



PENIEL INSTITUTE OF TECHNOLOGY





RECRUITING CHALLENGES FOR COMPANIES

\$23,000 Average cost to hire one developer


65 hours of recruiting, assessing, and interviewing per developer hire

59 days on average to hire a software developer

89% of software developers are already employed

1.4 M software jobs went unfilled in 2016

41% of engineers say their top hiring challenge is a lack of candidates and diversity



Obstacles in Haitian education system

More than 75% of students do not graduate High School.

Less than 1% of high school graduates attend post-secondary education

Over 80% of universities are private

Less than 15% acceptance rate for State Universities



Employment & Economic Obstacles in Haiti



13.80% Unemployment Rate



765.68 USD | Low GDP per Capita

Solution: Innovative educational institution offering free education and employment opportunities in local and US tech companies



Teach

The most-demanding software development skills of the global market | Create most competitive software developers



Connect the dots

Companies are looking for global talent \Leftrightarrow Students are looking for opportunities



In-house Incubator

To encourage entrepreneurship and facilitate the development of the local technological space



Education System

Curriculum: We ask major tech firms what are the most important skills they need in their employees, and we build a curriculum around those necessary skills.

- **Technical Subjects:** Ruby / Ruby on Rails, Python / Django, PHP / Laravel, MEAN Stack & Mobile Development (Android et iOS)
- **Languages:** Ensure proficiency in English and French
- **Soft Skills:** Team spirit, leadership skills and hard worker mentality

The Pipeline

Recruitment Process

1 month



Core Technical Learning

1 Year



Internship + Active Curriculum

1 year



Formal Employment with Tech Firm

+ Light business & continued technical formation

2 years



Incubator Opportunities

2 years



Market Validation

Africa-based company "Andela" Example

1,000+

Students Turned
Employees

\$181

Millions Raised

150+

Partner Companies



Market Validation

“ The number of tech firms that offshore or outsource IT services or programming to companies based outside of the United States has more than doubled in the last two years

BDO's 2015 Technology Outlook Survey.

US Tech Sector Jobs Analysis

JOB POSTING ANALYTICS

Job Postings Overview

[Jump to Job Posting Analytics](#)



1.61M

Unique Postings (Jan 2016 - Feb 2017) ?

9.68M Total Postings

6:1

Posting Intensity (Jan 2016 - Feb 2017) ?



Regional Average: 7:1

Job Postings vs. Hires



115,058

Avg. Monthly Postings (Jan 2016 - Feb 2017) ?

33,579

Avg. Monthly Hires (Jan 2016 - Feb 2017) ?



Business Model

For only **two years**, we take **20%** of our students' salaries while maintaining them above the average salary of local software developers.

We are actively selling **IT services** to regular customers, companies and **White Label** services to agencies using students turned interns

We take **10-30% equity** in all companies formed by students who have joined our incubator program

& we charge **Tech Firms** a **flat rate** for dedicated office spaces once they hire more than 5 long term employees



Competitive Advantage



First to Market

As such technologically advanced school in Haiti



Great Reputation

As we are affiliated with a local school that has been working on the field for more than 30 years



