<table>
<thead>
<tr>
<th>CONTENT</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Foreword</td>
<td>1</td>
</tr>
<tr>
<td>A message from our President and Executive Director</td>
<td></td>
</tr>
<tr>
<td>About us</td>
<td>2</td>
</tr>
<tr>
<td>Our mission</td>
<td></td>
</tr>
<tr>
<td>What we do</td>
<td></td>
</tr>
<tr>
<td>Our impact</td>
<td></td>
</tr>
<tr>
<td>Our philosophy</td>
<td></td>
</tr>
<tr>
<td>Our story</td>
<td></td>
</tr>
<tr>
<td>2022 at a glance</td>
<td>7</td>
</tr>
<tr>
<td>Our actions in Cambodia</td>
<td>9</td>
</tr>
<tr>
<td>Selection &amp; Career Guidance</td>
<td></td>
</tr>
<tr>
<td>Training</td>
<td></td>
</tr>
<tr>
<td>Graduation &amp; Employment</td>
<td></td>
</tr>
<tr>
<td>Stories</td>
<td></td>
</tr>
<tr>
<td>Our actions in the Philippines</td>
<td>14</td>
</tr>
<tr>
<td>Selection &amp; Career Guidance</td>
<td></td>
</tr>
<tr>
<td>Training</td>
<td></td>
</tr>
<tr>
<td>Graduation &amp; Employment</td>
<td></td>
</tr>
<tr>
<td>Stories</td>
<td></td>
</tr>
<tr>
<td>Our actions in Vietnam</td>
<td>19</td>
</tr>
<tr>
<td>Selection &amp; Career Guidance</td>
<td></td>
</tr>
<tr>
<td>Training</td>
<td></td>
</tr>
<tr>
<td>Graduation &amp; Employment</td>
<td></td>
</tr>
<tr>
<td>Stories</td>
<td></td>
</tr>
<tr>
<td>Our actions in Madagascar</td>
<td>25</td>
</tr>
<tr>
<td>Selection &amp; Career Guidance</td>
<td></td>
</tr>
<tr>
<td>Training</td>
<td></td>
</tr>
<tr>
<td>Program Completion &amp; University</td>
<td></td>
</tr>
<tr>
<td>Stories</td>
<td></td>
</tr>
<tr>
<td>Education: Professional &amp; Personal Development skills, &amp; Well-being</td>
<td>30</td>
</tr>
<tr>
<td>Our NomadLab project</td>
<td>31</td>
</tr>
<tr>
<td>2022 at a glance</td>
<td></td>
</tr>
<tr>
<td>Our impact in 2022</td>
<td></td>
</tr>
<tr>
<td>They support us</td>
<td>34</td>
</tr>
<tr>
<td>Our team</td>
<td>38</td>
</tr>
<tr>
<td>Our team around the World</td>
<td></td>
</tr>
<tr>
<td>Welcome on Board!</td>
<td></td>
</tr>
<tr>
<td>Executive team</td>
<td></td>
</tr>
<tr>
<td>Financial report</td>
<td>41</td>
</tr>
<tr>
<td>Total Resources</td>
<td></td>
</tr>
<tr>
<td>Total Expenses</td>
<td></td>
</tr>
<tr>
<td>2023 Budget</td>
<td></td>
</tr>
<tr>
<td>Perspectives for 2023</td>
<td>47</td>
</tr>
<tr>
<td>Get involved</td>
<td>48</td>
</tr>
<tr>
<td>Contact us</td>
<td>49</td>
</tr>
</tbody>
</table>
Dear Passerelles Numériques Friends and Supporters,

2022 was a year to take stock of the past 17 years of operation and to focus on our organization's goal that each student who comes to our centers finds a quality job, a career for life, aligned with the needs of the local tech market. PN's training allows our students and their families to escape poverty in a sustainable way while contributing to the social and economic development of their country.

With this goal in mind, we aligned our strategic priorities in 2022 so that each of our centers has the same guiding priorities – innovative pedagogy, gender equality, and best practices sharing.

Looking at how PN has evolved with our partners in the IT sector and digital companies, we are continuing this momentum with our innovative pedagogical approach. PN has partnered and continues to partner with tech leaders to ensure that our students learn the critical skills needed for today's marketplace. We know that in today's market, soft skills are as much in demand as technical skills. PN's program, which includes market-ready technical skills mixed with employer-ready soft skills, has led to PN's high job placement rate. PN will continue to integrate Critical thinking, Creativity, Collaboration and Communication into our curriculum – the four C's of 21st Century skills.

Gender equality is part of Passerelles Numériques' DNA. Since the beginning, PN has recruited equal numbers of young women and young men in our programs. Moving forward, PN will apply a step-by-step gendered approach to all aspects of our ecosystem. This will ensure that we put in all the support necessary to lead to a more diverse and inclusive workforce.

Our programs serve underprivileged youth in Cambodia, the Phillipines, Vietnam and Madagascar, where the challenges posed by rapid changes in the labor market are multiplied by serious socio-economic disadvantages.

Our countries of activity have all these common factors: a high poverty rate; a low urbanization rate; limited access to infrastructure; a high rate of young people (15-24 years old) in the population and a high youth unemployment rate; deep gender inequalities; tuition fees that are inaccessible to most students; and a strong expansion of the fields of information and digital technologies, which face a lack of skilled labor. Actively sharing best practices among our centers will help us to better meet any challenge that we may face.

Sharing best practices is also sharing our successes!

In 2022, PN Madagascar saw its first batch of 'graduates'. Unlike our centers in Southeast Asia, PN Madagascar offers a 1-year post-high school preparatory course based on four teaching blocks (applied sciences, IT & digital, languages and soft skills), where young Malagasy students are introduced to and trained in digital careers. At the end of this preparatory year, we guide them towards postgraduate studies in line with the needs of the local market. We are proud to announce that our inaugural class of 25 students are now studying in the tech field at quality universities in Madagascar and have socio-educational follow-up with PN. Our second group of students is now currently studying.

