore, we have implemented the DigitAll program in collaboration with partner organizations. We've established partnerships with the Marie Curry Company, by delivering training to women from immigrant backgrounds who value culinary heritage. Additionally, we worked with SIAE Arcins Environnement services in Bègles to provide training for individuals acclimating to society. We have also formed a partnership with MNA 33 to support unaccompanied minors.

Zahia, a beginner learner in the DigitAll program, shared her experience: "Konexio provided me with fundamental skills and restored my self-confidence, enabling me to make progress in IT. We supported one another as students, and now I aim to reach higher levels to widen my job prospects. I would like to express my gratitude to the trainers for their patience."



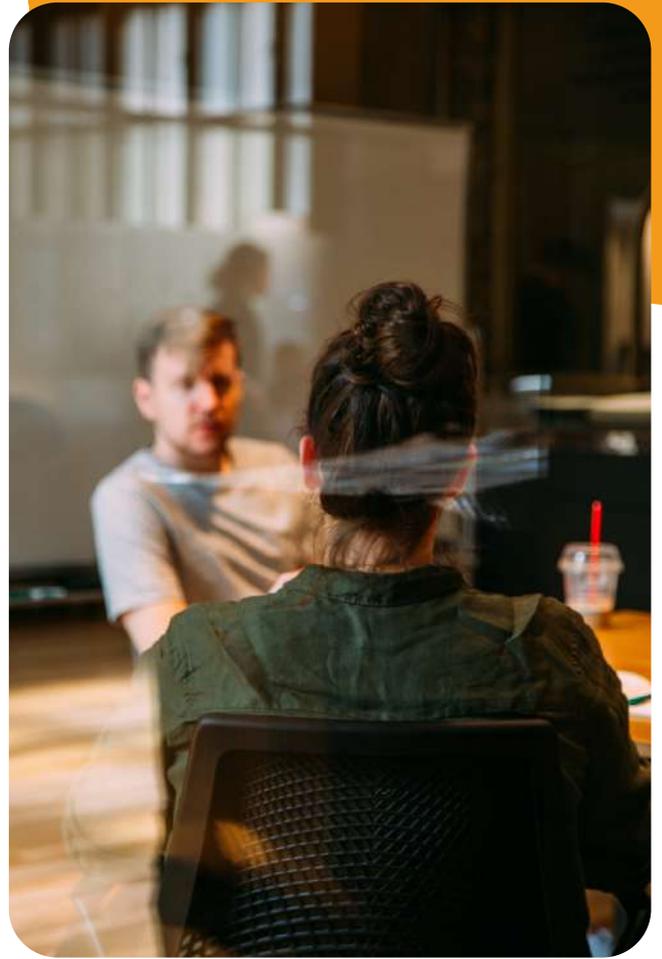
"The course exceeded my expectations! I learned how to use Word, PowerPoint, and job search sites. The group was motivated, and the trainees developed good camaraderie among the students. I highly recommend Konexio to anyone interested in acquiring computer skills, and I would like to express my gratitude to all the trainers once again."

Eric, Intermediate DigitAll learner

DigitAll in the Hauts-de-France Region

The year 2022 witnessed a remarkable increase in training and the number of students in the Hauts-de-France region, something we are very proud of. Konexio successfully organized 15 training sessions in the past year, consisting of 14 DigitAll courses and 1 DigiStart course, with an average of 8 learners per session. These courses were conducted across 14 training sites located throughout the Lille European Metropolis, including Lille, Roubaix, Tourcoing, Lambersart, Wasquehal, Lesquin, and more. Our network of sourcing partners, including social centers, local missions, economic integration structures, and local associations, contributed to this strong and diverse network, helping us combat illiteracy and tackle new challenges.

Groupe Vitamine T, a prominent organization in the field of social integration, entrusted Konexio with the training of their employees. This collaboration resulted in a fruitful partnership, with 8 employees trained in the first year.



"Konexio is a great personal growth and digital adventure with a caring team, trainers, and students from all different backgrounds. This allows me to attend classes with the positivity and confidence to learn, and be independent in my job search and continuation of my tech career."

Djamila, DigitAll learner (Bordeaux)

In 2022, the Hauts-de-France team has expanded and strengthened with the addition of a project manager for the 100% Inclusion Tech Your Job project, civil service volunteers, and the permanent positions of the three Digital Advisors. Our goal is to intensify our efforts across a wider area, supported by new partners such as the Boilly Social Center, the Fédération des Centres d'Insertions (FCI), and the La Maison du Chemin Rouge Social Center. Through these collaborations, we aim to have a direct impact on the ground, reaching as many people as possible.





"At first I thought it was a job for people with formal post-secondary education, but then I discovered that it was quite accessible. I particularly like the format, where you're put in the real-life situations of a web developer..."

The pace is fairly intense, but the instructors are very attentive... it's still accessible, even for beginners like me. At first, I'd like to work as an employee to apply the skills I'm learning now, and hopefully continue training to improve my skills and versatility, and then... who knows!"

Charles, Dev Web learner

TOWARDS THE JOBS OF TOMORROW

Awareness-raising workshops

Throughout 2022, we conducted a series of 13 awareness-raising workshops, attracting around 100 participants. These workshops were organized in collaboration with several key partners, including Pôle Emploi, the Mission locale centers in Pantin, Bondy, Paris, the Cité éphémère in Noisy-le-Sec, Maison de l'emploi in Bagnolet and Pantin, and others.

The primary objective of these workshops is to introduce individuals who are marginalized or isolated from the job market, as well as those under-represented in the current tech industry, to various professions within the digital sector. Specifically, the workshops focus on showcasing two diploma-oriented training courses provided by Konexio: Web and Mobile Developer, and Systems and Networks Technician.

Discovery course (DigiStart program)

DigiStart is a program designed to provide an introduction to web programming, and includes a project where participants create a website using HTML, CSS, and JavaScript. This comprehensive 20-hour course is delivered over a span of 5 weeks, consisting of two 2-hour sessions per week. It caters to individuals who are not yet familiar with programming and are interested in exploring the intricacies of digital tools and the profession of a Web Developer, while acquiring fundamental programming skills. Whether in-person or remote, this program caters to a diverse audience interested in gaining first-time exposure to the field.

Upon completion of the DigiStart program, students who aspire to pursue professional training in a digital profession can benefit from both group and individual support, tailored to their specific needs and goals.

“After working on fixed-term contracts, I desired a career change in the digital sector, despite lacking prior training and technical knowledge. Pôle Emploi introduced me to Konexio, where I participated in a free introductory web course called DigiStart. I truly enjoyed the experience as it allowed me to ask technical questions and explore web-related professions. The teachers were friendly and adaptable, accommodating my pace of learning. These initial steps in web development were invaluable, since I was hesitant to commit to a paid course without being fully confident. Through this introduction to coding, I discovered my passion for it and developed a strong interest in design. I am now exploring training options to pursue my aspiration of becoming a web designer.”

