



Passerelles
Numériques
A Gateway for Life

ANNUAL REPORT

2022



CONTENT

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

FOREWORD

A message from our President and Executive Director

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 Philippines, Vietnam and Madagascar, where the challenges posed by rapid changes in the labor market are multiplied by serious socio-economic disadvantages.



Phuong Do,
Executive Director

Duc Ha Duong,
President

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!

ABOUT US

OUR MISSION

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.



Countries where we work

WHAT WE DO

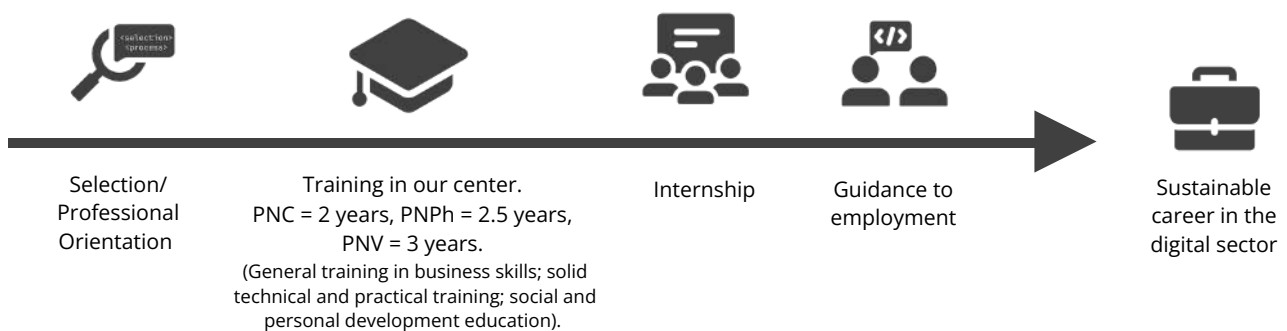
We provide technical training, and professional and personal development training in our centers in Southeast Asia, and a pre-preparatory program to enter university in our center in Madagascar. In our centers, we cover the basic needs of our students, including their wellbeing.

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

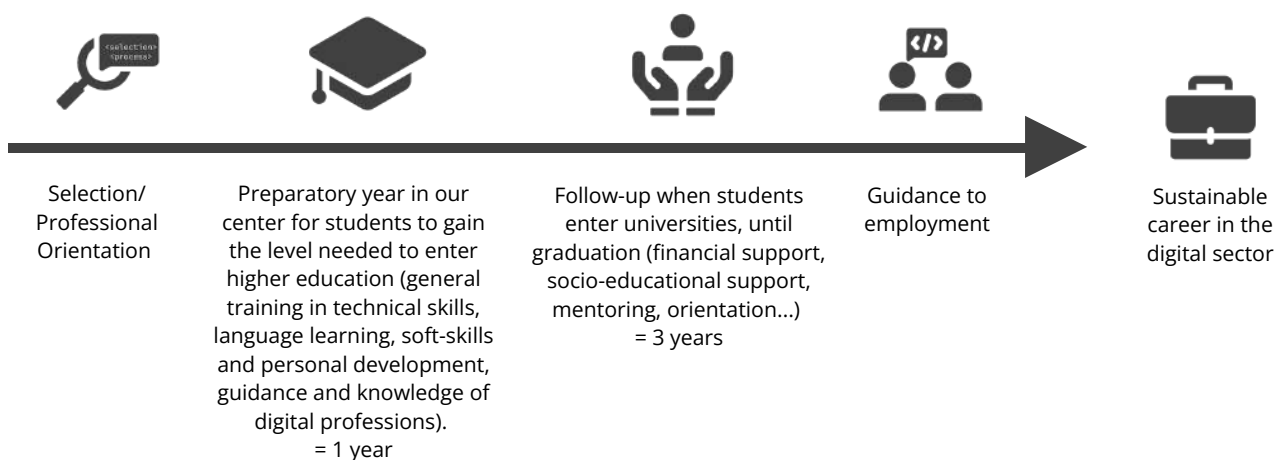


After studying at PN, our students become web developers, analysts, app testers... and break the cycle of poverty.

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



The path of a student at PN in Madagascar



OUR IMPACT

Since 2005, we have created a lasting impact.



2,600+
graduates



at least **50%** of girls
studying in each of our
centers every year



12,000+
lifted out of poverty
(graduates and their
families)



89%
of our beneficiaries
come from rural areas



92%
of alumni found a job
less than two months
after graduation



600+
students currently
studying in our centers



More than **90%** of
our alumni work in the IT
sector





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.



**Due to the pandemic, the original schedules for graduations were delayed.*

OUR PHILOSOPHY

We believe that education is one of the most efficient tools to reduce inequalities and break the cycle of poverty.

OUR VALUES



Trust



Solidarity



Respect



Responsibility



It started with

25

students.