Ny tanorantsika no ho avy! Our youth are the future!

PN staff and students have shown their resilience in the past few years during the COVID-19 pandemic. We are grateful to our partners, donors, and staff who were with us in these challenging times. We are emerging from this period with an even stronger drive to fulfill our mission. We are pleased to present you with an overview of 2022 and look forward to working with you in 2023 and beyond!
Passerelles Numériques (PN) is a French non-profit organization, created in 2005, working in Cambodia, the Philippines, Vietnam and Madagascar.

We unlock the potential of underprivileged youth by empowering them with an innovative approach in key digital and soft employability skills.

Our goal is that each student finds a quality job aligned with local tech market needs, allowing them and their families to escape poverty in a sustainable way and contribute to the social and economic development of their country.
WHAT WE DO

We provide technical training, and professional and personal development training in our centers in Southeast Asia, and a pre-preparatory program to enter university in our center in Madagascar. In our centers, we cover the basic needs of our students, including their wellbeing.

From their first day of school, until graduation, and their first job, we support each of our students on their journey.

The path of a student at PN in Cambodia, the Philippines and Vietnam

Selection/Professional Orientation | Training in our center, PNC = 2 years, PNPh = 2.5 years, PNV = 3 years. (General training in business skills; solid technical and practical training; social and personal development education).
Internship | Guidance to employment | Sustainable career in the digital sector

The path of a student at PN in Madagascar

Selection/Professional Orientation | Preparatory year in our center for students to gain the level needed to enter higher education (general training in technical skills, language learning, soft-skills and personal development, guidance and knowledge of digital professions). = 1 year
Preparatory year | Follow-up when students enter universities, until graduation (financial support, socio-educational support, mentoring, orientation...) = 3 years | Guidance to employment | Sustainable career in the digital sector

After studying at PN, our students become web developers, analysts, app testers... and break the cycle of poverty.
OUR IMPACT

Since 2005, we have created a lasting impact.

- **2,600+** graduates
- **12,000+** lifted out of poverty (graduates and their families)
- **92%** of alumni found a job less than two months after graduation
- **89%** of our beneficiaries come from rural areas
- **50%** of girls studying in each of our centers every year
- **600+** students currently studying in our centers
- More than **90%** of our alumni work in the IT sector

Since 2005, we have created a lasting impact.
In 2022

696 students in our centers

397 students graduated*

6,000+ individuals accessed NomadLab: bridging the digital divide in rural and underserved communities

We contribute to making the SDGs a reality.
Passerelles Numériques contributes directly to 5 of the 17 Sustainable Development Goals.

*Sustainable Development Goals

1. No Poverty
2. Quality Education
3. Gender Equality
4. Decent Work and Economic Growth
5. Reduced Inequalities

*Due to the pandemic, the original schedules for graduations were delayed.
It started with 25 students. Today, they are more than 2,600 graduates.
2005 opening of the Center for Information Systems Training (CIST), former name of Passerelles Numériques Cambodia (PNC)

2007 First promotion graduated in Cambodia. +20 graduates.

2009 Creation of the center in Cebu City, Passerelles Numériques Philippines (PNPh)

2010 Creation of the center in Da Nang, Passerelles Numériques Vietnam (PNV)

2012 Graduation of the 1st promotion of students in the Philippines and Vietnam.

2015 Passerelles Numériques celebrates its 10 years of social impact. +1,500 underprivileged students graduated.

2019 Launch of the NomadLab project in Cambodia, in partnership with SIPAR.

2020 Launch of the Cybersecurity project in Cambodia, in partnership with the Foundry and SHE investment.

2021 Creation of the center in Antananarivo, Passerelles Numériques Madagascar (PNM), with a pre-preparatory program.

2022 the 1st class of Madagascar students are accepted to higher education institutions and the total number of graduates reaches over 2,600.
In 2022, we continued to carry out our action to fight poverty and reduce inequalities. This year has been filled with meaningful events, new partnerships, visits to our centers, welcoming new students, and graduation ceremonies!

- **Passerelles Numériques Global**
- **Passerelles Numériques Philippines (PNPh)**
- **Passerelles Numériques Cambodia (PNC)**
- **Passerelles Numériques Vietnam (PNV)**
- **Passerelles Numériques Madagascar (PNM)**

**January**
- Launch of PNM - classes started on January 10th.

**February**
- PNPh PARTNER’S NIGHT - On February 25, its 13th anniversary.

**March**
- PNV co-hosted a webinar: “EdTech in Vietnam: Evolution or Revolution?”.

**April**
- PNM official inauguration with the Minister of Digital Development, Digital Transformation, Posts and Telecommunications.

**May**
- PNC hosted its 7th Career Forum. More than 500 students and job seekers attended the event.

**June**
- PNPh’s 10th graduation ceremony was held (the first physical graduation since 2019!).
PNV's second-year students entered the Top 10 and even won the third prize in HACKATHON 2022 - HACK THE FUTURE!

Renet Japan, PNC partner, hosted an Ideathon event. 100 of our students participated to tackle social issues by using technology-based solutions. A PNC student won 2nd place!

Round Table in Singapore to discuss digital inclusion from different points of view. Thank you Synthesis & Crédit Agricole CIB!

Our team was part of the #SingaporeFintechFestival, the largest #fintech festival in the world!

The end-of-year campaign marks the biggest fundraising campaign in PN's history.

On November 14th, the second class integrated PNM.

In Paris, we shared an evening with our supporters and partners at Musée Cernuschi.

PNC graduation ceremony for the 2020 and 2021 classes, broadcasted on national television, BTV Cambodia.
OUR ACTIONS IN CAMBODIA
CONTEXT

Financial difficulties continue to be a barrier for high school graduates to pursue higher education in Cambodia. 60% of the working poor population survive with less than $3 USD a day. As a consequence, many young Cambodians must drop their studies, move to neighboring countries, and end up working in very difficult conditions to send some money home.

77% of the population live in rural areas and 49% are under 25. Most secondary education is provided on a fee-paying basis, and is therefore inaccessible to most students, especially in rural areas.

