



Young people building the future

On December 7th, 2018 the Labor and Social Welfare Ministry ("STPS"), started the social program "Young People Building the Future (the "Program")", with the intention of reducing the economic indicators of the OCDE stating that the 22% of the Mexican young people do not work or study. Furthermore, on January 10th, 2019 the general guidelines for the Program (the "Program Guidelines") were published on the Federal Official Gazette establishing the formalities for both, companies and beneficiaries, to operate or participate in the Program as working centers or mentors.

The Program have the following purposes:

- To integrate young people between 18 and 29 years old in technical training and work

skills.

- Provide financial support to the beneficiaries of the Program.
- To grant medical insurance through the Mexican Social Security Institute to the beneficiaries of the Program.
- Increase the preparation of young people in productive activities.
- Reduce unemployment and antisocial behavior in young people.
- Include the private sector in social responsibility activities.

The Program

The Program is based in two projects. The first is linked to educational matters, this program will be operated and

coordinated by the Ministry of Public Education, with the purpose of granting monthly scholarships to low-income university students.

The second project is related to the labor aspect, which will be operated and coordinated by the STPS, with the purpose of impulse job training for young people who are not studying high school and are invested in training for the performance of a job.

Through this Program, the STPS will grant financial support to the beneficiaries for attending the work centers to receive training throughout the mentoring year.

Those interested in joining as beneficiaries, work centers or Program mentors should

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register through the digital platform enabled on the STPS website, capture the data, provide the required documents and sign a commitment letter by which they accept the Program guidelines, as well as those applicable provisions.

On the other hand, those individuals or companies who intend to participate as work centers and mentors of the beneficiaries, in addition to the information required in the digital platform, should sign and provide the Framework Agreement prepared by the STPS, which contains the rights, obligations and general guidelines for their participation in the Program. Finally, registered companies will receive a badge issued by the STPS that will recognize them as companies with a social commitment.

General conditions of the Program

The companies or civil organizations integrated into the Program as work centers must observe the following rules during the entire duration of their participation:

01. They must prepare a training plan that specifies the topics and skills to be developed during the training, as well as the profile that the participants must have.
02. Develop a work plan that defines the activities that participants must perform during the training.
03. The beneficiaries of the Program shall not be subject to sub-contracting or outsourcing.
04. Appoint a mentor responsible for monitoring and training the beneficiary.
05. The personnel previously employed shall not be replaced by the beneficiaries at the work centers.
06. Give a decent treatment to the beneficiaries of the Program.
07. They may not require the beneficiaries more than 8 hours per day of training.
08. They must give notice to the STPS if the work center decides to employ a beneficiary of the Program as their worker.

If the mentors do not comply with the Program applicable provisions their registry may be cancelled.

Finally, it is important to mention that the guidelines of the Program clearly state that during the period of the beneficiary's training period there will not be a legal labor relationship between the beneficiary and the work center, so that everything related to the Program must be observed through the special provisions that regulate the Program such as agreements, letters of commitment and the general guidelines of the Program.

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