

## SUMMARY OF THE PROJECT IN DESIGN \* (\*)

### Young Talent Development for Digital Transformation: Creating Global Employment Opportunities

<b>PITCH ELIGIBILITY DATE</b>		<b>COUNTRY(IES)</b>
05/25/2022		Paraguay
<b>ALIGNED WITH COUNTRY STRATEGY?</b>		
Yes		
<b>PARTNER(S)</b>		
Centro de Ingeniería para la Investigación, Desarrollo e Innovación Tecnológica, Software Natura, CiSOFT - Camara Paraguaya de la Industria del Software		
<b>PRELIMINARY CLASSIFICATION ENVIRONMENTAL AND SOCIAL IMPACT</b>		
C (**)		
<b>TOTAL BUDGET</b>	<b>IDB Lab</b>	<b>LOCAL COUNTERPART AND COFINANCING</b>
US 375,000	US 300,000	US 75,000
<b>DESCRIPTION</b>		

**The problem** The evolution of companies toward new employment trends was accelerated during the covid-19 pandemic and has made noticeable and indisputable the significant gap in knowledge, skills, and attitudes among students and young professionals transitioning to the labor market. In Latin America and the Caribbean, 47% of the people work in the unofficial sector, poverty is still around 29%, and the average productivity is reduced to half compared to leading countries. In Latam, the gap widens instead of narrowing and is still highly dependent on the export of raw materials. A better future of work depends on countries implementing productive development, innovation, and human talent policies that accelerate productivity growth, and more sustained, inclusive, and sustainable growth patterns with more and better jobs (ILO, 2020).

On the other hand, in Paraguay, the academy and the local market do not always manage to train students and young professionals in these necessary tools to enter global or more competitive markets, including sufficient knowledge of the English language. Therefore, when local professionals apply to international projects, they are not often selected.

The software development market in Paraguay needs qualified and specific technical training to meet their needs in response to the projects they are developing and their potential participation in international projects. As of 2020, 40 CiSoft companies completed a survey published by MITIC on training needs, resulting in an approximate number of 491 vacancies in technology.

**The solution** The proposed solution addresses the need to democratize knowledge through access to technical training for professional life and shorten the gap of opportunities for students and young professionals from science and technology careers in Paraguay to access better job positions in the national and international market. To achieve this, young professionals and recently graduated students have to level up in knowledge and skills to be competitive enough amongst professionals

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\*\*The IDB categorizes all projects into one of six E/S impact categories. Category A projects are those with the most significant and mostly permanent E/S impacts, category B those that cause mostly local and short-term impacts, and category C those with minimal or no negative impacts. A fourth category, FI-1 (high risk) Financial Intermediary (FI)'s portfolio includes exposure to business activities with potential significant adverse environmental or social risks or impacts that are diverse, mostly irreversible or unprecedented, FI-2 (medium risk) FI's portfolio consists of business activities that have potential limited adverse environmental or social risks or impacts, FI-3 (low risk) FI's portfolio consists of financial exposure to business activities that predominantly have minimal or no adverse environmental and social impacts.

from the international market. Leveling up young Paraguayan professionals will positively impact the labor market by offering young local talent the opportunity to develop agile and innovative technological solutions which lead to improving the quality of poor and vulnerable people's lives.

To generate the development of these skills and tools needed, this proposal suggests the implementation of a "Bootcamp" in partnership with the company Dive Into Code, a Japanese company founded in 2015 that offers digital training programs. The programs offered by Dive Into Code focus on digital training in problem-solving through technology and are problem-based learning.

**The beneficiaries** This project aims to benefit at least 400 graduates or last academic year students of the following majors: Computer Engineering, Systems Analysis, Computer Science, Mechatronics, and Electronics. Graduates or students could come from public and private universities in Asunción and the country regions of Central, Itapúa, Alto Paraná, Guairá, Caaguazú, and Amambay.

The selection criteria will be:

- Being young professionals or last academic year students interested in acquiring and/or improving their knowledge and skills for solving problems
- To have an interest in entering the formal labor market or interested in entrepreneurship
- Assume a full-time commitment during the Bootcamp
- Graduates from precarious socioeconomic conditions
- Women in conditions of vulnerability will be favored, single mothers, with no other income
- Those who come from rural areas without further professional development opportunities

Gender equity and the rights of those people in conditions of some type of disability will also be taken into account, in accordance with art. 27 of the UN Convention on the Rights of Persons with Disabilities. This project seeks to alleviate the gap in access to capacity development opportunities for young professionals outside the capital (Asunción) and neighboring cities.

**The partner** Centro de Ingeniería para la Investigación, Desarrollo e Innovación Tecnológica - CIDIT (Engineering Center for Research,

Development and Technological Innovation) in partnership with Software Natura y Cámara Paraguaya de la Industria del Software - CISOFT (Paraguayan Chamber of the Software Industry).

**The IDB Lab's contribution** The proposed amount of US\$300,000 (non-reimbursable technical cooperation) will be financed in its entirety with the resources of the Japan Special Fund (JSF) administered by the IDB.

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