Since 2005, 1,621 graduates.

SELECTION & CAREER GUIDANCE

In 2022

Information sessions were conducted with 42 high schools, NGO partners and the PNC team. 3,000 youth attended the sessions.

1,300 motivation interviews & individual career guidance sessions

604 took the written exams.

300 home visits

75 students were selected (51% of girls)
Moving forward in 2023 and beyond, PN will train and support our teachers in a more innovative, engaging, and interactive pedagogical approach enabling our students to acquire the problem-solving skills required for today’s workforce.

TRAINING

PNC provides a 2-year full-time IT training, for underprivileged students, in two majors: Systems and Networks Administration and Web or mobile Programming. PNC is recognized and works closely with the local Ministry of Education, Youth and Sport and Ministry of Foreign Affairs.

ASSOCIATE DEGREE WEP/SNA
PN CAMBODIA

TRAINING

- Logic
- Basic Computer Usage
- MS Office
- General English 1
- Grammar Study 1
- Self-study: Reading
- Educational & Social Development
- Self-study: Writing
- Professional Life 1
- Individual Study
- Gymnastics
- Algo 1
- HTML
- Basic Data Center Technician
- General English 2
- Grammar Study 2
- Self-study: Academic Writing
- Gymnastics
- Professional Life 2
- Individual Study
- Educational and Social Development

ZOOM ON...

INNOVATIVE PEDAGOGY

In 2022, PNC integrated interactive and innovative teaching methods for students to learn critical and creative thinking, communication, and collaboration – all skills that are sought-after in the current IT market. PN’s Global Pedagogical Advisor, Ronan Ogor, co-developed new modules with IT industry partners and PN Technical staff. Year 2022 at PNC served as an incubator for development of new modules and improvement of existing modules by integrating a project learning approach. Examples of new approaches are Escape Games, Robotics clubs, video game design workshops...

Moving forward in 2023 and beyond, PN will train and support our teachers in a more innovative, engaging, and interactive pedagogical approach enabling our students to acquire the problem-solving skills required for today’s workforce.
On 17 December 2022 PNC held a Graduation Ceremony for both classes of 2020 and 2021. Traditional dance was performed by the students and there was a moving testimony from a student’s parent. 136 students received their certificates delivered by PNC staff and partners.

136 students graduated (classes 2020 & 2021)

100% found employment in the IT sector

The graduate’s average monthly wage is 388 USD (average family income before joining PNC is 50 USD)
As the second of four children in a Kreung ethnic group family in Rattanak Kiri province. Her parents are farmers, and she comes from a poor household. Her older brother only completed grade 12 since her parents could not afford to send him to university.

"I am pleased to have received a scholarship to pursue an associate degree in Computer Sciences at PNC. I promise myself that I will complete my two-year training and find a solid career so that I can support my family. "I want to own a business in the information technology area."

*Ngô*, student at PNC, Class of 2024

As a student from a rural province in Cambodia, I am grateful to PNC for providing me with the opportunity to pursue an education in information technology. I learned skills in I.T and communications that are very important for the demanding job market in the sector. I don't think I could have done it without the help of PNC. I'm thrilled to be a PNC student, where I'm learning soft and hard skills that will help me land a job. And I obtained a decent job with good pay after I finished, so I could support myself and my family.

*Vannuth*, class of 2020

“It all started at the end of 2020 when we were looking to establish ourselves in Cambodia to create our digital factory: SourceAmax Asia. The objective was to set up a team of young Cambodian talents capable of collaborating with our French teams on innovative projects. We had already decided that an agile organization and an important industrialization of our software production processes were essential to ensure the quality of our deliverables. In a meeting with PNC, we realized the obvious synergies that we should work together. We decided to support PNC in its mission by providing financial support, and then by getting involved as a company in the professional integration of young graduates. At the end of 2022, we welcomed 4 interns from PNC who we are proud to offer today an employment contract. Being part of a professional and societal approach is a driving force and a pride for AXIV IT group and for all our employees.”
OUR ACTIONS IN THE PHILIPPINES
The Philippines has a high unemployment rate (5.1%) and suffered a rise in the poverty rate. Of the total unemployed population, youth between 15-24 years make up 44.6%. The revenue gap between the rich and the poorest remains one of the world’s largest and 30% of the population live with less than 3 USD per day. In the Visayas region where PN operates, natural disasters occur frequently and contribute to the constant precarious economic status of the poorest.

For young people, (34% of the population is under 15), continuing their studies is difficult due to the high cost of professional training programs and the lack of quality training programs.

Since 2009, 646 graduates.

**SELECTION & CAREER GUIDANCE**

In 2022

Information sessions were conducted in 10 provinces

2,093 youths attended the information sessions

1,064 took the written exams

417 motivation interviews & individual career guidance sessions

205 home visits

90 students were selected (68% of girls)
PNPh provides a 2.5-year IT training program for underserved young people. PNPh is registered as a Filipino NGO by the government as well as a SEC-registered, Philippine Council for NGO certified (PCNC) and Department of Social Welfare and Development (DSWD) accredited organization operating in Cebu City. PNPh assures that the training programmes align with current and future market needs to ensure an up-to-date and high-quality training.

From April to June: Datawords conducted Photoshop training: 15 students participated in the training. Datawords provided experts on software training.
GRADUATION & EMPLOYMENT

PNPh held two graduation ceremonies in 2022. A virtual ceremony was held in March. 67 students from the class of 2020 and the class of 2021 received a Certificate in Computer Technology major in software development.

In June, PNPh held its 10th graduation ceremony, in person, with 126 graduates from three classes. This was due to the pandemic-related hiatus. There were 57 graduates from Class 2020A, 22 from Class 2020B, and 47 from Class 2022 graduates.