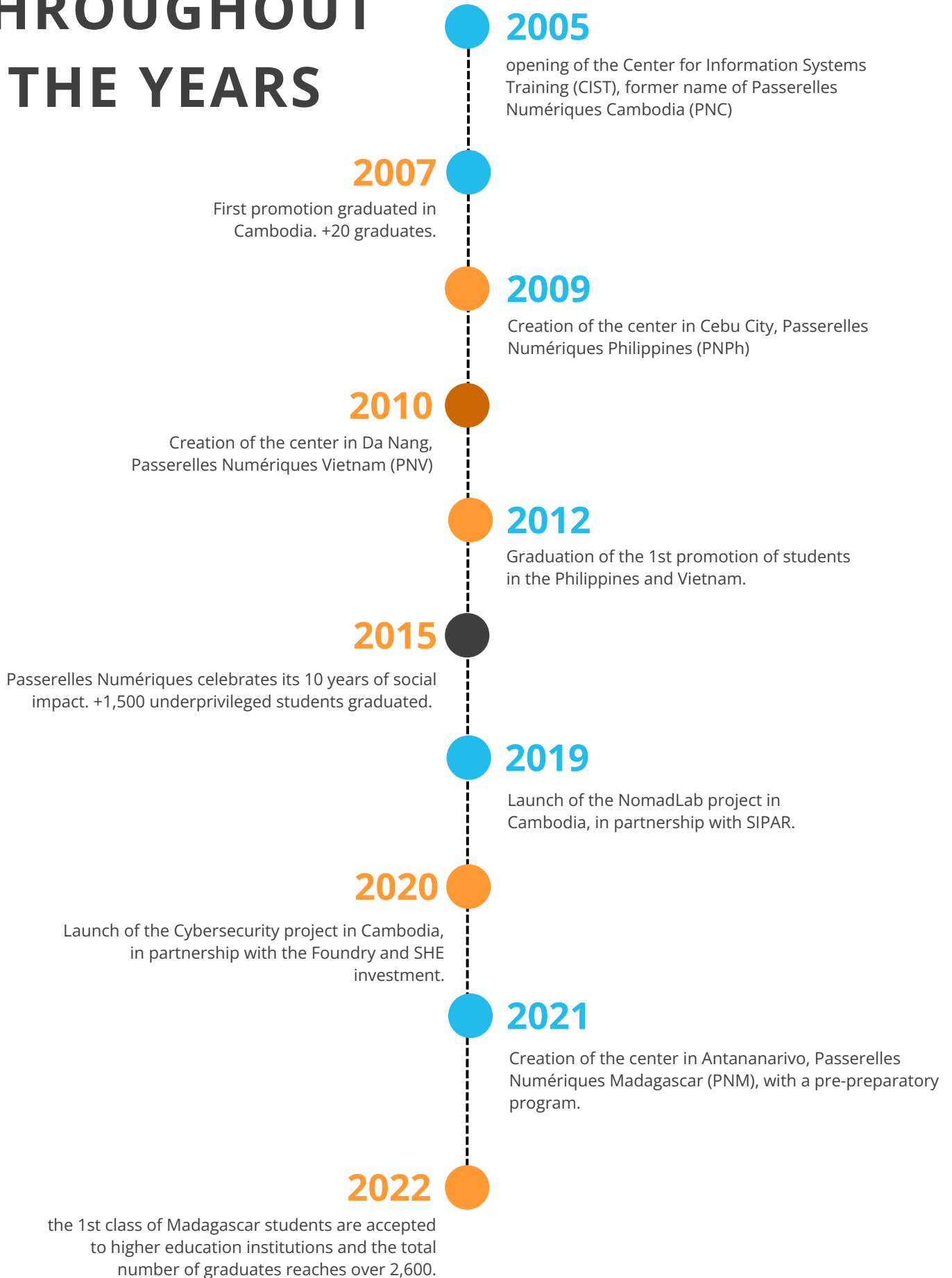
Today, they are **more than**

2,600

graduates.



OUR STORY, THROUGHOUT THE YEARS



2022 AT A GLANCE

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 Cambodia (PNC)*

● *Passerelles Numériques Philippines (PNPh)*

● *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.



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

April



PNV co-hosted a webinar : <EdTech in Vietnam: Evolution or Revolution?>.

March

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!).



September

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!



August

PNV's second-year students entered the Top 10 and even won the third prize in HACKATHON 2022 - HACK THE FUTURE!



October

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



November

PNM ceremony to celebrate the successful completion of our first class.



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



On November 14th, the second class integrated PNM.



December

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



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.