Julie, DigiStart learner



184

trainings delivered

121

learners trained

21

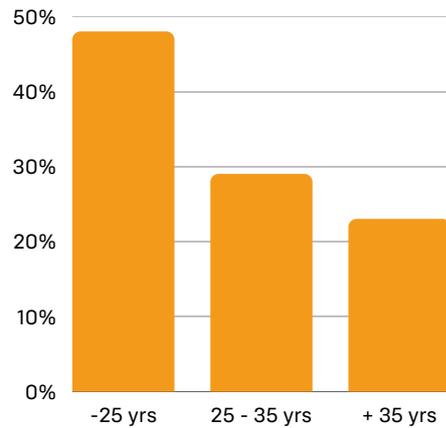
cohorts

181

learners signed up

DigiStart in numbers

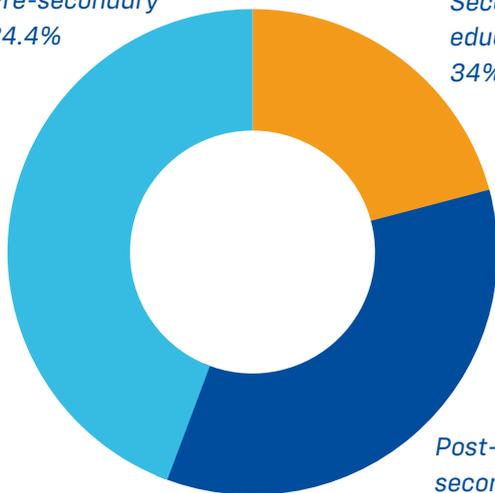
Age distribution



Learner education levels

Pre-secondary
24.4%

Secondary education
34%



Post-secondary
39.6%

Learner genders



31.5% women

What next ?

78%

of participants who answered our questionnaire are in employment or training 6 months after leaving one or more program(s)

72.7%

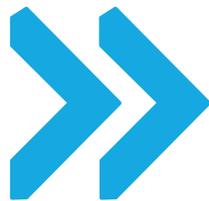
use the skills they have developed in their professional lives.



"I initially pursued a degree in philosophy, but later sought to merge my interests in tech and graphic design. This led me to enroll in a coding course. The classes have a welcoming atmosphere, and the small session sizes allow for direct questioning. The course encourages independent work, fostering our autonomy. Moving forward, I am considering pursuing a DevWeb certification, although I remain open to other possibilities, with a particular interest in web design."

Amanirenas, DigiStart learner

Konexio's commitment to diversity plays a vital role in its ability to influence the demographic and socio-professional transformation of IT professions. With the esteemed Grande École du Numérique and Paris Code labels, our certified programs in Web Development and Systems and Networks Technician, equal to a two year college degree, pave the way for successful professional development. These programs combine in-demand technical coding skills with essential interpersonal abilities.



We welcome motivated applicants of all genders, ethnicities, nationalities, and educational backgrounds. Our mission is to empower individuals undergoing professional re-training, young people from disadvantaged backgrounds, women, those limited by a tech-driven job market, as well as migrants and refugees, by providing them with professional qualifications and valuable in-company experience to thrive in this competitive environment.

Web and Mobile Developer

Challenges

According to the Grande École du Numérique, web development jobs are in high demand, especially in the Paris region. To prevent a skills shortage, organizations have increased their recruitment budgets for these professions.

Promising job opportunities are rising across various programming roles, with a notable focus on web development specialties like front-end, UX, back-end, RGA, and Eco-design. To meet these skill demands, digital services companies and web agencies are rethinking their recruitment criteria and consider candidates with backgrounds beyond traditional engineering paths. Embracing diversity is becoming a strategic priority in workforce planning, providing organizations with the opportunity to enrich their practices and elevate overall performance.

Objectives

Participants gain the skills to earn the Web and Mobile Developer professional title (RNCP31114, equivalent to a level 5 qualification or 2-year college degree). Participants will master:

- JavaScript for front and back-end web and mobile app development.
- Creating dynamic and responsive user interfaces.
- Designing databases, making queries, and developing data access components.
- Harnessing tools like HTML, CSS, JavaScript, jQuery, Bootstrap library, and frameworks like React JS, Node JS, Express, MongoDB, and SQL databases. In the second semester, we will switch to PHP and Symfony for backend programming.



Achievements

In 2022, the Web Developer curriculum was divided into 2 sections:

1. The theoretical section: a 3.5-month theoretical phase, focused on practical application;
2. The practical section: a 12-month apprenticeship program.

The students achieved earned success during our 2022 courses. Here are some key figures:

90% of our students in DevWeb Cohort 6 secured an internship!

DevWeb Cohort 7 was the first to benefit from the hybrid Bootcamp and apprenticeship format. They completed 602 hours of training followed by 450 hours of apprenticeships. By the end of 2022, 72% of trainees had signed apprenticeship contracts.

100% of students in both our DevWeb and GOAL programs passed the exam for the RNCP Level 5 Web and Mobile Web Developer qualification.

Furthermore, 67% had positive outcomes, with 7 students securing apprenticeship programs and 5 obtaining professional internships.

For our DevWeb Est Ensemble cohort, 39 students participated in the two classes in Bagnolet. 89% passed the exam while 72% of students found internships, apprenticeship programs, or jobs.

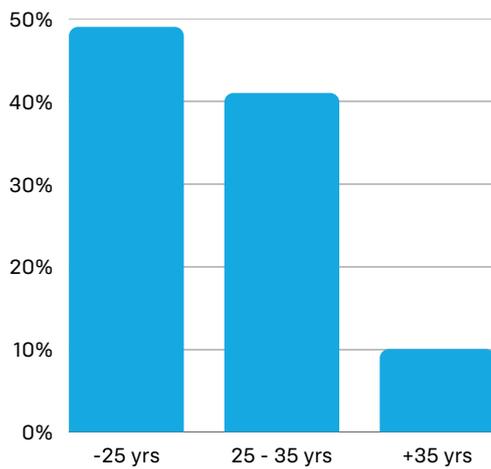


“During the covid pandemic, I obtained my airline pilot's license. However, with planes grounded and limited job prospects, I found myself unemployed during lockdown. As I spent hours in front of my computer, my interest in application development grew, and I started researching how to learn this trade. Konexio piqued my interest as a reputable training school with values that resonated with me. While many companies met my application with skepticism due to my unconventional background, Konexio welcomed me into their program. I have worked hard to acquire the necessary skills before embarking on a search for a apprenticeship position. Today I am a apprenticeship Web developer at a start-up that creates online video games, and I feel completely fulfilled. All of this became possible because Konexio gives everyone a chance, taking into account their motivation and individual potential.”