193 students graduated (classes 2020 & 2021)

100% found employment in the IT sector

The graduate’s average monthly wage is 555 USD (average family income before joining PNPh is 181 USD)
A WORD FROM OUR STUDENT

“I’d like to express my gratitude for the opportunity that has been provided to me. I’m glad I became a member of the PN family. It was a gift that enabled me to further my education. I have accomplished much of what I never thought possible during the first and second semesters in spending almost 2 years, thanks to PN’s assistance. I am proud to say that I worked hard to get where I am, but I could not have completed it without PN. We’re almost there, on the verge of our success. (…) I hope that more underprivileged students will benefit from the scholarship that you (PN) provide. And we hope that you will never stop supporting those students who have aspired to success and a way out of poverty.”

Shakera Joy, class of 2023

A WORD FROM OUR ALUMNA

“I started in MLhuillier as an on-the-job trainee and later I was absorbed. I started in quality assurance and later transferred as a software developer and just recently I was promoted to Project Manager. PN has helped me a lot to equip me with the technical skills needed for the job but also to lead and deal with things professionally in the workspace.”

Rhea Ardiente, PN Philippines Alumni, Project Manager

HEAR FROM OUR PARTNER

"It is always about hard work. I’ve truly been amazed and impressed about how students of PN are able to commit so hard on their work, their duties, and their responsibilities. You (PNPh graduates) are really a model for us all."

Thomas De La Loge, Datawords Philippines General Manager, PNPh Industry Partner, Message to the students of PNPh during the graduation ceremonies
OUR ACTIONS IN VIETNAM
A UNDP report from April 2020 shows that the proportion of households living below the poverty line increased from 11.3% to 50.7% due to the COVID pandemic. With 55.5% of Vietnam’s population under 35 years old, today’s generation has the best chance to end poverty and serve as an engine for the global fight against inequality. Yet despite efforts to eradicate poverty in the country, over 50% of young adults aged 16 to 20 still lack access to education.

In 2022

- The information sessions were completed online in 15 provinces in 67 high schools. 262 youths attended the information sessions.
- 47 students were selected (63% of girls).
- 85 home visits were conducted.
- 101 motivation interviews & individual career guidance sessions were conducted.
- 201 took the written exams.

Since 2010, 433 graduates. Areas where our students in PNV come from.
PNV offers a 3-year training program for underserved youth. PNV has a license to operate issued by the Department of Foreign Affairs. PNV’s curriculum offers not only an innovative but also a comprehensive view of students’ development in the age of industry 4.0, including technical skill set, language skills and transformational skills.

**A HOLISTIC & INTENSIVE 3-YEAR TRAINING PROGRAM**

**Up-to-speed Crash Course**
- 1 semester = 497 periods from September (year 1) to January (year 1)
  - IT: Intro to Computer & Windows Admin, Microsoft Office tools, Scratch Project, Computer Architecture and Operating Systems, Intro to Programming (Python)
  - English: Intensive English, Intro to Communicative English
  - Soft Skills: Learning to learn (LtL), Email Writing, How to: Presentations, How to: Reports

**Core Training**
- 4 semesters = 1893 periods - January (year 1) to June (year 2) + September (year 3) to January (year 3)
  - Semester 1: 240 periods
    - Basic Database (MySQL)
    - SQL
    - Data Structure & Algorithm (Python)
    - Networking Fundamentals
    - Object Oriented Programming (Java)
    - Advanced Communicative English 1
    - General English 3
  - Semester 2: 497 periods
    - Advanced Java Programming (Android)
    - Advanced Web Design (HTML-CSS-JS)
    - Advanced Web Programming (PHP)
    - Advanced Web Development (Django)
    - Advanced Web Project
    - Visual Studio .NET
    - LtL Online: Teamwork tools
    - Critical Thinking
    - Speech and Debate
    - How to: find a job
    - CV & Cover letter writing
    - Applications
  - Semester 3: 460 periods
    - Information System Analysis & Design
    - Advanced Web Design (ReactJS)
    - Advanced Web Programming (Laravel)
    - Advanced Web Project
    - Visual Studio .NET
    - LtL Online: Presenting Online
    - Communication: Expression & Active Listening
    - How to: find a job
    - Job Interviews
    - Professionalism & Attitude
  - Semester 4: 420 periods
    - Learning to learn (LtL)
    - Email Writing
    - How to: Presentations
    - How to: Reports

**SPECIALIZATION**
- 8 Weeks = 320 periods - June (year 2) to August (year 2)
  - Mobile, Web development, or Automation Testing in tech companies

**PROFESSIONALIZATION**
- 20 Weeks = 800 periods - April (year 3) to August (year 3)
  - On-the-job Training

**Interwoven Modules - 555 periods**
- English Club (90 periods)
- Physical Education (90 periods)
- Military Education (75 periods)
- Developmental Activities (240 periods)
- Law & Politics (120 periods)
GRADUATION & EMPLOYMENT

PNV’s graduation ceremony was held in October where 43 students graduated. This was the first in-person ceremony after the COVID-19 pandemic. PNV partnered with 25 IT companies that provided 83 student internships for PNV’s internship program: 2 months for second-year students from July-August, and 5 months for final year students from April-August. Final year students of the Class 2022 ended their 5 months of graduation internship with remarkable achievements - they participated in 79 real projects and 70% of them received job offers from their internship companies.

43 students graduated
95% found employment in the IT sector

The graduate's average monthly wage is 447 USD (average family income before joining PNV is 53 USD)
RECOGNITION

In November 2022, PNV’s outstanding contributions to the advancement of the underprivileged community, local talents, and the region’s economy were acknowledged by the American Chamber of Commerce in Vietnam through the 2022 AmCham Vietnam ESG Impact Awards - Excellence in Social Impact.
A WORD FROM OUR STUDENT

“I didn't want to live a life as my parents'. I didn't want to spend my whole year just to grow rice or cassava. I knew that I wanted to continue my education. However, it's clear that I couldn't continue my studies. I am a Gie Trieng - an ethnic group in the highland area, Kontum. My people have one and only one conception, that it's nonsense to have a higher education. In their mind, college or university is a waste of time and money. It's better to work as a farmer and to get married. Not to mention, both of my parents are farmers. My whole family's main income relies on cassava. We earn around 4-5million for whole season which takes us 6-8 months to harvest. It's just enough for us to cover meals each day.