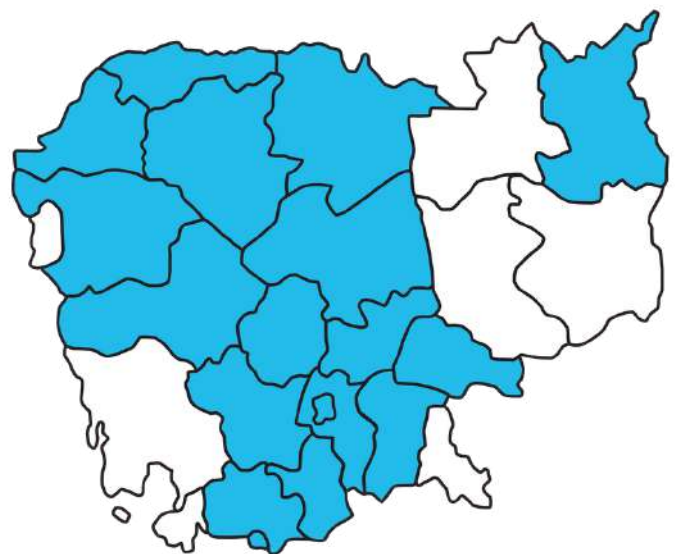
300

home visits



75

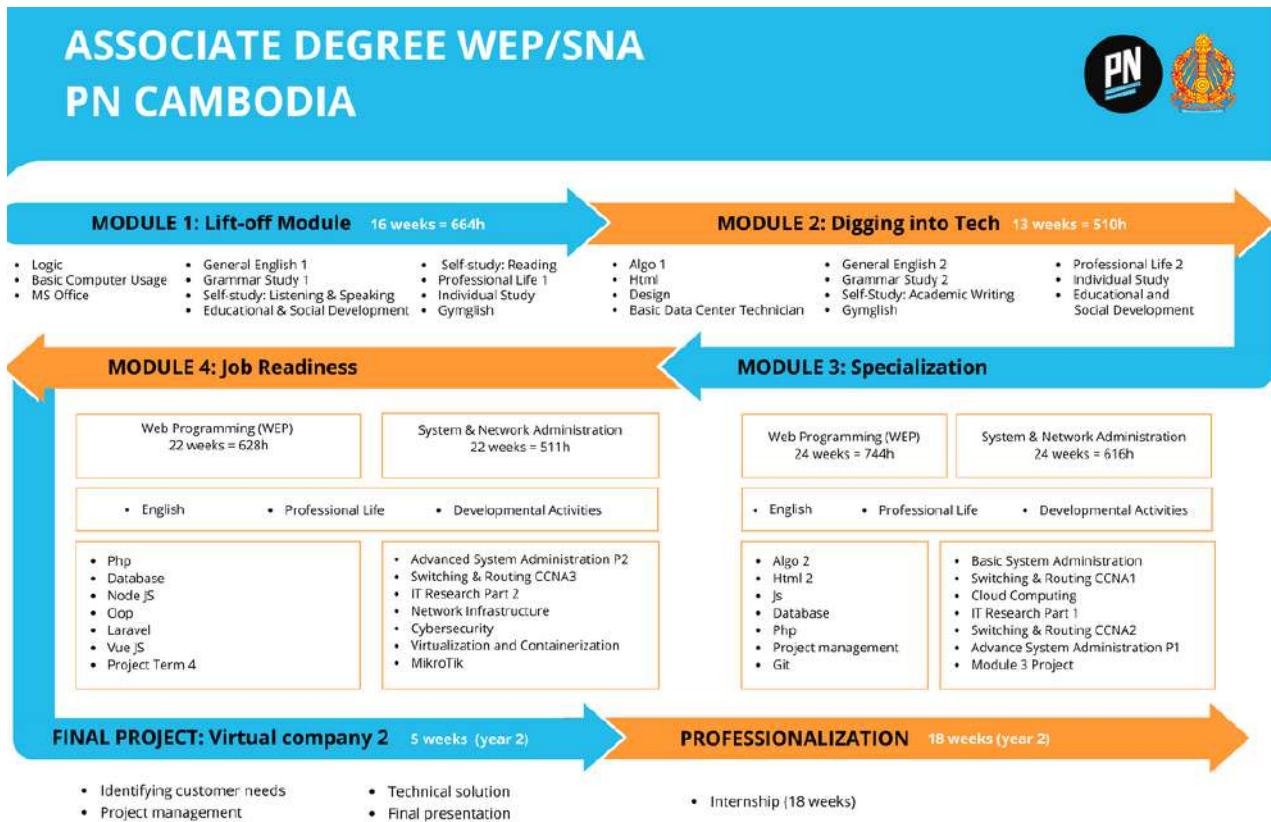
students were selected (51% of girls)



Areas where our students in PNC come from

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.



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.