Julien, Web Developer learner

Web and Mobile Developer program in figures

Age distribution



Learner genders

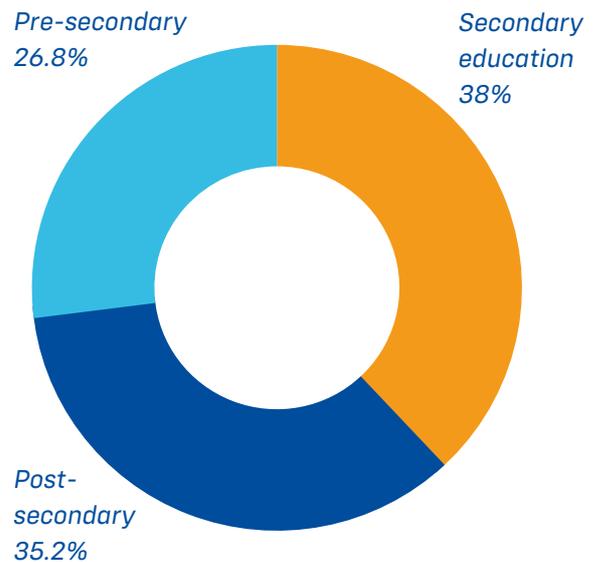


100% obtained their qualification

5 cohorts

93 learners trained

Learner education levels



“I arrived in France in March 2022, leaving behind war-torn Ukraine, hoping for my son to be born in a peaceful environment. My architecture degree is not recognized here so, I searched for new opportunities and found Konexio’s training program. I followed my passion and pursued courses in web development, receiving invaluable support from the teaching staff to learn and improve my skills. Thanks to their guidance, I secured an apprenticeship contract and have gained professional experience. Thanks to Konexio, I have been able to embark on a new chapter in my life.”

Jad, Web Developer learner

We thank the following companies for recruiting our apprenticeship students:



Systems & Networks Technician Training (TSSR)



Challenges

Skills in the fields of system and network support and administration are in high demand. Due to a shortage of personnel, the need for trained professionals is significant. Therefore, career retraining is a valuable solution, particularly for intervention levels 1 and 2, where expertise is crucial.

At the intersection of hardware and software applications, senior systems and networks technicians play a crucial strategic role in ensuring the smooth functioning of IT systems.

Objectives

Many of our trainees arrive self-trained in infrastructure maintenance and design, but lack the technical foundation required for real-world scenarios. Therefore, Konexio's training program enables them to improve their skills and develop the professionalism necessary to succeed in a work environment. Our participants come from diverse backgrounds and experiences but share one common trait: motivation.

Over four and a half months, trainees undergo an intensive Systems and Networks Technician course that focuses on the interdisciplinary and interpersonal skills necessary for the digital sector. The program prepares them for the examination to become a "Senior Technician in Systems and Networks (RNCP level 5 certification)". Participants are trained in systems and network administration, and then they have the option to specialize in three areas: Advanced Network Infrastructure Management, Cloud Computing, or Cybersecurity.

Achievements

In 2022, the Systems and Networks Technician course reached significant milestones. Konexio established a partnership with the Cisco Networking Academy, providing future students the opportunity to receive Cisco certifications and enhance their apprenticeship applications.

Two new cohorts were launched in 2022. The third TSSR cohort began in May, with five students earning an apprenticeship contract after the bootcamp. Additionally, the fourth cohort commenced in November 2022, with a bootcamp ending in March 2023, and an apprenticeship to begin in April 2023.

The first session of the Systems and Networks Technician course exam took place in October. Eighteen candidates participated, with 16 earning their professional qualification, and 2 passing one of the two certification blocks.

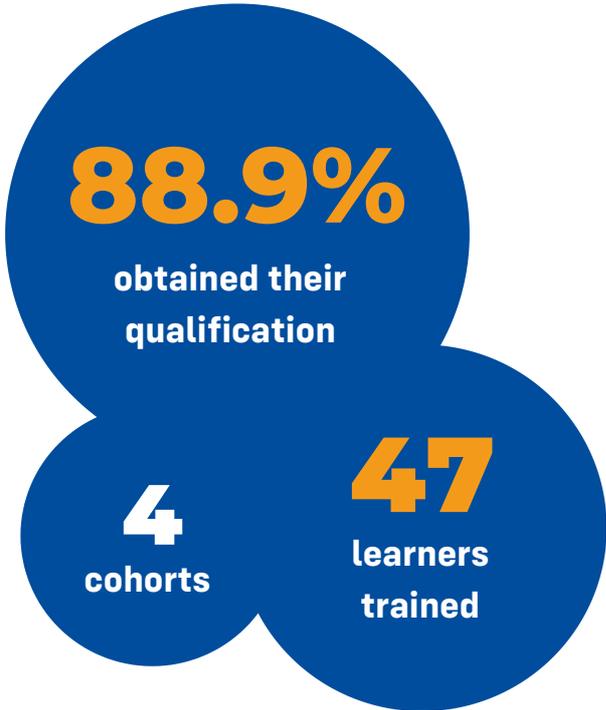
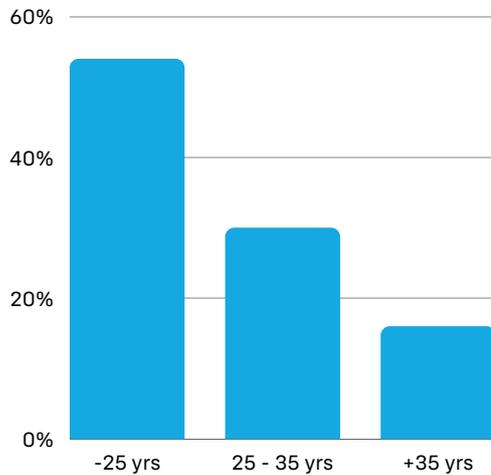
"I had a turbulent academic journey due to personal reasons. I worked in various fields, but my skills weren't recognized in the professional world and I lacked a solid theoretical foundation. While talking with my Pôle Emploi advisor, I learned of Konexio, and that their training would allow me to earn a recognized certification. The courses I took were so valuable, and the skills I acquired enabled me to impress a recruiter from a prominent digital services company, who gave me an opportunity to showcase my abilities."