PN came to my life like a miracle. I have been given a valuable chance to change my whole life just with 3 years of training. Now, I only have one goal after graduate that I have a job in an IT company so that I can be able to afford my mom and my sisters a better life.”

A Ân Tử, PNV student, class of 2024

A WORD FROM OUR ALUMNA

“I applied to PNV with a belief that only PNV would provide me with a gateway to a qualified job, and a better life. Today I'm sharing with you my achievement. Not only have I just graduated after 3 years of intensive training, but I also got a job at an Australian bank two months before graduation. My salary now is more than 4 times Vietnam's statutory minimum wage per month in 2022. I’m proud of myself, and I’m sure my parents are, too.”

Hồ Thị Hươu, class of 2022, is a Van Kieu ethnic minority, Coming from a rural area and an underprivileged family in Quảng Trị.

HEAR FROM OUR PARTNER

“Expertise can be learned along the way, but the attitude needs refining early in life. PNV student-intern(s) prove to have a craving for learning new skills, kindness to others, and an aspiration for building a better life.”

Ms. Trang Trần, Director & Co-Founder at ENOUVO
OUR ACTIONS IN MADAGASCAR
**CONTEXT**

Madagascar is one of the five poorest countries in the world, 81% of its population lives below the extreme poverty line and only 11% of Malagasy people are in formal employment. ¾ of the population are under 25, and 500,000 young people enter the job market each year for only 40,000 formal jobs created. The enrolment rate, 76% in primary education and 27% in secondary education, drops to 13% for higher education. At the same time, the island is facing a growing need for labor in the digital field, which is very active in the country.

**SELECTION & CAREER GUIDANCE**

In 2022

- **2** information sessions
- **7** selection association partners
- **50** students were selected* (46% of girls)

Digital companies face a growing need: 7,500 profiles are needed each year, while only 700 students are trained.

- Current students: 50

* 25 selected end of 2021 for inaugural class, 25 selected in 2022 for 2nd class
TRAINING

During a one-year post-high school preparatory course, young Malagasy students are introduced to and trained in digital careers.

Their training is divided between academic classes and pro-bono interventions from private companies supporting the project. The training incorporates innovative and interactive educational approaches that allow for an in-depth learning process and the improvement of problem-solving skills and the ability to adapt to new challenges.

The training program is spread over 2 semesters and is made of four educational modules and internship: applied sciences, IT, languages and communication, soft skills. Students also visit universities and companies to discover possibilities in terms of orientation and the realities of the job market. In addition, they complete a one-month internship at the end of the preparation year to better understand and experience professional life.

At the end of this preparatory year, we guide our students towards post graduate studies or a professional path, through a tailored guidance adapted to their skills, their desires and in line with the needs of the local market.

Those who pursue their studies (100% of our inaugural class) are offered scholarships as well as a socio-educational follow-up until they find a secure job.

PNM students completed their internship (companies: HaiRun Technology, Axian (Next A and Telma), Smartelia, Basan, Digitally, Mother and Child Center, Vivetic, VetClinic, Fablab SOS VE, Makiplast, Sakamanga, Kaki Agency).
PROGRAM COMPLETION AND UNIVERSITY

PNM held its program completion ceremony in November. This celebration included the inaugural class of 25 students. They successfully completed their training and internships. These 25 young people have been accepted to excellent universities to continue their studies in the IT field.

25 students completed the 1-year program
25 students were accepted into higher education institutions
“This preparatory-year has helped me a lot to know my strengths and to discover which digital field suits me the most. That’s why I chose to join IT University for the Computer Development sector. (...) I would like to encourage young women to enter the digital world and also to support young women of my age who would like to get into this field, because we can achieve great things and even do better than others. Let’s digitize the world and act for the development of Madagascar.”

Hasina, PNM class of 2022

“Hasina’s words are an inspiration and motivate us to continue our efforts to support young women in their digital journey. It is through the opportunity of meetings with Gilles Paillard and Marc Génot from the Fondation pour l’Enfance that SOS Villages d’Enfants (SOS - VE) Madagascar has developed the ambition to support the establishment of a digital training center. The evolution of the labor market gives a growing place to digital professions. We are proud to have participated in the creation, reflection and establishment of the training center set up by Passerelles Numériques in the context of equal opportunities.”

HEAR FROM OUR PARTNER

SOS VILLAGES D’ENFANTS

“The partnership between the AXIAN Foundation and PNM was born from our common desire to transform the destiny of motivated and ambitious youth, who did not have the financial means and the support to continue their studies in higher education. We are happy to work alongside the Passerelles Numériques team to improve the quality of support offered to young beneficiaries and give them the means to realize their ambitions.”

 Fondation AXIAN

“Congratulations to Hasina and all the students who have completed their preparatory year. It is with great pleasure that the Fondation pour l’Enfance was able to share and celebrate with the students at the end of their preparatory year. With the self-confidence they have acquired, these youth can engage in high-level higher education.”

FONDATION POUR L’ENFANCE

“What a pleasure to welcome a promotion of motivated and responsive students during the immersion day on our company premises in Antananarivo. Communication with the PN team was fluid, and allowed us to start a partnership that I hope will last. We have a real mutual interest in developing these young profiles who may be our managers of tomorrow.”

Webhelp

Think Human

29
EDUCATION: PROFESSIONAL & PERSONAL DEVELOPMENT SKILLS, & WELL-BEING

Our students can find quality employment in the IT industry due to PN's wholistic approach. In addition to the technical training, PN provides professional and life skills that make our students, after graduation, desirable candidates in their local tech market.

Professional Skills - to help our students become well-rounded individuals, preparing them for the 21st-century labour market. PN provides the students with soft skills (English, communication, critical thinking, problem-solving...) necessary to their employability.

Life skills – PN provides accommodation, food, medical care, educational support, and extra-curricular activities. Eventually, they learn independence from their first year to their third year becoming more autonomous and responsible.