GRADUATION & EMPLOYMENT

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)

A WORD FROM OUR STUDENT



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,"

Ngor, student at PNC, Class of 2024

A WORD FROM OUR ALUMNA

"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



HEAR FROM OUR PARTNER



"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



CONTEXT

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



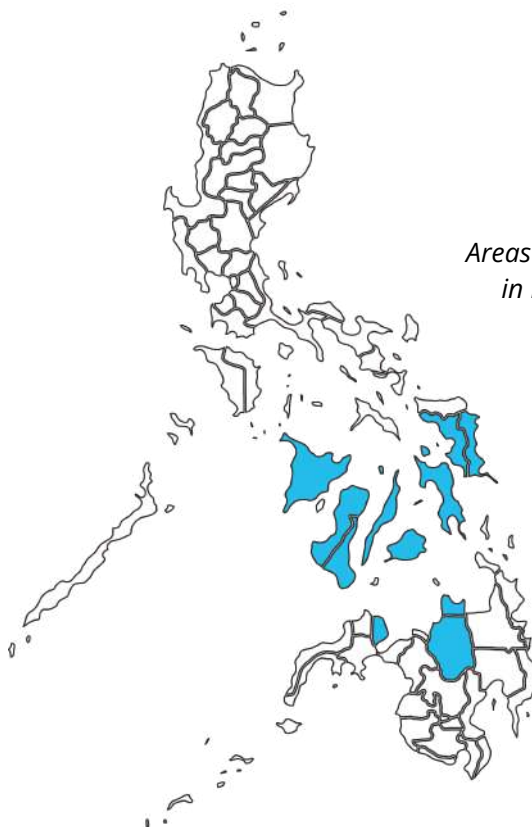
205

home visits



90

students were selected (68% of girls)



Areas where our students in PNPh come from

TRAINING

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.



Certificate in Computer Technology (CCT) PN Philippines



Last Update : April 2019 - **NEW**

Pre-Training* - 6 Weeks - Lab + Lec = 180h - June (year 1) to July (year 1)

- Introduction to Computers (45h)
- Mathematics (45h)
- English refresh (30h)
- Learning to Learn (30h)
- Communication and Confidence building (15h)
- Scratch Programming (15h)

CORE TRAINING 3 semesters - Lab + Lec = 1224h - August (year 1) to December (year 2)

1st Semester - 396h

- Intro to Computer Science (54h)
- Networking Fundamentals (72h)
- Basic Programming (144h)
- Web Development I (72h)
- Mechatronics* (54h)

2nd Semester - 378h

- Java I (90h)
- Web Development II (90h)
- SQL Databases (72h)
- Software Development Life Cycle - SDLC (72h)
- Software Development Project Based Learning I* (54h)

3rd Semester - 450h

- Java II (144h)
- Web Development III (126h)
- Big Data & NoSQL (72h)
- Architecture of Information Systems (54h)
- Software Development Project Based Learning II* (54h)

Common & Minor Subjects:

- Professional Life Training* (162h)
- National Service Training Program (108h)
- Physical Education (72h)
- Developmental Activities* (108h)
- Education with a Mission (108h)
- Guided online-study* (126h)

SPECIALIZATION (elective)

4-weeks bootcamp - 160h - January (year 2)

- Java Enterprise Programming
- Front-end development
- Automated Software Testing

PROFESSIONALIZATION

2 semesters - 1800h - Feb. (year 2) to Dec. (year 3)

- On-the-Job Training (1440h)
- Research Methods - Thesis (108h)
- Professional Life Training* (72h)
- Developmental Activities* (72h)



