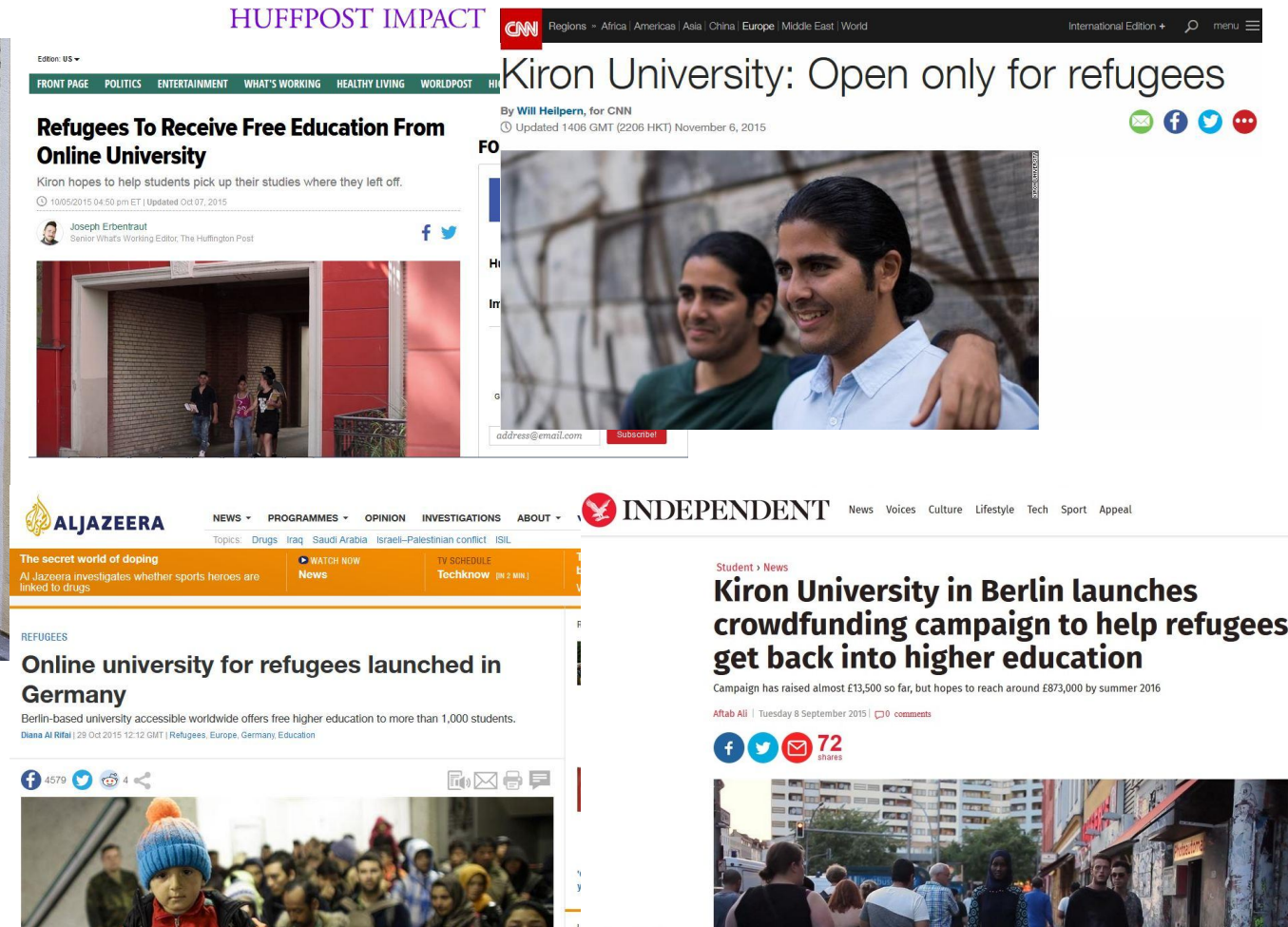




# Kiron.ngo



Kiron counts over 80 entrepreneurs, designers, IT specialists, psychologists and experts in education. + 250 volunteers (25 in Belgium only) and more than 50 supporting professors. Kiron opened on October 15th 2015 with 1.300 students.



## A Success Story

Kiron was incredibly successful with thousands of applicants for our bachelor's program.

Currently Kiron is finishing the first semester of studies with 1.300 refugee students.

# Looking for Sustainability

In spite of our success we want to develop a more sustainable model that could match the needs of **Belgian** society.

# Problem: Lack of Developers

Europe expects a deficit of

**900.000**

software developers by 2020;  
20.000 deficit in **Belgium** alone.  
11 Billion EUR loss!

Source: <http://www.computerweekly.com/news/2240225794/Lack-of-coding-skills-may-lead-to-severe-shortage-of-ICT-pros-in-Europe-by-2020-warns-EC>



## Our Solution

Kiron CodeSchool trains refugees to become skilled software developers, through an innovative blended learning program with a curriculum fitting the needs of our partner companies.

