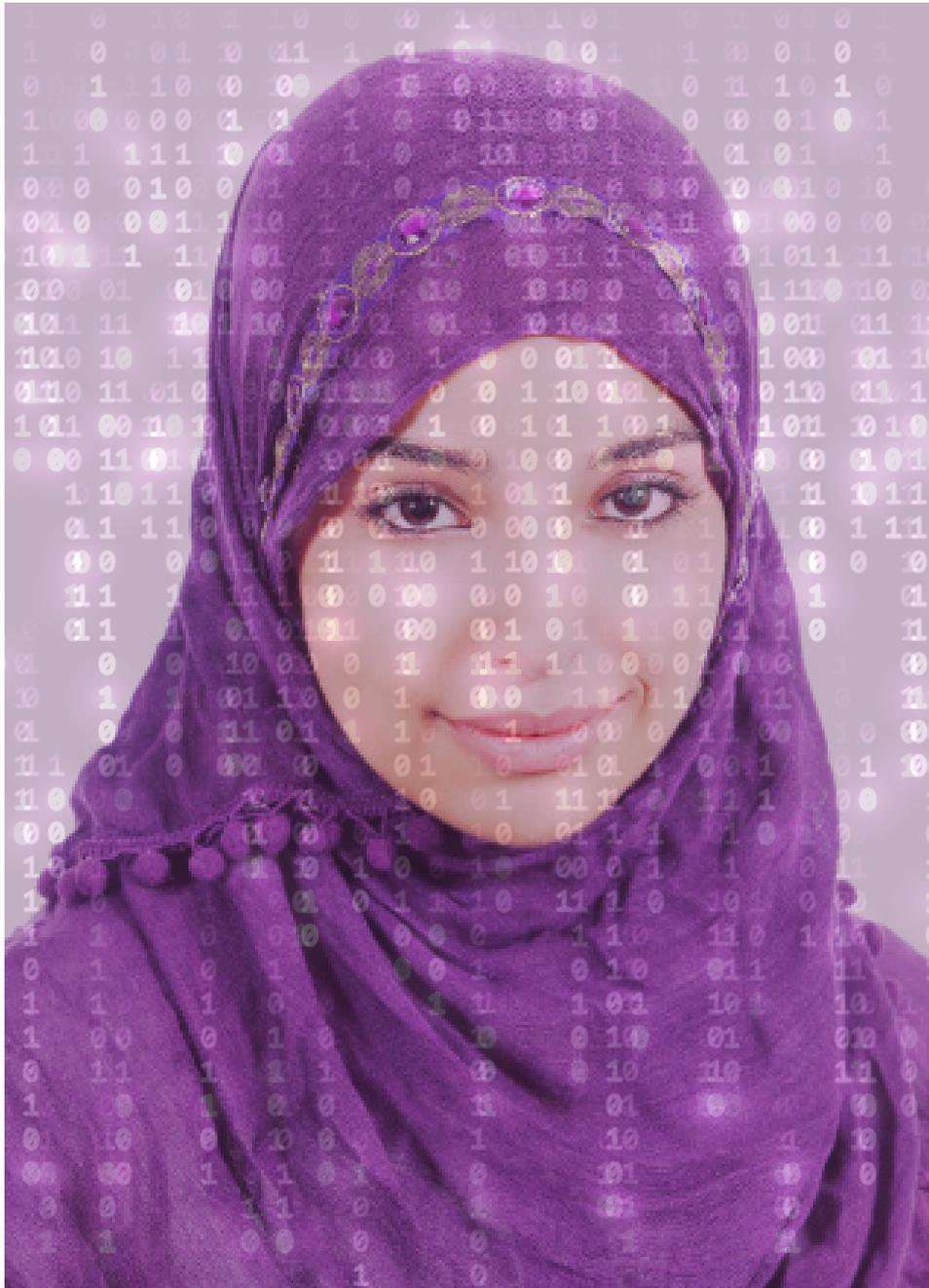


INVEST IN THE TECH TALENT OF TOMORROW



CHAMS
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IN SUMMARY

42 Amman is a joint project between tech NGO CHAMS, the UN High Commissioner for Refugees (UNHCR), and French education NPO School 42. This unique endeavour aims to establish a one-of-a-kind programming school in Amman, the capital of Jordan, in a bid to leverage the favourable conditions of the country's information and communications technology (ICT) industry.