Raphaël, TSSR learner



Systems & Networks Technician Training (TSSR) in numbers

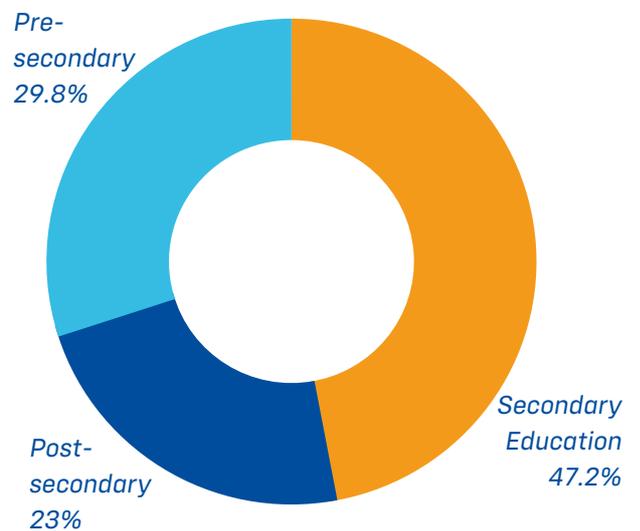
Age distribution



Learner genders



Learner education levels



"After several years working in sales, which taught me to be organized and independent, I enrolled in a digital skills training course with Pôle Emploi. This experience helped me develop a passion for digital work, motivating me to continue in this direction. Determined to succeed, I enrolled in Konexio's TSSR course. It was challenging and required a lot of effort, but we persevered. Today, I am a graduate and work as a Helpdesk technician in the company where I did my internship. I am passionate about my career."

Meriem, TSSR graduate

We thank the following companies for recruiting our apprenticeship students:



» OUR WRAPAROUND SERVICE SUPPORT

Soft skills and mentorship: keys to global integration

These workshops emphasize self-confidence, communication, and teamwork. We also offer valuable guidance on crafting effective CVs and industry-specific cover letters, along with assisting participants in establishing their LinkedIn accounts.

Focus on 'Konected for Refugees,' a soft skills initiative

As part of the Konected for Refugees program, Konexio and the Fulbright Alumni Association, supported by the US Embassy in France, organized 7 soft skills workshops in 2022, benefitting 56 students. During these workshops, Fulbright alumni and Konexio students met to develop their skills around different topics such as creating a CV and non-verbal communication. Konexio also worked with Global Shapers to co-design workshops that meet students' needs, such as career exploration or the professional aspirations of our graduates.



"Soft skills are becoming increasingly important in employers' recruitment strategies and need dedicated training. I had the opportunity to conduct a half-day session with Konexio's DevWeb and TSSR programs, focusing on leadership, persuasive techniques, and communication skills. In just a few hours, I witnessed remarkable growth and boosted confidence in each participant. It was incredibly satisfying."

Djénéba, Client Solutions Manager, Microsoft Search Advertising, Diversity & Inclusion & EmbRACE advocate

Mentorship

During the course, our Web and Mobile Developers, as well as Senior Systems and Network Technicians, are supported by a mentor from a designated company throughout their search for an apprenticeship. These mentors provide guidance and advice on best practices for successful recruitment.



"I was so lucky to have such a wonderful mentor who helped me with a successful career change! He helped me gain self-confidence and learn my worth! Thank you for everything you've done for me!"

Anita, Dev Web 6
(Laurent, SAP mentor)

234

soft-skills
learners

83

workshops

270hrs

of support

200

collaborators
mobilized

27

mentorship
pairs formed



"Even though I am older, I was able to retrain in IT and, 20 years later, I am helping Konexio students find their feet in the IT world. It is extremely rewarding and reminds me of where I began. At SAP, we sometimes forget how far we've come and that teaching a little can have a big impact."

Peter, SAP

"I joined LinkedOut because of my strong belief in solidarity. I myself experienced a brief period of unemployment and was assisted at the time by SNC. A dedicated team of volunteers supported me and provided valuable guidance, creating a supportive environment so I don't have to face my difficulties alone. I love the concept of "you help me, I help you, we help each other." In fact, during my unemployment, I volunteered at the Péniche du Cœur, making beds. For some time now, I have been searching for a way to express my solidarity.

Through the programs offered by my company, a subsidiary of Crédit Agricole, I found the LinkedOut initiative, which aims to assist individuals who are excluded or facing precarious situations find employment. This initiative resonated deeply with me. Today, I mentor a former carpenter who is retraining in IT as a Systems & Networks Technician with Konexio. We meet weekly and I assist him with his CV and his search for an apprenticeship. His determination and courage are truly admirable! As a LinkedOut coach once said, this experience is highly rewarding."

Loïc, cross-functional project manager, Crédit Agricole Assurances, mentor to a TSSR student

Focus on cross-cutting projects (certification and solidarity programs)

Est Ensemble

In partnership with the Est Ensemble territory, the Île-de-France region and the European Social Fund, Konexio deployed its "DigiStart" introductory code courses and "Web Developer" certified training in Est-Ensemble from July 2020 to June 2022.

During the project:

- 120 people had the opportunity to discover web development, divided into 14 DigiStart groups, at the youth center of the Pré-Saint-Gervais city hall, in the premises of "Axel pour l'emploi" at CDC Habitat in Montreuil, or online.

- A total of 40 students successfully completed the Konexio bootcamp to become Web Developers. Out of these, 17 individuals obtained certification for their abilities as Web and Mobile Web Developers, achieving the professional title of RNCP level 5.

Throughout their training journey, these students participated in soft skills workshops and received guidance from mentors affiliated with our partner companies, which include:



The "Digital training project for the Est Francilienne region" is co-financed by the European Social Fund (ESF) as part of Est Ensemble's integrated territorial investment.



A global project to guide, support and combat inequality (GOAL)

The GOAL program took place between January 2021 and December 2022, with the primary objective of training 220 people who were excluded from the job market in Paris or Seine-Saint-Denis. The program was implemented through a consortium of four organizations, each offering complementary actions:

- Konexio provided training to enhance office skills and coding.
- Article 1 and the JobReady program developed soft skills.
- Cité Tech conducted the Artefact program to introduce learners to digital manufacturing through workshops.
- WebForce3 offered the TSSR (Technicien Supérieur Systèmes et Réseaux) training program.

Course 1:

Focused on office skills and offered three levels based on the candidate's existing knowledge at the start of the course. It allowed for gradual acquisition of technical skills, punctuated by soft skills workshops from Article 1 and FabLab sessions conducted by Cité Tech. In the second part of the project, Konexio provided support through a dedicated teacher to guide students toward employment or further training opportunities.

Course 2:

Targeted individuals with a basic level of office skills, introducing them to computer coding. This course also incorporated workshops by Cité Tech and Article 1, and it led directly to training in Web and Mobile Web Development at Konexio, as well as Systems and Networks Technician training at WebForce3.

In total, the consortium trained 154 individuals, 27% of which were young people (under 26) with lower secondary education, and 45% of which were refugees.