Well-being – Monthly, PN educators review each student, following their progress. PN staff is equipped to support them with any issues related to their well-being.

At PNC, English-speaking volunteers offered online «Speak Dating English» to students with lack of confidence and communication.

At PNPh, students participated in a pilot test to develop a module which aims to prepare students for hybrid workspaces which are becoming the norm in many industries.

At PNV, students conducted 12 community projects dedicated to environmental conservation and supporting underprivileged communities.

At PNM, students participated in Scientific Days organized by Educmad in November 2022 with the theme "Digital in science".
OUR NOMADLAB PROJECT

Bridging the digital gap in rural and underserved communities
Almost 50% of the world’s population, 3.7 billion people, are digitally disconnected and most are women from developing countries. In Cambodia alone, only 52.6% of the population are internet users. Unfortunately, the vulnerable people are most likely to be excluded from access to digital technology.

NomadLab is a modular, open-source, inclusive, easy-to-build solution for ICT infrastructure and an innovative educational tool for teachers and students. NomadLab aims to bridge the digital gap in rural and underserved communities; with a goal of reaching 11,500 children (ages 6 - 18) and young adults.

In partnership with selected schools and Community Based Organizations (CBO) in rural areas, NomadLab boxes are deployed to libraries and youth club centers. Through NomadLab, disadvantaged students are equipped with knowledge and skills on basic computer use. They are given access to digital educational materials with topics on self-awareness, basic life skills, financial literacy, job readiness, career choices... That will prepare them for future employment.

Our special project in partnership with SIPAR, allows prisoners in Cambodia to access digital education. This partnerships gives them basic life skills, financial literacy and job readiness.
2022 AT A GLANCE

March,
On March 29, his excellency, KHIEV Kanharith, the Minister of Information visited the library which has NomadLab during the career forum in Chi He High School in Kampong Cham province.

May,
In collaboration with Sipar Cambodia, we equipped a new library with our NomadLab solution in the Preah Sihanouk High School in Kampong Cham Province.

November,
At the Correctional Center II, a representative from the Ministry of Education, Youth and Sport, UNESCO and Passerelles Numériques Cambodia visited and discussed Education in the Prison program with the general department of prison facilitated by SIPAR.

OUR IMPACT IN 2022

400+
members used NomadLab in Community-Based Organizations

5,000+
youth used NomadLab in high schools

500+
prisoners used NomadLab in prisons

SINCE 2019

This pilot project has been launched in 2019 in partnership with Sipar.

27 NomadLabs have been deployed in 11 provinces within Cambodia
13 Community Based Organizations
5 prisons
9 high schools
Thanks for your supports.
“The Comgest Foundation has supported PN since 2017. Our mission and values at Comgest include promoting education and economic empowerment of vulnerable people. PN aims to build the employability of marginalized youth, which will allow them and their families to get out of poverty in a sustainable manner, and more broadly to help the socio-economic development of their countries. At Comgest, we strive to make significant positive impacts. With PN, we are proud to support this organization that makes a real impact for these youth. PN gives them a sustainable career, shifting their trajectory allowing them to become empowered actors in their lives and communities.”

“The L’Oréal Fund for Women's goal is to empower women and girls at risk. We have already supported 1,230,000 women and girls directly and 7,000,000 people within their communities. Our support of PN aligns with our focus to help women gain access to education and find meaningful work while fighting against poverty. L’Oréal supports PN’s work in gender equality and access to education in Cambodia, Madagascar, the Philippines, and Vietnam. Giving access to education is a pathway towards a sustainable, fair and inclusive future.”
THEY TRUST US

They hire our students, they welcome them during their internships,
They support us by making donations or in-kind donations,
They partner with us to help us change more lives...

In 2022, committed companies, foundations, NGOs, local partners accompanied
us on our way to break the circle of poverty.

COMPANIES & CORPORATE FOUNDATIONS

Fondation Axian, Bank of Africa Foundation, Enuvo, KMT Technology, Laidon,
Mekongnet, NTC Limited, Gymglish, Cambodian Chemical Supply, CIMB Bank,
DAI Global, Smart Axiata, Narrasoft, Chronostep, Ubisoft and many more...
Thank you!
To All Our Amazing Supporters

Thank you to everyone who brought incredible support to Passerelles Numériques in 2022.
Our Team Around the World

As in December 2022:

85 staff
(85% of which are from the local teams)

Volunteers Around the World

Each year, our team welcomes incredible volunteers who accompany us in our actions. Throughout the year, we welcomed more than 84 volunteers & interns

To Our Dedicated Staff and Volunteers

THANK YOU!
Your dedication is the driver for PN's mission.
Welcome on Board!

Camille Vincent, Secretary
With 16 years in operational and strategic management for a legal publisher, she now applies her skills and her energy to the service of projects with a strong impact.

Tram Anh Nguyen
Co-founder of CFTE, recognized for her work in the Fintech space and pioneering initiatives to bring diversity and more women into the industry, she was also awarded the title of ‘Outstanding Woman FinTech Ecosystem Leader’.

Jean Guo
Co-founder/CEO at Konexio, she founded Konexio to equip vulnerable populations to be successful in the workforce through digital training.

PN Board of Directors

Duc Ha Duong
*President*

Philippe Gaston
*Treasurer*

Simmoni de Weck

Céline Charpiot

Aude de Rotalier

Fabrice Filachet

Marc Genot

Pascal Lambert

Isabelle Mas

François Phulpin

Julie Tardieu

Franck Vu Hong

39
The leadership team became complete with Phuong Do joining in April as Executive Director with 18 years of international program and development experience.

She joined the team with almost 20 years’ experience in international fundraising and communications.

A special thanks to...

Based in our center in Phnom Penh, Brigitte has been volunteering for PN for the past year and a half in our finance department. Her donation of time and talent is priceless. She brings positivity and a caring attitude, sharing the values of PN. Thank you, Brigitte!