*Conducted by Passerelles numériques

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



CONTEXT

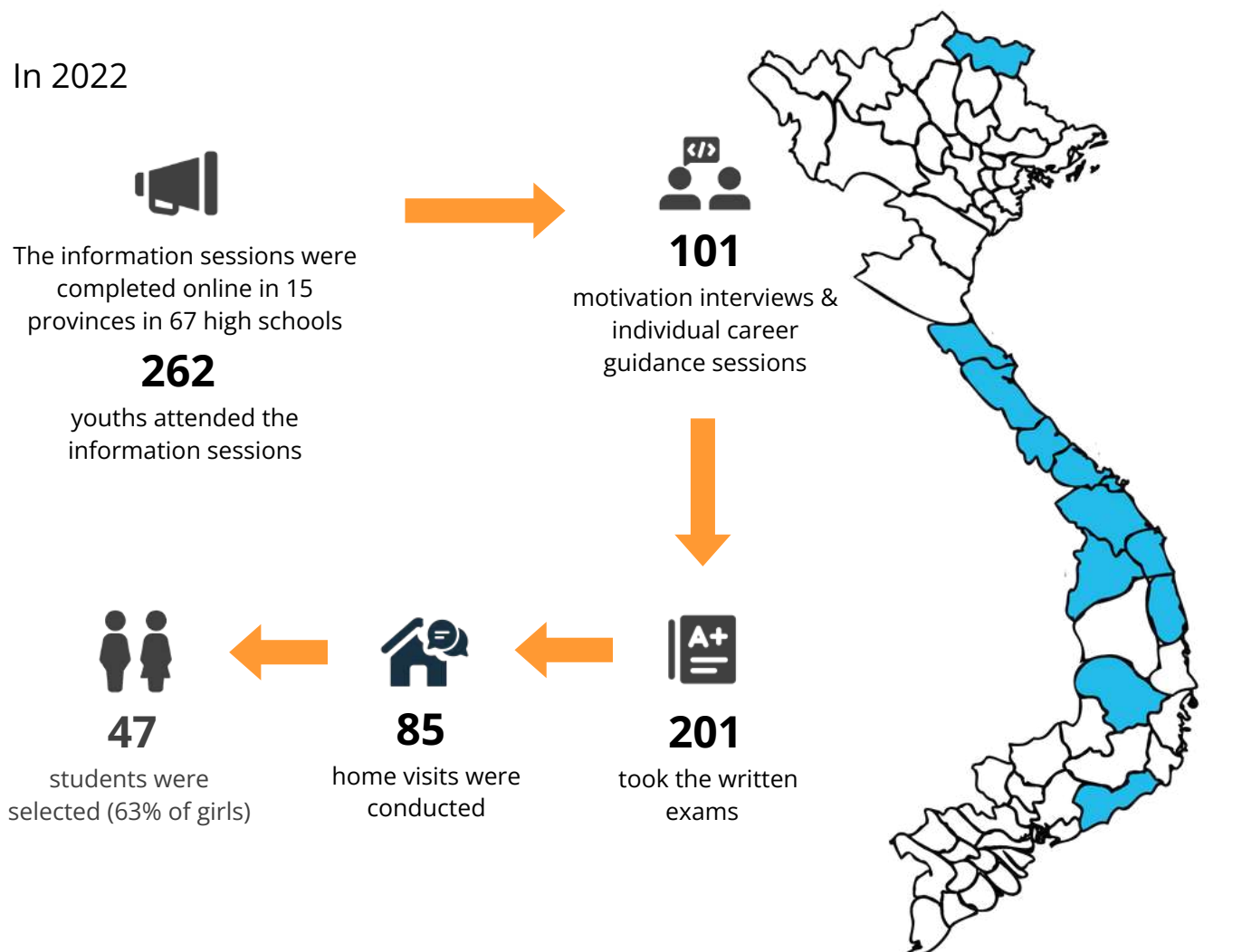
A UNDP report from April 2020 shows that the proportion of households living below the poverty line increased from 11.3% to 50.7% due to the COVID pandemic. With 55.5% of Vietnam's population under 35 years old, today's generation has the best chance to end poverty and serve as an engine for the global 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.

Since 2010,

433 graduates.

SELECTION & CAREER GUIDANCE

In 2022



TRAINING

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 2 510 periods

- Basic Database (MySQL)
- Data Structure & Algorithm (Python)
- Network Fundamental
- Object Oriented Programming (Java)

- Advanced Communicative English 1

- LTL Online Teamwork tools
- Critical Thinking
- Speech and Debate

Semester 3 460 periods

- Advanced Java Programming (Android)
- Basic Web Design (HTML-CSS-JS)
- Basic Web Programming (PHP)
- Advanced Database (SQL)
- Basic Web Project

- General English 3

- LTL Online: Presenting Online
- Communication: Expression & Active Listening
- How to: find a job
- CV & Cover letter writing
- Applications

Semester 4 420 periods

- Information System Analysis & Design
- Advanced Web Design (ReactJS)
- Advanced Web Programming (Laravel)
- Advanced Web Project
- Visual Studio .NET

- Advanced Communicative English: Speaking 1
- Advanced Communicative English: Writing 1
- TOEIC Listening & Reading Preparation 1
- IT English

- How to: find a job 2
- Understanding roles & positions
- Job interviews
- Professionalism & Attitude

Semester 5 503 periods

- Content Management System (WordPress)
- Programming on Mobile (React Native)
- Software Testing (Manual Testing)

- Advanced Communicative English: Speaking 2
- Advanced Communicative English: Writing 2
- TOEIC Listening & Reading Preparation 2

- LTL Online: Seminars in Career orientation
- Project Management
- Entrepreneurship

IT

English

Soft skills

SPECIALIZATION from January (year 3) to April (year 3)

- Specialization training program of Mobile, Web development, or Automation
- Testing in tech companies
- Graduation Project

PROFESSIONALIZATION

8 Weeks = 320 periods - June (year 2) to August (year 2)
20 Weeks = 800 periods - April (year 3) to August (year 3)

- On-the-job Training

Interwoven Modules - 555 periods

English Club (60 periods)
Military Education (75 periods)

Physical Education (60 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 Tứ, 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 Hường, 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. $\frac{2}{3}$ 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.

