



Fundación
Juanfe
Modelo de desarrollo social

ANNUAL
MANAGEMENT REPORT
2023

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Annual management report **2023**

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Message from our president **CATALINA ESCOBAR**



2023 WAS A YEAR OF GROWTH, IMPACT, AND TRANSFORMATION, AND WE WANT TO EXPRESS OUR MOST SINCERE APPRECIATION FOR YOUR CONTINUED TRUST AND SUPPORT OF OUR PURPOSE.

OVER THE PAST YEAR,

the Juanfe continued to work tirelessly to provide opportunities and improve the quality of life for teenage mothers in vulnerable situations in Colombia. I am excited to share that we have made significant progress in our main focus areas:

Maternal and Child Health:

Our comprehensive care program has reached more communities, providing access to quality health services, prenatal follow-up, postnatal care, and emotional support to teenage mothers and their children.

Education and Training:

We have expanded our range of educational and vocational training programs, empowering more young women to access decent job opportunities and contributing to the sustainable development of their communities. Medellín has taught us a lot about this.

Economic Empowerment:

Through our entrepreneurship initiatives and skills development programs, we have empowered young women to become agents of change in their environments, building a more prosperous future for themselves and their families.

On behalf of the entire Juanfe Foundation team, I want to sincerely thank you for your continuous support, your social investment, and your belief in the transformative potential of our work. Your contributions have not only made our achievements in 2023 possible but have also inspired us to move forward with renewed vigor and determination on the path towards a more just and equitable future for all.

360° Model **BALANCE**



2023 was a key year for Juanfe, marked by **significant learning and growth.**

We managed to expand our impact in an extraordinary way, reaching:



In addition,
WE STARTED THE PROJECT



TRANSFORMEMOS SIN FRONTERAS

In which we impacted 176 migrant women and 704 of their family members, representing an important step towards the expansion of our work.



We also focus on **improving and updating** our interventions, **adapting to the changing realities of population.** This process of evolution has been supported by the strengthening of our **valuable team**, whose commitment has been essential to achieving our goals. With solid foundations, we seek to continue **transforming lives** with dedication and passion.



CALL AND SELECTION PROCESS

IN 2023, **472** TEENAGE MOTHERS BEGAN THEIR TRANSFORMATION PROCESS IN THE JUANFE.

CARTAGENA



MEDELLÍN



CARTAGENA

2,505 Young women applied for the call process

1,762 Young women met the required criteria

327 Young women approved the selection process

242 Started their intervention process in phase I of the model

MEDELLÍN

1,789 Young women applied for the call process

551 Young women met the required criteria

415 Young women approved the selection process

230 Started their intervention process in phase I of the model

WE WORK FOR THE HUMAN DEVELOPMENT OF ADOLESCENT MOTHERS, THEIR CHILDREN AND FAMILIES



EMOTIONAL STABILIZATION

In 2023, we celebrated significant achievements focusing on **emotional stabilization** and the **empowerment** of adolescent mothers. We implemented interventions adapted to the needs of young women, thus ensuring the opportunity to receive personalized attention and support.

During this period, we highlight the commitment to empower young women by providing them with the necessary skills to face the challenges of motherhood and building their future. This comprehensive and personalized approach has generated tangible results, **achieving emotional stabilization in teenage mothers** and equipping them with the essential tools for their empowerment and the successful **creation** of their life projects. These achievements are a testament to **our continued commitment** to the positive transformation of the lives of young women beneficiaries.

CARTAGENA

589 Psychosocial evaluations

594 Interventions

190 Psychological counselling

234 Intervention in crisis

28 Sessions of therapeutic groups in mental health, addressing topics such as:

- *Emotion management*
- *Restructuring of habits and routines*
- *Techniques for identification of distorted thoughts*
- *Mental disorders*

MEDELLÍN

342 Psychosocial assessments

719 Interventions

186 Psychological counselling

203 Intervention in crisis

40 Group therapy meetings

15 Focus groups focused on Mental health and resignification of experiences, addressing issues such as:

- *Recognition of emotions*
- *The tree of life*
- *Forgiveness and closure of the process*
- *Wheel of life*
- *Coping strategies*
- *The pain I carry with me*