For 10 years, Véronique led corporate partnerships and development activities in Europe. She managed the employee engagement program that led to more impactful partnerships. She was a key leader in increasing PN’s visibility in Europe.
### Origin by typology

- **Companies and Private Foundations**: 1,359,484 (74%)
- **Individuals**: 284,658 (16%)
- **Other NGOs**: 124,796 (7%)
- **Government and Public**: 42,125 (2%)
- **Other operational**: 18,126 (1%)

### Origin of funding

- **PN Group**: 63%
- **Cambodia**: 14%
- **Vietnam**: 6%
- **The Philippines**: 12%
- **Madagascar**: 5%
**TOTAL EXPENSES**

85% of Passerelles Numériques' spending is directed to our mission on the field.

**Total expenses**

- **Program Expenses**: 1,606,775 (88%)
- **Fundraising**: 147,261 (8%)
- **Finance and Administration**: 68,646 (4%)

**Distribution per program**

- Madagascar: 8%
- Cambodia: 33%
- Vietnam: 19%
- The Philippines: 25%
- Group: 15%

**Distribution per mission**

- Students Life: 30%
- Technical Training: 23%
- Education: 13%
- Selection: 6%
- External relations: 7%
- Projects: 5%
- Group: 15%

TOTAL: 1,822,682
<table>
<thead>
<tr>
<th></th>
<th>2022</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>FIXED ASSETS</strong></td>
<td>335,080</td>
<td>322,604</td>
</tr>
<tr>
<td>Fixed Assets</td>
<td>322,966</td>
<td>314,480</td>
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<tr>
<td>Financial Assets</td>
<td>12,113</td>
<td>8,124</td>
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<tr>
<td><strong>CURRENT ASSETS</strong></td>
<td>356,139</td>
<td>425,018</td>
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<tr>
<td>Receivables</td>
<td>145,517</td>
<td>129,312</td>
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<tr>
<td>Investment Securities</td>
<td>7,415</td>
<td>-</td>
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<tr>
<td>Cash Available</td>
<td>197,994</td>
<td>285,353</td>
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<tr>
<td>Prepaid Expenses</td>
<td>5,212</td>
<td>10,353</td>
</tr>
<tr>
<td><strong>TOTAL ASSETS</strong></td>
<td>691,219</td>
<td>747,622</td>
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<tr>
<td><strong>EQUITY</strong></td>
<td>487,785</td>
<td>475,483</td>
</tr>
<tr>
<td>Association Equity (no recovery)</td>
<td>350,763</td>
<td>351,553</td>
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<tr>
<td>Exchange Rate Revaluation Difference</td>
<td>- 106,937</td>
<td>- 115,292</td>
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<tr>
<td>Unrealized Exchange Gains on Interco</td>
<td>234,218</td>
<td>-</td>
</tr>
<tr>
<td>Retained Earnings</td>
<td>5,416</td>
<td>424,103</td>
</tr>
<tr>
<td>Profit / Loss</td>
<td>4,325</td>
<td>184,881</td>
</tr>
<tr>
<td><strong>PROVISION FOR RISKS AND EXPENSES</strong></td>
<td>41,955</td>
<td>40,000</td>
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<tr>
<td><strong>DEBTS</strong></td>
<td>161,480</td>
<td>232,139</td>
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<tr>
<td>Debts and Loans to Financial Institutions</td>
<td>64,260</td>
<td>70,000</td>
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<tr>
<td>Accounts Payables</td>
<td>47,729</td>
<td>37,012</td>
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<tr>
<td>Tax and Social Taxes to be paid</td>
<td>36,501</td>
<td>16,191</td>
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<tr>
<td>Other Debts</td>
<td>2,866</td>
<td>51,167</td>
</tr>
<tr>
<td>Deferred Revenues</td>
<td>10,123</td>
<td>57,769</td>
</tr>
<tr>
<td><strong>TOTAL LIABILITIES</strong></td>
<td>691,219</td>
<td>747,622</td>
</tr>
</tbody>
</table>
## Pn Group Profit & Loss 2022

<table>
<thead>
<tr>
<th></th>
<th>2022</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Operating Income</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Subscriptions</td>
<td>870</td>
<td>670</td>
</tr>
<tr>
<td>Sales of Services</td>
<td>119,713</td>
<td>105,559</td>
</tr>
<tr>
<td>Revenues for Donations</td>
<td>1,704,483</td>
<td>1,263,673</td>
</tr>
<tr>
<td>Other Revenues</td>
<td>4,122</td>
<td>1,769</td>
</tr>
<tr>
<td><strong>Operating Expenses</strong></td>
<td>1,858,283</td>
<td>1,495,119</td>
</tr>
<tr>
<td>Purchase of Goods and Services</td>
<td>222,842</td>
<td>110,190</td>
</tr>
<tr>
<td>Other External Purchases</td>
<td>437,371</td>
<td>337,471</td>
</tr>
<tr>
<td>Financials Support</td>
<td>163,244</td>
<td>146,436</td>
</tr>
<tr>
<td>Taxes and other fiscal costs</td>
<td>690</td>
<td>3,278</td>
</tr>
<tr>
<td>Wages and Salaries</td>
<td>886,746</td>
<td>701,867</td>
</tr>
<tr>
<td>Taxes on Salaries</td>
<td>96,212</td>
<td>142,418</td>
</tr>
<tr>
<td>Amortizations and Depreciations</td>
<td>44,744</td>
<td>23,341</td>
</tr>
<tr>
<td>Other Costs</td>
<td>2,623</td>
<td>1,024</td>
</tr>
<tr>
<td>Shared Donations</td>
<td>3,811</td>
<td>29,094</td>
</tr>
<tr>
<td><strong>Net Operating Loss</strong></td>
<td>-</td>
<td>29,095</td>
</tr>
<tr>
<td><strong>Financial Income</strong></td>
<td>3,186</td>
<td>6,363</td>
</tr>
<tr>
<td><strong>Financial Expenses</strong></td>
<td>9,029</td>
<td>3,951</td>
</tr>
<tr>
<td><strong>Financial Loss</strong></td>
<td>-</td>
<td>5,844</td>
</tr>
<tr>
<td><strong>Exceptional Income</strong></td>
<td>132,498</td>
<td>47,249</td>
</tr>
<tr>
<td><strong>Exceptional Expenses</strong></td>
<td>93,122</td>
<td>111,094</td>
</tr>
<tr>
<td><strong>Exceptional Profit</strong></td>
<td>39,376</td>
<td>-</td>
</tr>
<tr>
<td><strong>Total Income</strong></td>
<td>1,964,872</td>
<td>1,425,283</td>
</tr>
<tr>
<td><strong>Total Expenses</strong></td>
<td>1,960,434</td>
<td>1,610,163</td>
</tr>
<tr>
<td><strong>Annual Profit (Loss)</strong></td>
<td>4,438</td>
<td>-</td>
</tr>
<tr>
<td></td>
<td>184,881</td>
<td></td>
</tr>
</tbody>
</table>
## COMBINED BUDGET - Expenses

