Social Impact Report

Figures as of 30/09/2020
Simplon in the time of Covid-19

In order to remain in line with our values and objectives, we have decided to ensure the continuity of our training activities throughout the Covid-19 global health crisis. Simplon’s teams have come together to deploy various remote learning methods and modalities in order to ensure continuity in the learning processes of our trainees. Despite our efforts to continue with our work, the health crisis has nonetheless severely impacted our activities.

We invite you to read this impact report, which presents the results of our work from Q4 2019 through Q3 2020.
Our mission

The question of inclusion within our rapidly-changing societies is central to building a sustainable and just model.

At Simplon, we have a strong belief: training as many people as possible in digital technologies is both the best response to this question of inclusion AND the best way to resolve tensions within the labor market. Our mission is to bring out these talents. They come from a wide variety of backgrounds: young people entering the workforce, former dropouts undergoing a reintegration process, employees wishing to develop their skills or acquire new ones, women, migrants, etc.

By offering everyone the opportunity to receive excellent, qualifying, and diploma-based training in our schools, called "Factories" and carrying the label "Grand École du Numérique", in more than 15 countries across the world, we are contributing to a virtuous model in which employers and local authorities support the convergence towards digital professions.

Simplon’s teams all share the ambition to build, through inclusion, a model that is both more human and more efficient, enabling companies to meet their recruitment needs and job seekers to find their way in a supportive environment.
Our social impact in a nutshell!

9,905 Simplonians trained around the world

39% female trainees

30 years old average age

54% people with a high school level education or below

More details on page 6

Rate of positive outcomes towards employment or training in France

68% for trainees participating in tech trainings

More details on page 7

96 factories opened in France and around the world

More details on page 9

The social impact report is produced by Simplon.co teams every quarter
9,905 Simplonians trained throughout the world

including 4,434 in a year in 258 trainings

Simplonians

Evolution of the number of Simplonians trained in France and across the world

Geographical distribution

6,794 Simplonians in France

3,196 trainees currently in training

including 471 in work-study programs

3,111 Simplonians abroad

2,310 currently in training
Trainees in France
FROM Q4 2019 TO Q3 2020

8/10
is the satisfaction rate of our trainees at the end of our training courses.

Our Audiences

84%
job seekers

54%
people with a high school level education or below (Levels 2 or 3)

11%
foreigners

9%
individuals with disabilities

25%
people under 25 years of age

8%
people over 45 years of age

Focus on Women

39%
female trainees

33%
female trainees in tech trainings

5%
female refugees

49%
young girls educated in our workshops for youth

Data from our tech training courses
Data calculated across all respondents
Positive Outcomes
IN FRANCE 6 MONTHS AFTER TRAINING

Tech trainings

54% in employment + 14% in training = 68% positive outcomes

DISTRIBUTION BY STATUS

- Freelancers: 11%
- Employees: 89%

- 52% fixed-term contracts
- 44% permanent contracts
- 4% other

Data corresponds to courses that ended 6 months before the period
Data calculated across all respondents
Simplonians around the world
FROM Q4 2019 TO Q3 2020

Our Audiences

812 female Simplonians
718 female Simplonians trainees that participated in tech trainings
1,845 job seekers
44 individuals with disabilities
1,187 people under 25 years of age
54 people over 45 years of age
934 people with a high school level education or below (Levels 2 or 3)

Positive Outcomes
ABROAD 6 MONTHS AFTER TRAINING

Tech trainings

76% positive outcomes

68% in employment + 4% entrepreneurship + 4% in training

Data corresponds to courses that ended 6 months prior to the period
Data calculated across all respondents
Factories open in France and around the world

96 Factories open in France and around the world

72 Factories in France

24 Factories abroad

Factories in the Simplon network are open in the following countries:
Belgium, Burkina Faso, Ivory Coast, Spain, Gabon, Inda, Jordan, Kenya, Morocco, Democratic Republic of the Congo, Senegal, Switzerland, Tunisia
Raising awareness among young people

158,679 young people educated across the world since 2014

48,336 young people educated in France

110,343 young people educated abroad

4,556 young people educated in France in 1 year

205 Simplonians mobilized in 230 workshops all over France
Training of employees
TO Q3 2020

96 employees acculturated or trained in digital technologies
of which 14 acculturated
of which 82 were supported in increasing their skill set

Our Audiences
Of this total, 8 were supported in their professional reconversion
8 females employees acculturated and/or trained

Simplon Corp
This is the team dedicated to training all employees: those the farthest displaced from digital skills, those who need to acquire new skills, and those whose jobs are changing. Together with companies, we build impactful training initiatives to demystify digital technologies through practical workshops (#learningbydoing), maintain the employability of employees (#upskilling), and support employees in learning a new job (#reskilling).
Our web agency
FROM Q4 2019 TO Q3 2020

Simplon Prod
designs and develops customized digital solutions, mainly for Social and Solidarity projects with a high social impact. The agency recruits developers, throughout the French territory, who are looking for work after completing a Simplon training course. They cover all digital needs: consulting missions, tools, websites, web and mobile applications...