Talent Pool

Access to brightest alumnis and soon to graduate students of Martissant area



Right Partnerships

With American educatin companies as advisors

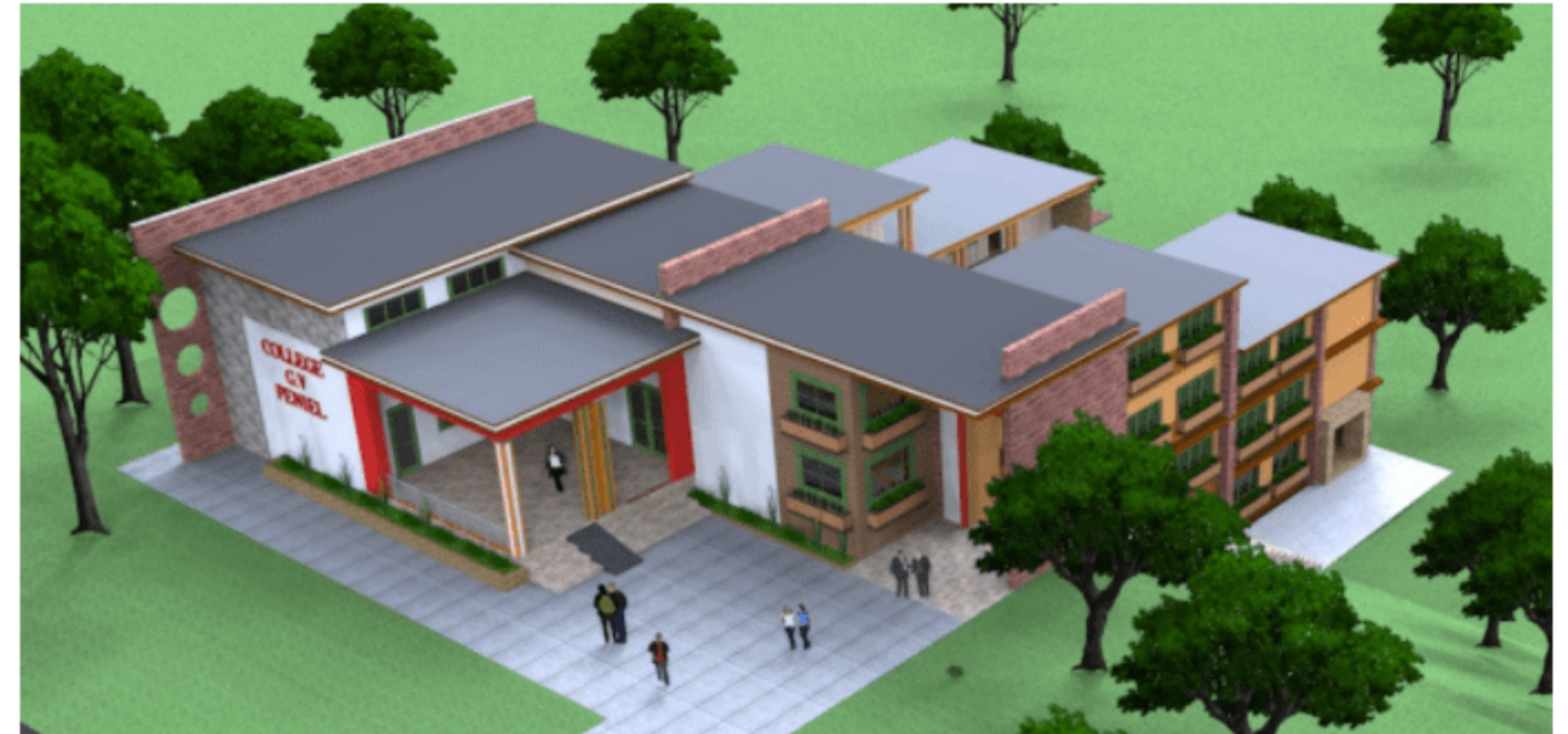
Cost for Starting Bootcamp

PS: The prices below are calculated over a 24 months basis. The time necessary to complete the formation of 25 students

DESCRIPTION	Price/unit	Unit	Months	TOTAL
Access Haiti Fiber 2 Internet Plan	\$150		12	\$1,800.00
25 Macbook Pro 2015 i5 / 8gb ram / 128gb ssd USED	\$700	25		\$17,500.00
Honda eu3000is Inverter Generator	\$2,000.00	1		\$2,000.00
Chief Programmer Instructor	\$400.00	2	12	\$9,600.00
Whiteboard 60" x 36"	\$119.99	1		119.99
				0.00
			Total Quote	\$ 31,019.99

Architectural Plan

Construction Cost: \$600 000 +



Construction Cost

Blocks	Surface	Cost
Cafeteria & Administrative Section	255m2	\$130,526.71
Computer Labs	168m2	\$101,629.35
Class rooms	504 m2	\$234,529.27
Staff and Electrical Rooms	275 m2	\$115,170.62
Infirmary	20 m2	\$12,098.73
Total	1,222 m2	\$593,954.68

Our Team



Mrs Gizelle Malbranche
President - Chairwoman

Humanitarian and long-time educator. In 1989, she founded G.V.Peniél, a kindergarten to 12th-grade school located in Martissant.



Esdras Malbranche
US Representative

Economics and Technology Enthusiast



Raynold Estima
Local Director

Head of Marketing for Turbo System SA, a Haitian Software Development Company | University Professor



Orliche Rosier
CTO & Head of Technical Education

Developer and Founder at Ibous, a peer-to-peer Haitian payment system

A close-up photograph of a group of African children, mostly young girls, smiling and looking towards the camera. The children are diverse in age and expression, with some looking directly at the viewer and others slightly off-camera. The background is softly blurred, focusing attention on the children's faces. The lighting is natural and warm, highlighting their skin tones and the textures of their clothing.

“ All our people need is an opportunity to access the global market. Once we can trade (our products just as our knowledge) we no longer need Aid.

Esdras Malbranche