The GOAL project had a significant impact on the professional development of students across various sectors. A survey conducted six months after the program's end revealed that 46.7% of the alumni were employed in the IT sector, 8.9% in construction, and 11.1% in logistics. Overall, 74% of GOAL trainees achieved a positive outcome (employment, further training, or entrepreneurship). Furthermore, 88% of the participants found the program crucial to shaping their career paths.

The Web and Mobile Web Developer course had 30 participants, and all of them passed the course and obtained qualifications, resulting in a 100% success rate.





TECH YOUR JOB

SAISISSEZ VOTRE CHANCE
GRÂCE AU NUMÉRIQUE

Tech Your Job is part of the Plan d'Investissement dans les Compétences (PIC - Skills Investment Plan), a professional inclusion program initiated by the French government under the Grand Plan d'Investissement. Konexio takes the lead in PIC 100% Inclusion, an ambitious project aimed at introducing 985 individuals to digital careers and providing them with relevant training. The program is implemented in the Île-de-France and Hauts-de-France regions.

- Diagnosis of digital skill levels, identification of training needs, and assistance in exploring digital careers.
- Konexio provides digital training, covering basic digital skills and introducing participants to web development.
- Diversidays organizes "Déclics Numériques" sessions, which are two-week workshops to promote awareness of the digital professions through testimonials from professionals in the field.
- The Fondation Mozaïk offers access to a recruitment platform that selects job offers and apprenticeship programs based on individual needs.

Since its launch in March 2022, this project has accomplished several milestones:

- A dedicated website and a unified platform for participant registration and follow-up
- Creation of pedagogical courses
- Engagement with partners and institutions to identify target groups. As of December 31, 2022, 195 individuals had successfully entered the program.

Jérôme, DigiStart learner -

After participating in the Déclics Numériques program, Jérôme enrolled in the DigiStart introductory coding course in November 2022. With the support of the Mozaïk Foundation, he enrolled in a certified course for digital mediators in January 2023.

The primary objective of Tech Your Job is to enhance employability by addressing digital illiteracy, raising awareness, and guiding individuals towards training opportunities in high-demand job sectors. The program is specifically designed to target vulnerable young people and job seekers who face challenges in finding employment, reside in disadvantaged areas, and possess limited qualifications.

To achieve this, Konexio collaborates with a network of three organizations composed of Konexio, Diversidays, and the Mozaïk Foundation. This consortium works seamlessly to accurately assess the needs and expectations of the beneficiaries, allowing for the development of personalized programs that range from improving digital skills to facilitating professional integration:

Bernie, DigitAll Avancé Excel program learner-

Participated in the Déclics Numériques program in June 2022. Bernie then enrolled in the DigitAll Advanced training course in April 2023 and is currently doing the DigitAll Advanced Excel training module. She will soon complete the Tech Your Job course, in collaboration with the Mozaïk Fondation. According to Bernie, "Tech Your Job is truly invaluable, and I highly recommend it. The program provides exceptional assistance and guidance, facilitating job opportunities within the digital sector through its high-quality support team."

In 2023, Tech Your Job aims to support an additional 700 individuals in their program towards digital inclusion and employment.

TOWARDS THE SKILLS OF TOMORROW

Our approach

As companies increasingly integrate digital technology into their strategies, some employees, particularly those with limited digital skills, may experience apprehension or resistance. At Konexio, our mission is to break down barriers to the adoption of digital technology. As of 2022, nearly 300 employees and jobseekers have already benefited from our bespoke training programs, developed by our experienced teaching team.

We cater to a diverse array of sectors, including logistics, cleaning, human resources, and social integration. Our training courses vary in duration from two days to three months and can be customized to accommodate different constraints. For example, we offer half-day sessions for employees in integration programs, shorter schedules for single parents, and intensive days for those seeking to enhance their workplace efficiency. These courses empower employees to upgrade their skills, anticipate changes within their companies, and prepare for future business practices.

"The workshop was well-organized and provided me with valuable knowledge about no-code and website design. It was highly interactive, and I particularly enjoyed the opportunity to apply the knowledge acquired during the day to create my own website."

High school student - October 2022



"What impressed me about Konexio's guidance was the step-by-step approach of their introductory program."

Halim, PLIE learner - September 2022

Bespoke training programs

Training in digital tools: an employability boost

As part of its mission to promote equal opportunities for access to employment, Konexio provides customized training programs for:

- Companies that need to improve their employees' digital skills to meet the demands of digitalization
- Social and Solidarity Economy organizations working for the betterment of their beneficiaries
- Public sector entities

270 learners trained

+1000 training hours

Some of these bespoke trainings are conducted in partnership with professional integration agencies. These partners work with people who have specific employment barriers, either because they have limited proficiency in written French or because they have had a long-term break from work and need to retrain and update their skills.

Focus on selected projects implemented in 2022

Throughout 2022, Konexio continued to strengthen its tailor-made training initiatives, partnering with non-profit organizations like Sport Dans la Ville and La Cravate Solidaire, along with public entities and companies. The training programs aimed to boost students' proficiency in professional digital tools, fostering greater comfort and confidence in the digital realm. Moreover, for some participants, these initiatives offered an opportunity to overcome their reservations and apprehensions concerning IT challenges.



The Orange Foundation:

A particular emphasis was placed on collaborating with volunteers from the Orange Digital Houses. To facilitate joint learning and development of best practices, Konexio curated a library of resources accessible through the Orange Foundation website and conducted an analysis of international Digital Houses.



La Cravate Solidaire:

In Bordeaux, Konexio contributed to La Cravate Solidaire's "Coup de pouce connecté" (Connected helping hand) program, a three-week initiative combining digital inclusion and job search support to enable participants to take control of their job search. Konexio's mission involves assessing participants' level of office skills, providing training on web-related training, email usage, and utilizing online job search tools. The goal was to build confidence among the participants, identify any obstacles in their way, and guide them towards autonomy.



Groupe Services France (GSF):

Konexio trains GSF maintenance operatives in the basics of professional applications of smartphones and computers. The program was comprehensive, covering various areas such as document and email management, word processing, spreadsheet fundamentals, and secure internet navigation. The goal is to obtain the CléA Numérique and Pix certifications. Upon completion, participants receive digital skills certificates from blockchain technology, to officially recognize their skills.

INTERNATIONAL

Editorial

Impact in 2022

Malawi

Kenya

Jordan

EDITORIAL

The digital divide: A global challenge

With almost half the world's population still offline, the digital divide risks becoming the new face of global inequality. 3.7 billion people lack digital skills and connectivity; most live in the Global South, and over half are women. As digitalization accelerates around the world, the digitally unconnected risk becoming even more marginalized.