The game-changing School 42 method is an innovative tuition-free, teacher-less coding school. Its curriculum is designed for those who wish to pursue a career as a software engineer/coder. In addition to several coding techniques, students learn the soft skills required to become entrepreneurs, CTOs, UI/UX designers, web designers, and more. Students graduating from schools applying the 42 method are recognised among the best creative ICT talents in the world, and the employment rate is in the range of 90%.

The school will therefore offer its 18-month program to 300 vulnerable youth each year providing

opportunities to migrants and disadvantaged local Jordanian youth alike.

Complementing 42 Amman will be a social enterprise hiring the school graduates to create the conditions for refugee integration in the local workforce while contributing to the medium-term sustainability of the school itself. The initiative will offer large firms in the region much needed specialised services for IT and digital projects.

What sets 42 apart is its disruptive learning method requiring no previous qualifications. When this is made available to talented and ambitious students, it is proved to positively impact their professional trajectory.

The project will be among the most impactful initiatives driving the self-reliance of refugees in hosting countries lifting vulnerable communities out of poverty and equipping graduates to establish a dignified life where their self-esteem is restored and they are empowered to become self-reliant and positively contributing to society.



THE PROBLEM

According to the UNHCR, Jordan is home to nearly 750,000 registered refugees, the second-largest share of displaced people per capita in the world with 89 refugees per 1000 people. Syrian refugees live below the Jordanian poverty line and 75% are considered severely or highly shelter vulnerable.

Jordan, in partnership with international NGOs, has made some strides to support the education, employment, and integration of refugees into Jordanian society. However, post-secondary education is often out of reach for young adult refugees because of cost or lack of access and work permits are scarce and mainly granted to male refugees. For the nearly 50% of Syrian refugees who are women and girls, conservative gender roles keep many of them from participating in the workforce, which is at odds with the need to provide for their families.

While traditional 'solutions' to refugee exiles, such as repatriation and resettlement, are not currently viable, the only realistic, durable solution is the promotion of refugee self-reliance. There is no doubt that where this has been possible refugees have shown their potential for contribution to local economies. In order to ensure sustainable solutions for refugee's co-existence and integration in hosting countries, specialised education and remote technology job opportunities can be one of the solutions to overcome local labour law restrictions.



THE OPPORTUNITY

In Jordan, the digital economy has enjoyed significant growth and has become the cornerstone of the country's development plans, contributing 10-12% of the GDP. The ICT services sector is the main source of employment opportunities for Jordanians, generating 60% of the around 54,000 new jobs (net) created in 2017.

In 2019, the Jordanian government established the Ministry for Digital Economy and Entrepreneurship to support digital entrepreneurship, electronic payments, and digital skills development. This has proven a fortuitous decision in light of recent global events.

While many businesses are battered by the impact of the outbreak of COVID-19 and industries globally are reeling, the worldwide digital economy has thrived. Even before the outbreak of the pandemic, this fast-evolving sector was experiencing unprecedented growth, regularly unveiling a plethora of opportunities and job prospects globally. Within the ICT space, the demand for employment far exceeds the supply of skilled workers; estimates suggest that 1.8 million IT jobs will remain unfilled by 2022. The ongoing COVID crisis will likely exacerbate this demand.

Building on the above, there is an excellent opportunity to empower refugees and deprived communities through nurturing tech talents as a feasible approach to tackle unemployment and refugee's self-reliance by establishing an ICT talent curriculum specifically targeted for underprivileged young people.

A REVOLUTIONARY TEACHING METHOD

42 Amman would apply the school 42 method, a world-class, highly innovative tuition-free computer school curriculum based upon peer-to-peer pedagogy and project-based learning: classless, teacher-less, and participatory. This teaching technique was developed in 2003 in France on the premises that education should be accessible, regardless of the previous academic background, parental income, parental educational attainment, or socio-economic status. To access the courses no previous coding knowledge is required and the selection is only based on progressive memory and logic tests.

