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About Us

XOCO [SHO-co] is the Aztec word for little sister.

We are a non-profit social venture with a bold vision to change the game for girls.

We empower adolescent girls in Latin America, Africa and Asia to escape sexual exploitation and leapfrog to digital jobs of the future.

In response to the Covid-19 crisis, XOCO has developed an innovative digital education model in partnership with local grassroots organizations and world-class companies to equip at-risk girls with the skillset of the future.

Combining EdTech with digital skills development and on-the-job training, we create new pathways for girls at risk of sexual exploitation to skilled jobs of the future. At XOCO, they will acquire futuristic skills and build a track record, collaborating alongside the world’s most innovative companies.

XOCO also runs global initiatives to promote system-level change: Check out our Gender Lens Investing Resources Hub and our podcast, Shifting Capital, featuring inspiring female fund managers, entrepreneurs and role models in STEM.

Find out more on our website: www.xocounlimited.org.

Let's change the game for girls!

Connect with us on social media:

LinkedIn: @Xoco-Unlimited
Twitter: @WeForXoco
Instagram: @XocoUnlimited

XOCO Leapfrogging Academy

Program Goals

The COVID-19 pandemic has exacerbated the gender, education and digital divide, magnifying existing inequality. According to UNESCO, over 11 million girls may not go back to school after the pandemic.

XOCO Leapfrogging Academy is an accelerator program that empowers and prepares vulnerable adolescent girls and young women for futuristic jobs in the digital economy. The program starts with a summer school and continues with a digital educational program over 24 months and broken down into 3-month sprints.

The program aims to equip participating girls with the skillset of the future and empowers them to dream big and work towards their goals. It will be rolled out in collaboration with local partner organizations.
About the Curriculum

Our curriculum focuses on holistic empowerment and the skillset of the future. We cover five core areas: Empowerment, Digital Skills, Social and Market Research, Business and Finance, Soft Skills. The adolescent girls will participate in the development of the curriculum and will have the opportunity to add other priorities of skills and competencies they wish to learn.

Program Overview

SUMMER
PREVIEW
Basic skills development

YEAR 1
MAIN TRACK
Horizontal skills relevant to succeed in the digital economy

YEAR 2
SPECIALIZATION
Digital skills of the future

GRADUATION
ACCESS TO JOBS
Talent pipeline for partner companies

Soft Skills Focus

- CRITICAL THINKING
- CREATIVITY & RESOURCEFULNESS
- SELF-AWARENESS & COMMUNICATION
- PROBLEM SOLVING
- SELF-CONFIDENCE & GOAL ORIENTATION
- PROFESSIONALISM & STRESS MANAGEMENT
- COMMITMENT & SELF-ORGANIZATION
- ASSERTIVENESS & INITIATIVE
- EMPATHY & TEAM PLAY
- NEGOTIATIONS & CONFLICT RESOLUTION
- PRESENTATION & PUBLIC SPEAKING
Key Components

DISCUSSIONS & ACTIVITIES
Two-hour live session that consists of short lectures, group and individual activities, and hands-on learning.

TECHNOLOGY OF THE WEEK
Each week, one digital tool will be taught. As much as possible, the tools considered are tablet or mobile phone compatible for accessibility. Some examples are:

- Email
- Search Engines
- Google Docs (MS Word)
- Google Sheets (MS Excel)
- Google Slides (MS PowerPoint)
- Discord/ Slack/ Trello
- Canva
- Social Media
- Miro/ Mural

GROUP WORK
The week will end with a group session. These sessions will hone the soft skills of the students. Activities may include peer discussions, group projects and team building activities.

HOMEWORK 1
The students will be asked to make weekly reflections based what they have learned. The submission will be adapted to the Technology of the Week. This will be presented to the group and will undergo peer review.

HOMEWORK 2
A selection of readings, articles, multimedia works specific to the week’s topic will be given before the start of each week. The materials are intended to prepare the students for the upcoming lessons.

GROUP PROJECT
The final activity of each program sprint is a two-week session where the girls will apply everything that they have learned so far. Each peer group will decide on a problem (global, regional or local) they would like to address and how they might be able to do it within the given time while leveraging one of the tools they learned during the program. They will be guided through project management, execution and evaluation by their mentors.

