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Information Technology Training for Socially Vulnerable People: An Innovative Active Teaching and Learning Methodology with Social Impact

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Abstract

Following the COVID-19 pandemic, a paradox arose in the Brazilian labor market: a high demand for qualified professionals in technological fields and a shortage of workers capable of filling these opportunities due to a lack of knowledge. This scenario affects everyone from young people in Brazilian public high schools to domestic workers with low levels of education, from north to south of the country. To address this issue, this research aims to demonstrate the development of an active, scalable, and sustainable teaching and learning methodology with a real impact, designed to empower socially vulnerable individuals of different age groups, developing behavioral and technical skills in Information Technology content. The content explored ranged from digital literacy to introductory programming knowledge. In total, 24 projects were carried out using this methodology between 2022 and 2026 for different groups. Specifically in 2025, the methodology was applied in 7 initiatives, involving 3 Higher Education Institutions (providing 7 professors), 13 partner companies (from the private, public, and non-profit sectors), 190 university students, and 295 members of civil society. As a result, the model impacted university students by improving their soft skills required by the job market, in addition to bringing the Institutions closer to the surrounding community. Future work is projected to formalize a qualitative analysis, based on research on dropout rates from weekly meetings and the level of satisfaction of the target audience. In parallel, an evaluation will be conducted to measure the contribution to the individual-organization compatibility of the faculty and their Universities.

Keywords: Ânima HUB, Education, Active Methodologies, Digital Inclusion, Flipped Classroom