Advancing digital inclusivity in the Global South

Konexio advances its vision for a digitally inclusive world by adapting its activities to reach underserved talent in the Global South. Our mission remains the same - to reverse inequality caused by the digital divide, and to serve as a springboard to opportunity for digitally excluded people, particularly in the digital economy. In 2022, Konexio continued its activities in Malawi and launched two new programs in Kenya and Jordan, all in partnership with local organizations.



“Living in the camp here in Malawi is difficult to go out there and look for work outside the camp, and the voluntary work we do does not bring much money for someone to survive. Thanks to the program and its facilitators, I can now build a career as a professional translator and hopefully also do transcription work.”

Nancy, DIP learner in Malawi



The Digital Inclusion Program (DIP): a scalable model for online freelance training

With the increase in digital services and a shift to online work in the wake of covid, demand for online freelancers has skyrocketed. The global freelance market size was estimated at \$4.43 billion in 2022 and is expected to reach \$12.01 billion by 2028. NGOs in the global south with strong community ties, established trust, and on-the-ground capacity seek to connect their beneficiaries to these new opportunities, but lack in-house expertise of the market for digital jobs. Konexio partners with NGOs to fill this gap, training trainers, offering customizable curricula, and linking beneficiaries to employment opportunities.



Objective of the program

The Digital Inclusion Program (DIP) provides digital literacy, soft skills, and online freelance training to digitally excluded countries and equips underserved talent with the tools to find employment online.

The program focuses on refugees and underserved young people who are affected by unstable income and lack of livelihood opportunities. The training catalyzes their potential, enabling them to take their first steps towards self-reliance. Concretely, this means that beneficiaries can begin to meet their own basic needs, such as food and shelter, send their children to school, and have hope for the future. In recognition of the gender digital divide, Konexio's new programs in Kenya serve all-women cohorts.

The DIP also empowers on-the-ground NGOs with the knowledge and tools to become a lasting community resource for digital education. Konexio trains local trainers, who are then equipped to train others in digital livelihoods, with increasing independence over time. Konexio also provides the curricula, tools, and best practices to jump-start digital skills training, so that local organizations do not need to build from scratch.

Digital Inclusion Program (DIP) - Structure

Konexio has designed a complete 6-month training program that takes beneficiaries from beginner levels to being able to complete low and mid-skills digital tasks, such as data annotation, translation and transcription, and video editing. The curriculum is case-study based and includes soft skills training and a practicum in which students actively begin freelancing online. This structure equips students with real-world experience, portfolios, and self-confidence, so that they are prepared to continue their freelancing journeys upon graduation.

Konexio has run three pilot cohorts of the DIP in different countries since the course launched in 2019, all yielding promising results. The program has an 80% graduation rate, with 70% of graduates securing their first contracts during the course. As we continue to expand in 2023, we will strive to replicate and build upon these successes.



IMPACT IN 2022

Digital Literacy

- Introduction to computers and digital culture
- Digital literacy and basic tools in a freelance context
- Spreadsheets and specialized tools for freelancing
- Safety and online protection

Soft Skills

- Creation of a marketable freelancer profile by developing profiles in areas of specialization
- Communication and Negotiation with clients
- Time and budget management
- Career mapping

Freelancing Practicum

- Onboarding to freelance platforms such as Upwork, Fiverr and Appen
- Verification ID and set up payment methods
Identify relevant jobs and develop a project portfolio
- Obtention of first contracts and clients

"Through this learning opportunity I can see myself growing, even at a young age. In Kenya, most jobs require a university degree qualification, but thanks to the skills I've learned I don't need that. All that is required for an online job is proof that I can undertake the tasks within the given job diligently. I hope to continue to improve my skills through learning so that I can one day become a great online freelancer."

Faradosa, DIP learner, Nairobi

155

learners trained

900+
hours of
training

8

trainers
equipped

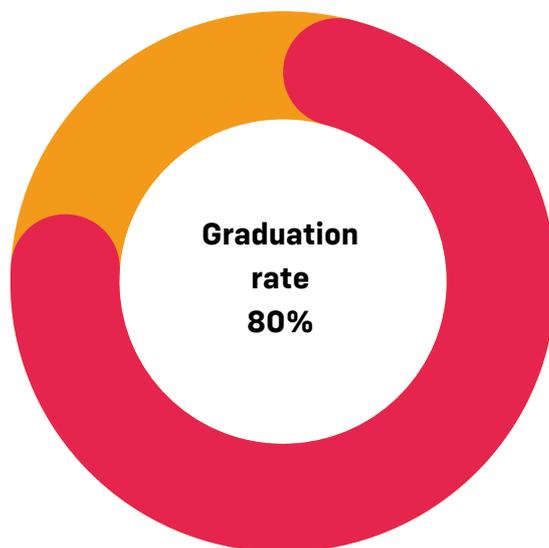
3

countries

Percentage of learners that were able to gain an income during the program: **70%**



**Graduation
rate
80%**



In 2022, Konexio graduated its third cohort of the Digital Inclusion Program (DIP) in Malawi's Dzaleka Refugee Camp, which was the site of our first ever international pilot in 2019. This program has been made possible through a partnership with the Jesuit Refugee Service (JRS) and UNHCR. Konexio serves as the technical training partner for JRS at the Dzaleka camp, home to 50,000+ refugees and people of concern (POC) from the Democratic Republic of Congo, Rwanda and Burundi. Dzaleka is the largest Francophone refugee camp in Africa. Currently, Malawi's refugee policy prevents refugees from leaving the camp or working locally, leaving them without any real opportunities for economic inclusion.

Training Outlook for 2022

60 students graduated from cohort 3 of the DIP, which was formally launched in January 2022. This brings the total number of students trained in Malawi to 154, with an 80% graduation rate across all three programs. Cohort 3 doubled student intake compared to cohort 2. To support this scale, Konexio and JRS recruited and trained additional trainers, all refugees, and some who were graduates of past DIP cohorts. After two months of our intensive train-the-trainer program in the fall of 2021, our trainers were well equipped to pass on their knowledge and skills to the new students.

Enhancing Long-Term Outcomes

Konexio continues to support graduates of cohorts 1, 2, and 3 on issues they experience as they freelance online. In particular, Konexio advises on: best practices for abiding by platforms' terms of use, especially given the difficulty refugees face in verifying their identities; and best practices in responding to potential job opportunities,

particularly those that Konexio secures for its graduate pool through impact sourcing. Additionally, Konexio continually improves its training content to provide cutting edge digital skills for its freelancing program. In 2022, we improved the content of the training program for our instructors, enabling them to better implement innovative pedagogical practices, such as peer to peer learning, and learning by doing.