Cross-cutting Themes
These program elements are present throughout each sprint.

1. Role model mentoring program
2. Business English classes
3. Peer empowerment sprints (working out loud method)
4. Challenges of our time: Inequality, Climate Change, Sustainable Development Goals (SDGs)
Expectations from Students

<table>
<thead>
<tr>
<th>COMMITMENT</th>
<th>SUMMER PROGRAM</th>
<th>ACCELERATOR PROGRAM</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>• 3x a week, 2-hour live sessions</td>
<td>• 2x a week, 2-hour live sessions</td>
</tr>
<tr>
<td></td>
<td>• 2 hours per week for homework</td>
<td>• 2 hours per week for homework</td>
</tr>
<tr>
<td></td>
<td>• 1 hour for mentoring &amp; peer-group discussion</td>
<td>• 2 hour for mentoring &amp; peer-group discussion</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>ACCESS TO TECHNOLOGY</th>
<th>SUMMER PROGRAM</th>
<th>ACCELERATOR PROGRAM</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>• Mobile phone with video call capabilities and/or a tablet</td>
<td>• Mobile phone with video call capabilities and/or a tablet</td>
</tr>
<tr>
<td></td>
<td>• Digital access stipend can be provided on a case-by-case basis</td>
<td>• Computer access for some classes</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Digital access stipend can be provided on a case-by-case basis</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>ENGLISH SKILLS</th>
<th>SUMMER PROGRAM</th>
<th>ACCELERATOR PROGRAM</th>
</tr>
</thead>
<tbody>
<tr>
<td>The Sub-Saharan Africa &amp; Asia programs will be conducted in English. Students must have Grade 8 (junior high school) reading, writing and comprehension skills. If the students do not have access to standardized tests, they can be screened through a diagnostic exam prepared by XOCO Unlimited.</td>
<td></td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>MENTORING</th>
<th>SUMMER PROGRAM</th>
<th>ACCELERATOR PROGRAM</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Students will be divided into smaller groups for peer-group mentoring. Each group will be taught how to be accountable for and to one another. This will serve as their support system throughout the program.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Each individual will also be assigned an older role model mentor who can guide them throughout the program.</td>
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</tbody>
</table>
Summer Program

Spark interest, ignite curiosity and inspire action

Program Goals

The summer school is an introduction to the core topics and skills covered in the overall accelerator program. The 2-month summer program aims to capitalize on more engagement time and offers an opportunity for girls to explore the topics and learning styles. This should help them make an informed decision whether they wish to join the full-year program.

Weekly Routine

MONDAY
Discussion & Activities
Technology of the Week

WEDNESDAY
Discussion & Activities

FRIDAY
Group Work
Peer Discussions
Release of Homework
<table>
<thead>
<tr>
<th>THEME</th>
<th>TOPICS</th>
<th>BRIEF DESCRIPTION</th>
</tr>
</thead>
</table>
| Week 1: Introduction | • Introduction  
• Learning Online  
• Setting Up for Success  
• Winning Mindset  
• Dream Team | • Introduction to XOCO Summer Program  
• Optimising Online Learning  
  • Basic online tools  
  • Internet safety  
  • Agile collaboration  
  • Conducive workspace at home  
• Winning Mindset  
  • Time and stress management  
  • Growth mindset  
  • Building a routine  
• Dream Team  
  • Respect and communication  
  • Working with a team  
  • Assigning peer groups |
| Week 2: Girl Power | • My body  
• My choices  
• My future | • Empowerment Series:  
  • Body positivity: understanding changes in my body  
  • Relationships & consent  
  • Being yourself: breaking gendered social & cultural constructs |
| Week 3: Society and Culture [Social Sciences] | • Power of Data  
• Gender, Social Justice & Climate Change | • Power of Data  
  • How data drives the world’s decisions  
  • Age of misinformation  
  • Critical thinking  
  • Representation in data  
• Social Justice & Climate Change  
  • An introduction to history  
  • Global and regional outlook  
  • Feminist & climate movements |
| Week 4: STEM | • Agriculture & AgTech  
• Information Technology  
• Logic & Mathematics  
• Engineering & Robotics  
• Health Care | • Role models from each sector will conduct workshops to spark interest and ignite curiosity in STEM fields.  
  • Agriculture: Food Security, Modern Agriculture, Global Trade  
  • Information Technology: Data & AI, Computer Science  
  • Mathematics: Logic, Mathematical modeling, Financial services  
  • Engineering & Robotics: Overview of engineering fields  
  • Health Care: Biology, Research & Development, Medicine |
| Week 5: Entrepreneurship | • Ideation & Innovation  
• Financial Literacy & Budgeting  
• Networking  
• Digital Marketing  
• Business Planning | • A hands-on introduction to entrepreneurship, innovation and financial literacy |
| Week 6: Group Project | • Knowing your ‘why’  
• Project Planning  
• Execution & monitoring | • Application of lessons, using knowledge gained and tech skills developed to address a real-world problem on a small scale.  
• Students can choose a challenge and craft the way they want to approach the problem. |
| Week 7: Group Project | • Execution and peer-evaluation | |
| Week 8: Closing | • Project Assessment & Report  
• One-on-one Mentoring  
• Closing/Graduation | • One-on-one mentoring will guide the girls to create a vision for themselves and how to get there.  
• The final session will be a graduation celebration. |
Accelerator Program