111 ongoing or finalized projects
including 94 Social and Solidarity projects

69 Simplonians recruited since its creation

6 branches
Montreuil - Toulouse - Lyon - Béthune - Reunion Island - Boulogne sur Mer
Measuring the quality and social impact of its actions enables Simplon to strengthen our approaches. It is also an instrument for medium- and long-term strategic steering that enables us to increase our social innovations. To do this, we use a quantitative method to collect data from Simplonians. The objective is to better understand the socio-professional dimensions of the trainees and their evolution over time. To do this, we send them three types of questionnaires at six different milestones: one at the beginning of training, another at the end of training, and four post-training (3, 6, 12, and 24 months).
Network

Factory
at Simplon, we call Factory an inclusive digital training center that hosts one or more training courses, sometimes a Fablab and/or production activities. These places meet the needs of the territories. A Factory can change its status - open/closed- from one trimester to the next depending on the training offer.

A Simplon Training
a training course that follows the Simplon pedagogy, known as "active pedagogy."

A Simplon Factory
a factory developed by Simplon with its own financing, premises, and employees.

A "Partner" Factory
a factory developed by a project leader that is not Simplon, and that is accompanied by Simplon teams for its implementation.

The network of Factories
the network includes all the Factories that carry out Simplon training courses, i.e. Simplon factories and partner factories.

Glossary
Trainings

Tech training
web developer, data developer, etc.

Interdisciplinary training
tech culture, Women in Tech, etc.

Specialized training course
agility, WordPress, etc. (including inventory certifications)

Qualifying training course
training that has an immediate professional aim, through the acquisition of skills to practice a trade. It ends with an attestation of competences (including training eligible for the French Professional Training Account).

Certifying training course
training validated by a diploma, a professional title, a certificate of professional qualification and registered with the French National Directory of Professional Certification. Thus, a professional certification attests to the ability to carry out professional activities, with the delivery of a certificate of competence.

Upskilling
training action to increase digital skills linked to an evolution or transformation of one's profession (from within), integration of a new tool. Upskilling can also be linked to a change in the state of mind or working methods, as is the case with agile training.

Reskilling
training activities related to professional reconversion. Reskilling is a change of profession towards a digital profession.

Framing/Diagnostic
upstream of the deployment of training actions, framing phases are put in place in order to as best adapted as possible to the company's short-, medium-, or long-term needs. The diagnostic consists of carrying out an inventory of the level of digital maturity of the company and/or its employees (degree of distance from understanding digital tools, positioning in the face of change, etc.)

Acculturation
this consists of providing an initial opening to encourage or support cultural change. In shorter formats and integrated into events (team building, workshops, seminars...), this allows individuals to touch on complex issues and to demystify them while giving place to practice and reflection related to this practice.
Trainings

Simplonian
an single person that participated in at least 1 Simplon training course

Trainees
a trainee is someone that has participated in one Simplon training course. When a person has participated in more than one Simplon training course, they are referred to as a Simplonian.
"ISO 26000 certified and carrying labels such as French Tech, La France s'Engage, Ashoka, and EPIC, Simplon.co offers free and intensive training in basic digital skills and in digital professions in high demand. These trainings are open to talented individuals including those that are out of work, located in underserved communities, are part of a demographic that is underrepresented in the digital sphere, or are employees that are strongly impacted by digital transformation. Since 2013, Simplon has trained nearly 10,000 people - 39% of whom are women, and 54% of whom have few or no qualifications - with a positive outcome rate of 68% thanks to its strong partnerships with sourcing partners, companies, and employers. With 96 factories in France and across the globe, Simplon.co is the largest and most inclusive of the Grande École du Numérique networks, and is the most widely deployed on an international scale. Simplon employs and continues to train some of its trainees within its entities SimplonProd and Numerikea, both of which are production companies for websites and mobile applications that serve the needs of its customers within the public, private, and social economy sectors."