Students graduating from 42 all over the world are recognised among the best creative ICT

talents in the world, and the employment rate is in the range of 90%. School 42 currently operate official campuses in France and Silicon Valley and has franchises in 20 countries in the 5 continents. The school has been endorsed by CEOs and founders of companies such as Snapchat, Slack, Airbnb, and Twitter.

All the features of the school 42 method are well-fitting for the refugee population, lowering all barriers to access: economic, academic, social and racial.

A SOCIAL BUSINESS TO GUARANTEE EMPLOYABILITY

The establishment of the training school and the almost-guaranteed employability offered by the school 42 certificate are not yet enough to guarantee refugee youth employability after the achievement of the certificate. Job permits are difficult to be obtained for refugees in Jordan, and the government has not yet fully opened the ICT sector to refugee workforce.

However, Syrian refugees are allowed to establish their own business in the form of Syrian-Jordanian joint ventures (with the Jordanian business partner owning 50% of the company). The second permit option could be a home-based business.

To help students to bypass the last barrier to employment, the project team will create,

alongside the school, a social enterprise offering coding, development digital services, and reskilling/upskilling services and training to Middle Eastern companies. With an appropriate business ownership structure, graduates from the school will become “co-owners” of the social business and earn wages as employees.

While the school will provide highly employable tech talent to the social business, the social business will reinvest part of its annual profits to finance the running costs of the school creating the conditions for the long-term sustainability of the project.





IMPACT INVESTMENT AND PHILANTHROPIC CAPITAL

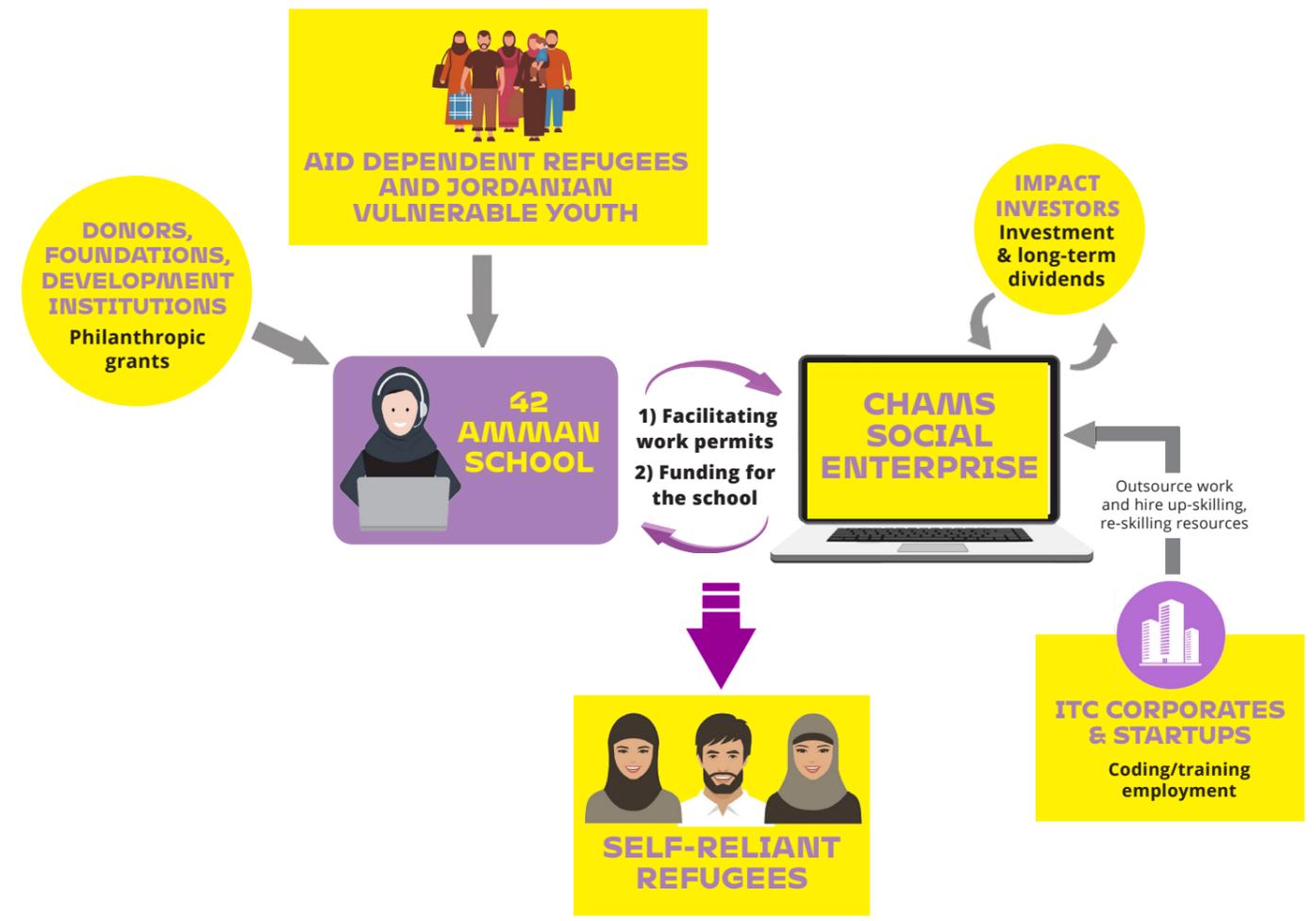
Amman 42 represents a smart and sustainable investment for those looking for impact, be they philanthropists or market investors. Impact considerations are integrated throughout the entire project with an intentional focus on both financial and societal outcomes.