Leapfrog to the future

Program Goals

The main track of the program includes 3 three-month sprints that can be completed in a year. The range of horizontal skills covered are those relevant to succeed in the digital economy. During the second year of the program, participants can take side tracks for specialization. The adolescent girls will also participate in the development of the curriculum and will have the opportunity to add other priorities of skills and competencies they wish to learn.

Weekly Routine

**DAY 1**
Discussion & Activities
Technology of the Week

**BREAK**
Asynchronous Sessions

**DAY 2**
Group Work
Peer Discussions
Release of Homework
## Curriculum: Year 1

### Leadership (Empowerment)
- Leading oneself
  - Self-awareness & confidence
  - Growth mindset & grit
  - Emotional intelligence
  - Developing your leadership style
  - Designing your future
- Leading others
  - Leading by example
  - Creating cultures
  - Effective collaboration
  - Paying it forward
  - Power of feedback
- Techniques
  - Design thinking
  - Presenting with impact
  - Making sound decisions
  - Influence and persuasion
  - Building a community

### Digital Economy
- Principles of digital leadership
  - Building trust
  - Power of co-creation
  - Systems thinking
  - Vision & strategy
- Understanding the digital landscape
  - Internet of things
  - Data privacy & protection
  - Social media
  - Scale, scope & speed
- Digital transformation

### Business Essentials
- Entrepreneurial mindset
  - Identifying your ‘why’
  - Turning ideas into action
  - Power of mindset
- Social Entrepreneurship
  - Business models
  - Ideas & innovation
  - Prototyping and testing
  - Pricing & positioning
  - Marketing
- Financial literacy
  - Basic economics
  - Financial management
  - Opportunities for financing
- Digital strategies
  - Optimising social media
  - E-commerce
  - No-code websites

### Project Management
- Introduction
  - VUCA* & change management
  - Steps in project management
  - Managing remote teams
- Methodologies
  - Traditional project management
  - Agile project management
  - Change management
- Understanding digital tools
  - Task Management - Trello, Airtable, Asana
  - Visual collaboration - Miro, Mural, Canva

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*VUCA stands for Volatility, Uncertainty, Complexity and Ambiguity. It describes the situation of constant, unpredictable change.
Curriculum: Year 2

**UNLOCKING THE CODE**
- Mindset
- Logic
- Analytical skills
- Continuous learning/education
- Coding 101
- User Experience & User Interface Design
- App Development

**DIGITAL TRANSFORMATION**
- Artificial Intelligence
- Responsible AI
- Machine Learning
- Conversational AI
- Internet of Things
- Cybersecurity

**DRIVING DATA**
- Research
- Ethics
- Methodologies
- Gendered data
- Statistics
- Data Presentation
- Data visualisation
- Data analytics
- Tools: PowerBI, Excel, Tableau, etc
- Data-driven decision making

**WISHLIST**
- This will be co-created with the program participants depending on what interests them or what they think they might need to move closer to their goals.
Let’s change the game for girls!

www.xocounlimited.org

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