"Positive effects of my work are felt in our community. The lack of freedom of movement and access to employment opportunities for refugees in Malawi leads to hunger and extreme poverty. Since the implementation of this program, however, my job has been to teach young people how to be freelancers so they can make money online and improve their lives. Many of the freelancers I trained are now independent and self-sufficient. Some of the students we trained are now able to support their families by purchasing their own computers and food, and pay for education."

Serge, Assistant DIP trainer



» KENYA

In 2022, Konexio launched its first Digital Inclusion Program (DIP) in Nairobi, Kenya, and paved the way for an early 2023 launch of an additional program in Kakuma Refugee Camp, Kenya. Kenya was chosen for three reasons: the high density of refugees, the high number of opportunities to support underserved youth and women, and the vibrant ecosystem of technology partners and NGOs.

DIP Nairobi, in partnership with RefuSHE

Konexio submitted a joint proposal to the Google.org Impact Challenge for Women and Girls with RefuSHE, a Nairobi-based NGO that offers comprehensive support for separated and unaccompanied refugee women and girls. We were honored to have been selected from over 8,000 proposals, which gave us the opportunity to train 180 young refugee women in digital skills and freelance work.



“What excites me about the DIP program in Kakuma is the fact that it’s a unique initiative that will not only impact the lives of the program beneficiaries, but the ripple effects will eventually be felt within the community. An empowered woman will be of great positive influence within the community.”

Enos, JRS Pathfinder Coordinator



In mid-2022, our first cohort of 60 students began their online freelance journey. This accomplished three of Konexio’s key strategy goals: scaling Konexio’s operations by doubling annual student intake; focusing programs on supporting underserved women, who are more likely than men to be digitally excluded; and establishing a presence in Nairobi, one of Africa’s leading tech and innovation hubs.

DIP Kakuma, in partnership with JRS (Jesuit Refugee Services)

In the fall of 2022, Konexio solidified its plans to launch its first DIP in the Kakuma Refugee Camp, Kenya. The Kakuma camp and nearby Kalobeyei informal settlement hosts over 197,000 refugees, of which 80% lack adequate employment opportunities. This new program was made possible through the support of Konexio’s implementation partner, the Jesuit Refugee Services (JRS), and Konexio’s project funders: the US Embassy in Nairobi, Project Redwood, and L’Oréal.

In late 2022, Konexio prepared for the Kakuma DIP – Konexio began the interview process for two new ICT trainers in the Kakuma camp and improved our DIP curriculum with clarified instructions and updated in-demand freelance skills. The training-of-trainers is scheduled to launch in February 2023 and Konexio will begin training its first cohort of all-female refugee students in Spring/Summer 2023.

◀ JORDAN

Jordan is a unique environment for our Digital Inclusion Program (DIP). Jordan benefits from established digital infrastructure, a liberalized telecom sector, and relatively high geopolitical stability. It is also well-situated between several key regional markets, all of which give Jordan a high potential to become a digital hub within the Middle East. We chose Amman for our DIP site, as it has the second highest refugee rate per capita in the world, and a third of its youth population struggles to find work.

In 2022, Konexio launched its first ever Digital Inclusion Program (DIP) in Amman in partnership with the Jesuit Refugee Services. Konexio selected and trained two ICT instructors in July, and began teaching its first cohort of 26 students in September, with an expected graduation date of April 2023. Our students have diverse backgrounds, coming from Syria, Sudan, and Iraq amongst other neighboring countries where political instability has caused persistent refugee crises.

A multi-region partnership with the Jesuit Refugee Service (JRS):

The Jesuit Refugee Service (JRS), a global refugee assistance organization present in 58 countries, partnered with Konexio to launch its first international pilots in Malawi, in 2019. The partnership has grown to encompass multiple regions: Southern Africa (Malawi), East Africa (Kenya), and the Middle East (Jordan). JRS's mission is to accompany, serve, and protect refugees and other forcibly displaced people, that they may heal, learn, and determine their own future. Konexio is nested within JRS's Pathfinder Program, a holistic vocational education program that includes soft skills training, counseling, and career guidance. Konexio builds capacity for local JRS project sites by training JRS trainers, developing curricula, and linking beneficiaries with Konexio's employer partners. Given promising results from the first pilot project in Malawi, Konexio and JRS plan to scale the partnership to other high-need regions.



"We're so excited to launch our second cohort of the Digital Inclusion Programs. All students from the previous cohort had gotten their first job contacts by the time of graduation. We can't wait to see what this cohort will do."

Susan, RefuSHE ICT coordinator



"Freelance programs can add a lot to life. First, I can work independently and control my time, and it's important that a mother stays around the home. Also my income will depend on my professional skills. Practicing is the secret, along with patience."

Manal, DIP learner, Jordan

FINANCIAL REPORT

Balance sheet Net (in k euros)

FIXED ASSETS

Property and equipment	104.3
Total Fixed Assets	142.9

CURRENT ASSETS

Receivables	1927.6
Investment Securities	501.8
Cash & cash equivalents	439.5
TOTAL CURRENT ASSETS	2 868.8

Liabilities

Retained earnings	225
Profit or loss for the year	18.7
Investment grants	149.9
TOTAL EQUITY	375.7
Operating debts	768.7
Deferred Income	1790.5
TOTAL (BALANCE SHEET)	3 011.8

This year, Konexio continued its development with a more modest budget growth of 20% compared to the previous year's 100%. This relative stabilization reflects Konexio's maturity after five years of operation. Investments continue to grow by 30% to support the growing number of beneficiaries in our training programs and provide them with the most suitable tools for their future employers. As a result, over half of our training programs were revamped over the year to better align with the needs of the beneficiaries and evolving digital tools. This year, our team expanded by over ten individuals, and in early 2022, we established a representative employee union. Today, our nearly 40 employees enhance our appeal to partners and learners.

Income Statement

Services provided	159.4
Operating grants	1387.2
Other revenues (donations)	722.7
TOTAL	2 285.3
Purchases and external charges	780.1
Taxes	81.5
Salaries and charges	1323.1
Depreciation	48.4
TOTAL	2256.9
Financial Products	2.2
Financial Expenses	0
TOTAL	2.2
Non-recurring income	45.2
Surplus	77.2
Voluntary contributions in kind	104.8
Volunteering	55.9
Services provided	32

The financial year of 2022 concludes with a surplus of 3% of our annual budget. This surplus will be reinvested in our mission to support vulnerable individuals in their digital inclusion journey. It also strengthens our equity, reaching 10% of the projected budget for 2023, ensuring the sustainability of our activities and further development.

OUTLOOK FOR 2023

Innovative programs

Strengthening Local Presence

International Activities

Mobilizing the Ecosystem

The digital sector is changing rapidly as Web3, metaverse, and AI dominate headlines. As a player in the tech industry, innovation is deeply ingrained into our DNA. However, we strive for meaningful innovation that can truly address the needs of those who have not yet acquired digital skills or who seek to transition into the array of opportunities presented by the digital world.