<table>
<thead>
<tr>
<th></th>
<th>Budget 2023 in EUR</th>
<th>BUDGET 2023 currency</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Length</strong></td>
<td>727,919</td>
<td><strong>USD</strong></td>
</tr>
<tr>
<td><strong>Operating</strong></td>
<td></td>
<td>$336,549</td>
</tr>
<tr>
<td>charges</td>
<td></td>
<td>$23,102</td>
</tr>
<tr>
<td><strong>PN CAMBODIA</strong></td>
<td></td>
<td>$16,581</td>
</tr>
<tr>
<td><strong>Operational</strong></td>
<td></td>
<td>$130,191</td>
</tr>
<tr>
<td>charges</td>
<td></td>
<td>$88,494</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td></td>
<td>$49,450</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>727,919</strong></td>
<td><strong>USD 670,194</strong></td>
</tr>
</tbody>
</table>

|                | 529,517           | **PHP 57,600**       |
| **Length**     |                   | **PHP 12,222,964**   |
| **Operating**  |                   | **PHP 940,730**      |
| charges        |                   | **PHP 1,399,750**    |
| **PN PHILIPPINES**|               | **PHP 849,832**      |
| **Operational**|                   | **PHP 9,632,050**    |
| charges        |                   | **PHP 4,312,200**    |
| **Total**      | **529,517**       | **PHP 330,000**      |
| **TOTAL**      |                   | **PHP 26,427,526**   |

|                | 485,333           | **kVND 23,490**      |
| **Length**     |                   | **VND 6,500,000**    |
| **Operating**  |                   | **VND 271,750**      |
| charges        |                   | **VND 114,989**      |
| **PN VIETNAM** |                   | **VND 201,400**      |
| **Operational**|                   | **VND 2,942,071**    |
| charges        |                   | **VND 926,933**      |
| **Total**      | **485,333**       | **VND 47,398**       |
| **TOTAL**      |                   | **VND 11,004,541**   |

|                | 198,389           | **MGA 41,180.0**     |
| **Length**     |                   | **369,368 MGA**      |
| **Operating**  |                   | **34,280 MGA**       |
| charges        |                   | **33,716 MGA**       |
| **PN MADAGASCAR**|               | **178,483 MGA**      |
| **Operational**|                   | **109,440 MGA**      |
| charges        |                   | **777,665 MGA**      |
| **Total**      | **198,389**       | **TOTAL**            |
| **TOTAL**      |                   | **2,247,237**        |

## TOTAL PN COMBINED BUDGET EXPENSE € 2,247,237
In 2023, we will continue our actions that employ digital education to break the cycle of poverty.

We will continue supporting disadvantaged youth, giving them training to become web developers, business analysts, app testers...

We plan to...
- Integrate step by step a gender approach to our eco-system
- Apply an innovative pedagogical approach to all training centers
- Expand to 50 students per class at PN Madagascar, starting in November 2023.
- Launch the “Cybersecurity project” in Cambodia (about cybersecurity awareness for youth)

In 2023, we will support more than 600 students, by giving them access to education, training them to become professional in the IT sector, and accompanying them on their path to employability.
Generosity goes by many names. Thanks to your support, disadvantaged youth can have access to quality education. By supporting our actions, you can help us change more lives!

**Financial contribution**
For providing accommodation and food for our students, tuition fees, operational costs...
No matter the amount, your financial contribution will bring an impact that lasts.

**In-kind donations**
New/used laptops, IT materials, Office/Learning supplies

**Guidance to employment**
Your company is based in one of the countries we work in:
Welcome our students for an internship, job opportunities, site visit to your company...

**Join us**
If you are looking for a new career opportunity or meaningful volunteering: contact our team!

**Spread the word!**
Even better when people know about our actions, talk about Passerelles Numériques around you!

*Contact Karyn Mikkelsen-Tillet* for more information or to share your ideas on how to support PN!

karyn.mikkelsen-tillet@passerellesnumeriques.org
CONTACT US

**Head office**
Passerelles Numériques
31, rue de l’Ourcq
75019 Paris, France
contact@passerellesnumeriques.org

**Our center in Cambodia**
BP 511 St. 371 Phum Tropeang Chhuk (Borey Sorla)
Sangkat Tek Thla, Khan Sen Sok
Phnom Penh, Cambodia
+855 23 99 55 00
info.cambodia@passerellesnumeriques.org

**Our center in the Philippines**
Thomas Missonnier Center, Samjung Building
Nasipit Road, Talamban
6000 Cebu, Philippines
+63 32 41 80 288
info.philippines@passerellesnumeriques.org

**Our center in Vietnam**
4th floor, building B,
99 To Hien Thanh,
Da Nang, Vietnam
+84 236 3888 503
info.vietnam@passerellesnumeriques.org

**Our center in Madagascar**
Hôtel HenintsOA, Lot 83 C II Behitsy Ambohimangakely,
By Pass Antananarivo, Madagascar
info.madagasikara@passerellesnumeriques.org
FOLLOW US

www.passerellesnumeriques.org