While the Amman 42 school addresses urgent social challenges, the associated social enterprise, that in time will support the school's action and guarantee its long term independence, will operate in high-growth sectors that will financially benefit its stakeholders.

The school's initial set up and capital investment requires philanthropic support in the form of grants and donations while the social enterprise

operations are better supported through financially driven investment. The project, therefore, provides opportunities for different kinds of capital injection and will give investors the ability to engage in blended solutions.

Amman 42 illustrates how philanthropy and impact investing are not alternatives but really symbiotic and complementary, reflecting the agenda of the most progressive foundations with an integrated strategy of giving and investing. Acting alone, philanthropic institutions, investors, and governments cannot solve our urgent social and environmental problems but virtuous partnerships among these stakeholders can provide the best chances for societal change.



EXPECTED SOCIAL IMPACT

- ✓ 300 students trained and ready for employment in 18 months
- ✓ Employment opportunities for the majority of the graduates
- ✓ A self-sustained social enterprise created and functioning
- ✓ A successful new model for refugee's self-reliance in the tech industry and ready to be replicated elsewhere
- ✓ More companies worldwide encouraged to hire refugees and the disadvantaged, remotely
- ✓ Donors motivated to invest in advanced, tech education opportunities that empower self-reliance and image leveraging for refugees rather than investing in traditional low-skilled jobs
- ✓ Hosting communities gradually shifting opinions



SPECIAL CONSIDERATIONS

Gender balance and women and girl's inclusion

One of the strategic aims of the project is the deliberate inclusion of women. In a pilot project that took place in Amman in 2018/19 the enrolment and attendance rate of female student have been challenging. The restrictions of movement on women (especially Syrians) had a significant impact on their attendance. Family often interfered on how often and for how long women were allowed to remain in the class.

For the present project, the issue will be addressed and accurately monitored with the support of a UNHCR specialist. By involving the family members benefits of such a training course, which includes improving the self-reliance of not only of the trainees but also their families, and their community.

Languages, soft skills and psychosocial support

Poor English language skills for all trainees (Syrian and Jordanian) slowed down the learning process. So, in addition to the core coding program, the current project aims to enrich its students with language and soft skills such as adaptability, attitude, communication, creative thinking, work ethic, teamwork, remote working technics, networking, decision making, time management and conflict resolution. This will substantially enhance their chances for employment at the end of the course.

The project also keeps into account how displacement and life in exile, have put significant psychological and social stress on individuals, families and communities. Psychosocial support will be offered through UNHCR in Amman for those individuals experiencing or expressing distress to allow them to cope with the intense training and demanding learning curve.

PROJECT PARTNERS



“With your help we will give these young people a once-in-a- lifetime opportunity that will empower them to make a positive contribution to society”

Sofiane Ammar
Founder of Chams