# Creating the best IT Professionals together!

## 3 Steps to Success:

1. Assess IT needs & develop  
tailor-made curriculum

2. Select  
students

3. Execute  
Learning Track

4. Interview Potential  
Candidates



## **Step 1: Assess IT needs & develop tailor-made curriculum**

As an initial step we will perform an assessment of your internal IT needs and create a customized program for the students in order to educate them in the skillsets that your company requires.



## Step 2: Candidate selection

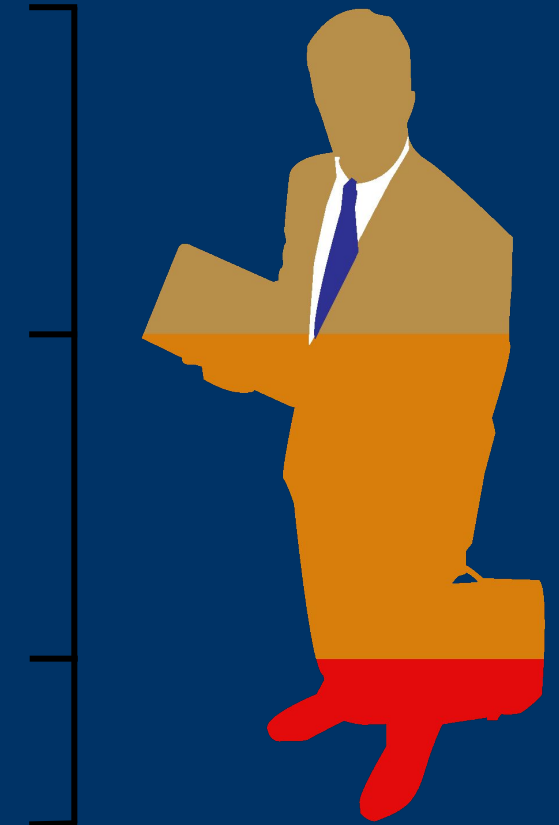
The first phase is dedicated to the selection process. We will review the student's background and assess their problem solving capabilities.

Thanks to our partnership with Psychometra.com we are able to test candidates for key competences like problem solving skills and logical reasoning without language of previous coding experience requirements.

40% Tenacity

40% Problem solver

20% Technical Background



## Step 3: Execute Learning Track

Once the study program has been determined we will work with content providers, volunteers (external or from the organization) to execute the 8-12 months program.



## Step 4: Interview Potential Candidates



# Get New Talent!

You get to interview candidates with a very specific skillset tailored to your corporation's needs.

# The Program Timeline



Language School



Online courses



Mentoring &  
Support



# Phase 1: Blended Learning

This phase is dedicated to learning the technologies you have selected with our online content and weekly class meeting with our coaches.



## Phase 2: First Project

The first project should be oriented to gain more confidence and experience in the type of work the students will be expected to do in your company

## Phase 3: Internship

We will create a project related with the work of the company. Our students will build it together with our team.





# What else we provide

Kiron CodeSchool students get a range of tools and direct personal support developed by Kiron to empower them and improve their performance and skill learning throughout the program.



## MOOCS

Our courses are supplemented via edX and Coursera

Courses are produced individually and include a variety of videos, readings, quizzes, peer reviewed assignments.



## kiron interact

Our platform allows students to better interact with tutors & peers, exchange additional material & information, building study-groups and forums.



## Communicate

Language courses in French, Dutch, English and German enabled through the platform and cooperations with online language schools: **LinguaTV**, **Classroom 2.0** and other curated resources.



## Guidance

Kiron also provides social and psychological support for its students through a buddy program and other services supported by our large network of volunteers.

# Current Status

Currently CodeSchool is running a pilot in Brussels with 10 students who are learning the basics of software development in Python, CSS, HTML and Javascript.

We count a growing network of partners...

CLOSE  
THE  
GAP  
BRIDGING  
THE DIGITAL  
DIVIDE



smartflats

FASE

STARTUP <sup>@KBC</sup>

Think Young  
*We lobby for young people*

# What we need from you



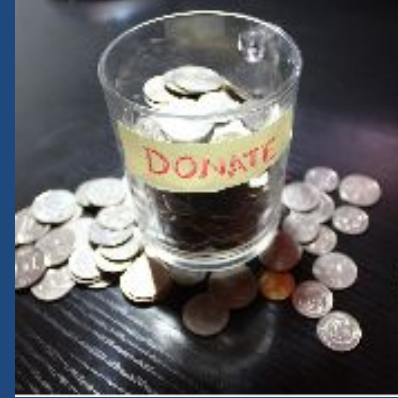
## Your Help

Help us spread the word and develop this project



## Space & Mentors

Find volunteers among your employees and some space for weekly meeting with our students



## Subscribe

Our donation subscription model will allow you to support us and ensure that you can get the talent that we create.



## Hardware & Wi-Fi

Donate your old laptops and find creative ways to give Wi-Fi access.





**Looking forward to  
working with you!**