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

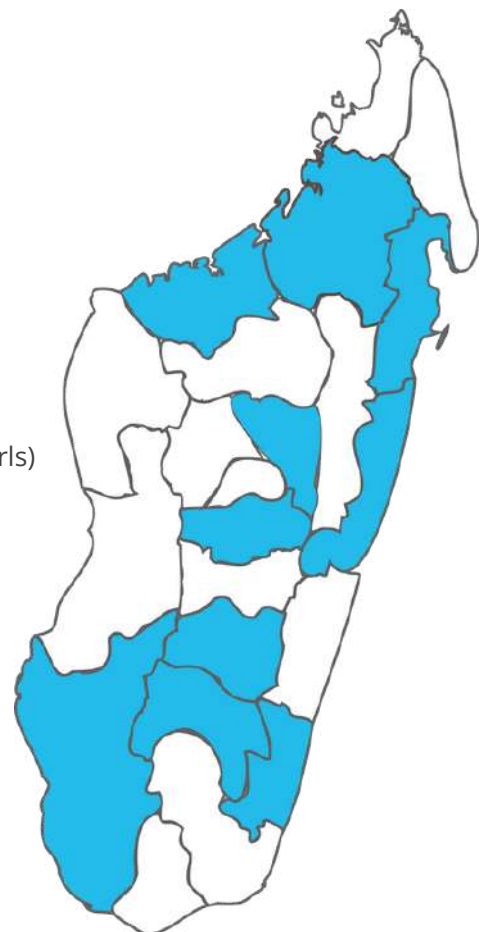
- Current students: 50

SELECTION & CAREER GUIDANCE

In 2022



Areas where our students in PNM come from



* 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

A WORD FROM OUR STUDENT



"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

HEAR FROM OUR PARTNER



"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."



"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."



"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."



"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."

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



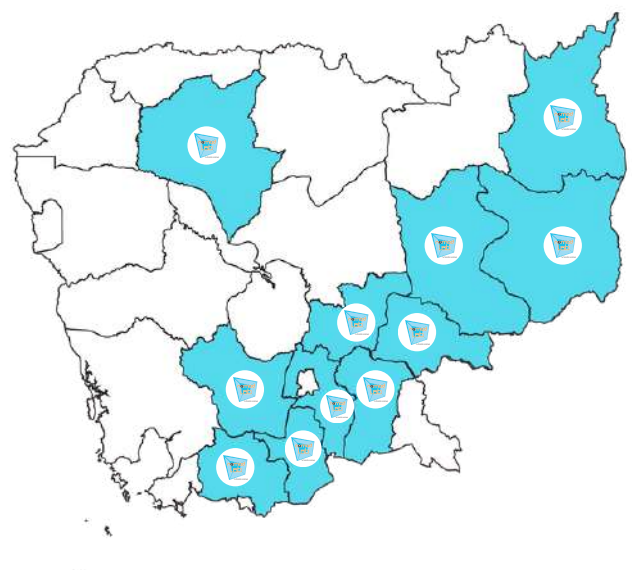
13 Community
Based
Organizations



5 prisons



9 high schools



THEY

SUPPORT US



HIGHLIGHTING PARTNERS IN OUR MISSION



"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, Enuovo, KMT Technology, Laidon, Mekongnet, NTC Limited, Gymglish, Cambodian Chemical Supply, CIMB Bank, DAI Global, Smart Axiata, Narrasoft, Chronostep, Ubisoft and many more ...

Thank you!

FOUNDATIONS & INSTITUTIONAL PARTNERS



ORGANIZATIONAL PARTNERS



Individual Donors

To respect donor privacy, PN does not list donor names. To our donors all over the world, your donations directly impact the lives of so many young people - thank YOU for your generosity.



To All Our Amazing Supporters

THANK YOU TO EVERYONE
who brought incredible support to
Passerelles Numériques in 2022.



OUR

TEAM

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.

Board of Directors

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

Executive Team



Phuong Do

Executive Director

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



Karyn Mikkelsen-Tillet

Global Director Partnerships & Communication.

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



Carmen Haessig

Human Resources Director

Human Resources Director. Carmen has over 20 years of experience in both hospitality and non-profit sectors, working internationally.



Thierry Muller

Director of Finance

Thierry is a former partner at Ernst & Young.



Noémie Renquin

Country Representative Cambodia



Marilou Flores

Country Representative Philippines



Kareen Nicolessi

Country Representative Madagascar



Trang Vo

Country Representative Vietnam

A special thanks to...



Brigitte Muller

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!



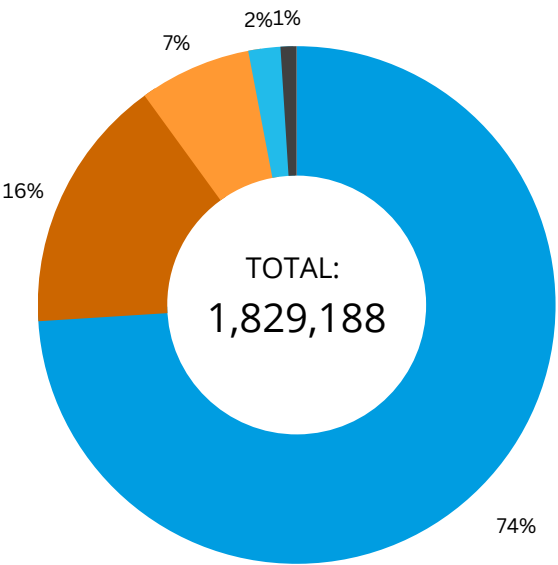
Véronique Demont

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.