Starting in 2023, Konexio will establish an ideas lab to explore various innovations that connect digital technology with the skill development needs of those who are currently distanced from it. The lab will explore themes connected to digital inclusion such as health, parenting, eco-responsibility, and more. Konexio will develop new programs, supported by the Apprenticeship Tax, for which Konexio will become eligible in 2023.

In addition to emerging ideas lab initiatives, we are excited to share some projects that will drive our teams in 2023:

INNOVATIVE PROGRAMS

Revamping the DigiStart program

For our DigiStart program, we aim to incorporate more hands-on experience. The main goal is to introduce students to foundational programming skills and, for those who wish, guide them towards a career in web development. As part of this revamp, we will introduce a mini-project where students code a web page using HTML and CSS to create a kiosk interface. This will enable them to gain confidence and showcase their training through a tangible project.

Introducing two new programs: DigiPulse and Explore Your Talent

DigiPulse

A new solidarity program will be launched in 2023 to provide a more comprehensive response to the needs of our solidarity learners. It will complement our existing DigitAll program, focusing on the practical application of skills acquired in the classic version of the program. The pedagogical approach draws inspiration from the "global simulation" method used in FLE (French as a Foreign Language), immersing students in a fictional learning context, similar to a role-playing game.

DigiPulse will immerse students in a corporate scenario, where they join a business team like human resources, marketing, or communications. Together, they will solve specific problems, exposing participants to the norms of workplace professionalism while they develop their soft skills.

Explore Your Talent

1.4 million young people are not in employment, in education, or training. Furthermore, 85% of these young people are rejected from career-track programs that would help them become more qualified. Therefore, Konexio has developed the Explore Your Talent program, to target individuals aged 16 to 29 who have not yet obtained a higher education diploma.

The program has two objectives: firstly, to introduce young people to a range of in-demand jobs, including those in digital technology, sustainability, and personal assistance. Second, it aims to enhance their employability by equipping them with skills in science, mathematics, and logic.

Apprenticeships gain momentum

Following the launch of the apprenticeship program in 2022, Konexio will strengthen this approach in 2023: all Web and Mobile Developer as well as TSSR classes will be offered in this format. To successfully implement this strategy, and help our students improve their skills and employability, we will enhance partnerships with companies that can recruit our students.

Accelerating Customized Training Programs

In 2019, Konexio launched training programs to meet the needs of employees struggling with digital technology, despite assistance provided by their companies. While the covid crisis may be lessening, the fight against digital illiteracy remains a priority. Many employees fear falling behind professionally, and employers struggle to find suitable training options. Building on the partnership established with GSF in 2021 and recognizing the social and professional urgency, Konexio will join the #STOPILLETTRISME initiative in early 2023. This collaboration will combine French language training, mentoring support, and digital skills training. Konexio continues its mission to empower as many individuals as possible to achieve digital independence.

Strengthening Local Presence

Expanding Konexio's Reach

Konexio's 2023 strategy is to enhance local presence while expanding ongoing endeavors. To achieve this, each region will increase the number of cities where Konexio is present and establish additional training sites to meet the needs of our



partners and training beneficiaries. The goal is to reach more than 20 cities by the end of 2023, with a specific emphasis on rural areas.

Advancing the Tech Your Job Program

The Tech Your Job program will gain momentum in 2023, with an additional 700+ individuals receiving support throughout the year. To effectively source participants who align with the project's objectives, Konexio will establish new partnerships with local stakeholders, including public employment services and non-profit organizations.

The communities of Seine-Saint-Denis and Nord will be a key focus due to their relatively high percentages of residents facing unemployment and precarity. In these two neighborhoods, 620,000 and 360,000 residents respectively have unstable employment. Therefore, these areas will receive priority.

In 2023, Tech Your Job will also expand its actions towards beneficiaries. This includes organizing six DigitAll sessions, six DigiStart sessions, two DigiPulse sessions, and five Déclics Numériques sessions (the latter provided by Diversidays). Communication efforts will be multiplied, featuring planned social media campaigns, appearances in national media, and local events, in order to allow stakeholders and beneficiaries to explore the available programs.



International Activities

2022 was a watershed year for Konexio's global programs, with launches in 2 new countries and a tripling of the number of students served annually. In 2023, we aim to stabilize this growth, building on 2022's achievements in three key ways:

1. Developing in-demand skills pathways that lead from entry level work to mid and high skills jobs,
2. Systematizing program deployment through innovative tools,
3. Continuing to launch new pilot programs in the regions where we currently operate.

Exploring new territories

In 2023, Konexio will offer more customized and innovative digital workshops to address topics that are increasingly relevant and useful for both training students and our partner organizations.

For instance, the Hauts-de-France team will conduct a ChatGPT Workshop, recognizing the increasing significance of AI in both discussions and practical applications. This workshop will last just a few hours and could potentially be implemented across all regions. Konexio believes that everyone should know Web3 and similar technologies and be able to effectively leverage these tools.

Konexio will also offer workshops on social media, internet-based job search best practices, and more. These workshops will be focused in the Nouvelle-Aquitaine region.



In 2022, we observed that Konexio's global programs are an entry point into the digital world, equipping participants with a strong foundation in digital basics and empowering them to work in entry level fields such as data annotation, data processing, transcription, and translation. To further catalyze these talents in 2023, Konexio will build progressive skills pathways that result in an upward trajectory for learners. We also look forward to new project launches, including in Kenya's Kakuma refugee camp.



Mobilizing the eco-system

To address the digital divide and act as a driving force in impactful, inclusive, and diverse tech, we will undertake several initiatives in 2023.

Firstly, Konexio will continue its advocacy efforts by joining various working groups to develop monitoring and evaluation tools, discuss feasible commitments, and initiate concrete actions that promote societal transformation towards an equitable world. Additionally, we will participate in numerous national and international events, conferences, and workshops.

Simultaneously, we will conduct a series of four #WomenTechPower webinars to raise awareness among companies about the importance of inclusive hiring practices and share best practices. Our goal is to bridge the digital divide by encouraging women to pursue careers in the tech industry and connect them with our network of partners. These webinars will enable companies to diversify their staff profiles and create gender-balanced teams with equal levels of expertise.

The #WomenTechPower project will improve recruitment practices and drive substantial change within participating companies, ultimately increasing the representation of women in digital jobs.

We will also support other innovative projects, like the creation of eight NFTs that highlight digital vulnerability and gender imbalance within the tech field.

We look forward to innovating in 2023!

Notes



{konexio}
Faire du numérique
une opportunité pour tous·tes

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