FINANCIAL REPORT



TOTAL RESOURCES

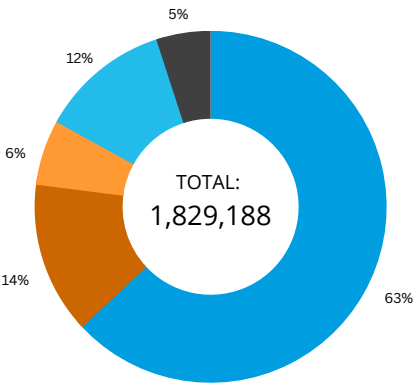


Origin by typology

<div></div> Companies and Private Foundations	1,359,484	74%
<div></div> Individuals	284,658	16%
<div></div> Other NGOs	124,796	7%
<div></div> Government and Public	42,125	2%
<div></div> Other operational	18,126	1%

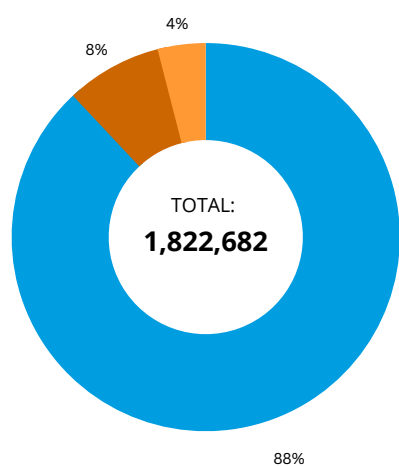
Origin of funding

<div></div> PN Group	63%
<div></div> Cambodia	14%
<div></div> Vietnam	6%
<div></div> The Philippines	12%
<div></div> Madagascar	5%



TOTAL EXPENSES

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

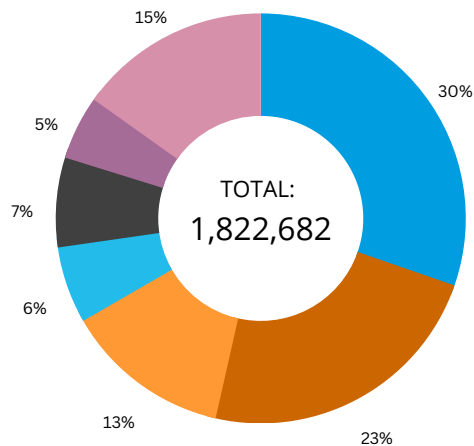
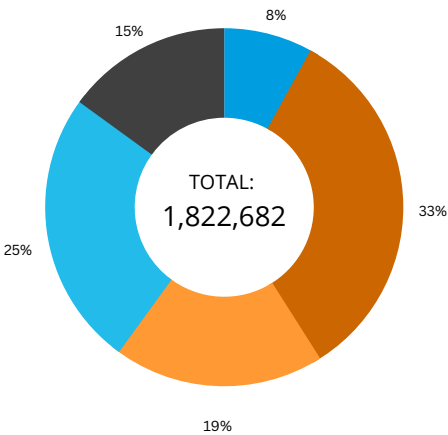


Total expenses

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%

BALANCE SHEET PN GROUP 2022		
	2022	2021
FIXED ASSETS	335,080	322,604
Fixed Assets	322,966	314,480
Financial Assets	12,113	8,124
CURRENT ASSETS	356,139	425,018
Receivables	145,517	129,312
Investment Securities	7,415	-
Cash Available	197,994	285,353
Prepaid Expenses	5,212	10,353
TOTAL ASSETS	691,219	747,622
EQUITY	487,785	475,483
Association Equity (no recovery)	350,763	351,553
Exchange Rate Revaluation Difference	- 106,937	- 115,292
Unrealized Exchange Gains on Interco	234,218	-
Retained Earnings	5,416	424,103
Profit / Loss	4,325	- 184,881
PROVISION FOR RISKS AND EXPENSES	41,955	40,000
DEBTS	161,480	232,139
Debts and Loans to Financial Institutions	64,260	70,000
Accounts Payables	47,729	37,012
Tax and Social Taxes to be paid	36,501	16,191
Other Debts	2,866	51,167
Deferred Revenues	10,123	57,769
TOTAL LIABILITIES	691,219	747,622
	- 0	- 0

PN GROUP PROFIT & LOSS 2022

	2022	2021
OPERATING INCOME	1,829,188	1,371,671
Subscriptions	870	670
Sales of Services	119,713	105,559
Revenues for Donations	1,704,483	1,263,673
Other Revenues	4,122	1,769
OPERATING EXPENSES	1,858,283	1,495,119
Purchase of Goods and Services	222,842	110,190
Other External Purchases	437,371	337,471
Financials Support	163,244	146,436
Taxes and other fiscal costs	690	3,278
Wages and Salaries	886,746	701,867
Taxes on Salaries	96,212	142,418
Amortizations and Depreciations	44,744	23,341
Other Costs	2,623	1,024
Shared Donations	3,811	29,094
NET OPERATING LOSS	- 29,095	- 123,448
FINANCIAL INCOME	3,186	6,363
FINANCIAL EXPENSES	9,029	3,951
FINANCIAL LOSS	- 5,844	2,413
EXCEPTIONAL INCOME	132,498	47,249
EXCEPTIONAL EXPENSES	93,122	111,094
EXCEPTIONAL PROFIT	39,376	- 63,845
TOTAL INCOME	1,964,872	1,425,283
TOTAL EXPENSES	1,960,434	1,610,163
ANNUAL PROFIT (LOSS)	4,438	- 184,881



Profit & Loss combined budget 2023

validated by the board, December 16th 2022

ANTICIPATED EXCHANGE RATE 2023

Exchange rate EUR	0.9800
Exchange rate EUR	23,400
Exchange rate EUR	57.600
Exchange rate EUR	4,180.0

COMBINED BUDGET- Expenses		Budget 2023 in EUR	BUDGET 2023 currency
In EUR			
PN CAMBODIA	Operational charges		USD 0.9800
	Direct costs		
	Salary and VSI allowances	€ 337,369	\$ 336,549
	Office & Environment	€ 23,573	\$ 23,102
	Services (external services)	€ 26,354	\$ 25,827
	Transportation, Travels & Events	€ 16,919	\$ 16,581
	Student Direct	€ 132,848	\$ 130,191
	Local development projects	€ 90,300	\$ 88,494
	Taxes levies & financial expenses	€ -	\$ -
	Assets Depreciation	€ 50,459	\$ 49,450
	HR, accounting, finance, legal	€ 7,903	\$ 670,194
	Technical coordination	€ 20,649	
	Communication	€ 12,899	
	Infrastructure costs	€ 8,645	
TOTAL OPERATIONAL CHARGES		€ 727,919	
PN PHILIPPINES	Operational charges		PHP 57.600
	Direct costs		
	Salary and VSI allowances	€ 212,204	PHP 12,222,964
	Office & Environment	€ 16,332	PHP 940,730
	Services (external services)	€ 2,426	PHP 139,750
	Transportation, Travels & Events	€ 14,754	PHP 849,832
	Student Direct	€ 167,223	PHP 9,632,050
	Subscriptions & Universities fees	€ 74,865	PHP 4,312,200
	Taxes levies & financial expenses	€ -	PHP -
	Assets Depreciation	€ 5,560	PHP 330,000
	HR, accounting, finance, legal	€ 5,703	PHP 28,427,526
	Technical coordination	€ 14,902	
	Communication	€ 9,309	
	Infrastructure costs	€ 6,239	
TOTAL OPERATIONAL CHARGES		€ 529,517	
PN VIETNAM	Operational charges		kVND 23.400
	Direct costs		
	Salary and VSI allowances	€ 248,381	VND 6,500,000
	Office & Environment	€ 11,613	VND 271,750
	Services (external services)	€ 14,914	VND 114,989
	Transportation, Travels & Events	€ 8,607	VND 201,400
	Student Direct	€ 125,730	VND 2,942,071
	Subscriptions & Universities fees	€ 39,613	VND 926,933
	Taxes levies & financial expenses	€ -	VND -
	Assets Depreciation	€ 2,026	VND 47,398
	HR, accounting, finance, legal	€ 5,435	VND 11,004,541
	Technical coordination	€ 14,200	
	Communication	€ 8,871	
	Infrastructure costs	€ 5,945	
TOTAL OPERATIONAL CHARGES		€ 485,333	
PN MADAGASCAR	Operational charges		MGA 4,180.0
	Direct costs		
	Salary and VSI allowances	€ 88,366	369,368 MGA
	Office & Environment	€ 8,201	34,280 MGA
	Services (external services)	€ 8,066	33,716 MGA
	Transportation, Travels & Events	€ 3,260	13,628 MGA
	Student Direct	€ 42,695	178,463 MGA
	Bourses	€ 26,182	109,440 MGA
	Taxes levies & financial expenses	€ -	- MGA
	Assets Depreciation	€ 8,079	33,770 MGA
	HR, accounting, finance, legal	€ 2,136	772,665 MGA
	Technical coordination	€ 5,581	
	Communication	€ 3,487	
	Infrastructure costs	€ 2,337	
TOTAL OPERATIONAL CHARGES		€ 198,389	
PN PROJECTS	Operational charges		
	Direct costs		
	Salary and VSI allowances	€ 42,390	
	Purchasing (food, power, material & Transportations & Travels	€ 1,000	€ 53,390.24
TOTAL OPERATIONAL CHARGES		€ 53,390	
STRUCTURE COSTS	Fundraising and partnerships manag	€ 185,393	
	Overhead costs	€ 67,296	
TOTAL		€ 252,689	
TOTAL PN COMBINED BUDGET EXPENSE € 2,247,237			



PERSPECTIVES IN 2023

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.

GET INVOLVED

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



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