INSPIRATIONAL MILESTONES

Greater follow-up of recommendations and instructions

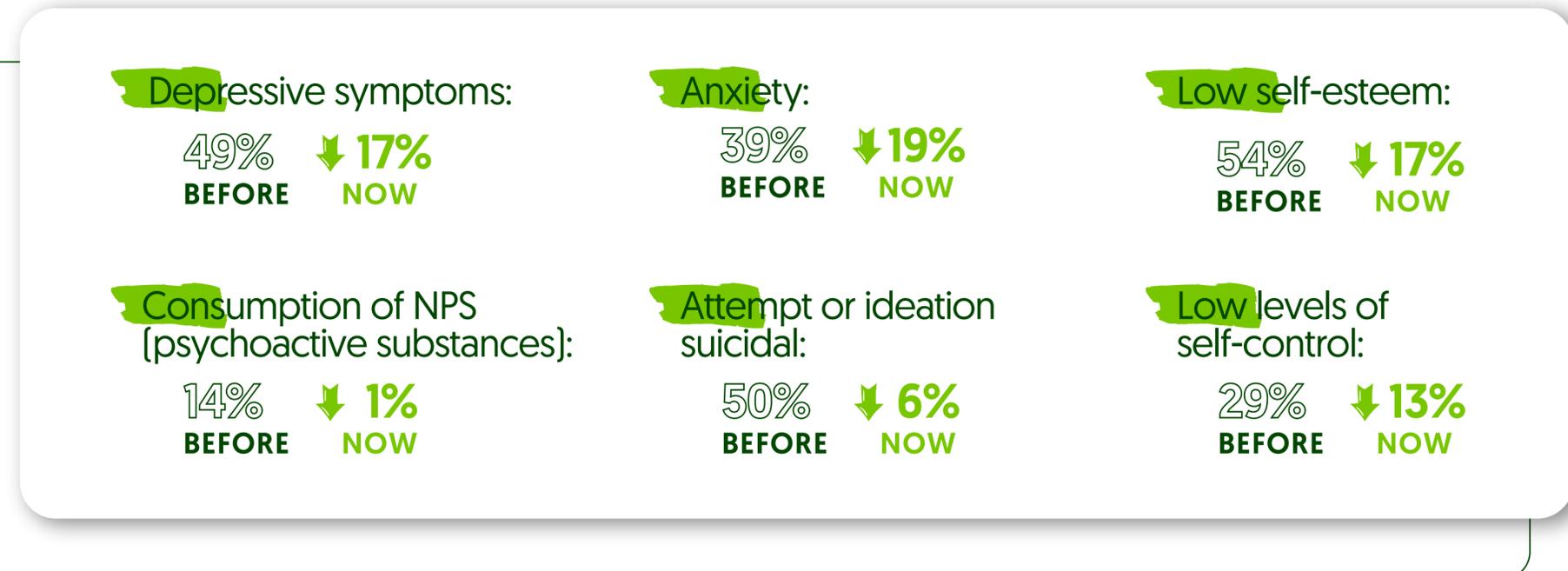
Expression of ideas and emotions

Strengthening coping strategies

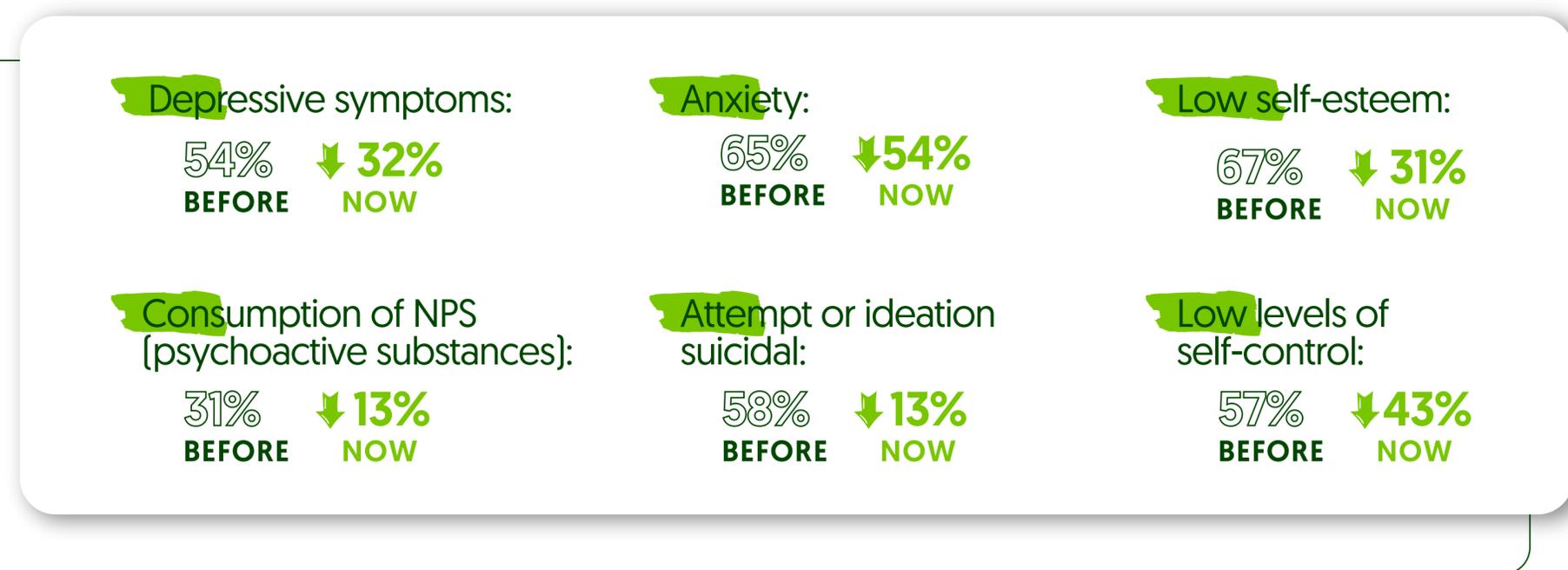
Questioning irrational thoughts in previous months



CARTAGENA: Evolution of symptoms after psychological support:



MEDELLÍN: Evolution of symptoms after psychological support:





BUILDING SUPPORT NETWORKS



We work closely with families of young women through meetings, consultations and home visits with the aim of encouraging more assertive, positive **and healthy dynamics**. We strengthened intra-family relationships and built strong support networks for the young women, **benefiting their process of transformation**.

Through the implementation of customized strategies, we work to understand the **specific needs** of each family and provide the necessary support to overcome challenges and **strengthen family ties**. Our mission is to create an environment in which families become a fundamental pillar, providing the necessary support for the personal growth and healthy development of our young women.



How did we do it?



CARTAGENA

We achieved the recognition of the socio-economic and family context of young women through **601 home visits**.

9 family meetings:

Topics:

- Family roles and functions
- Mental health
- Family and employability
- Prevention of domestic violence

9 couple meetings:

Topics:

- Couple ritual of gratitude and recognition
- The dialogue as an enabler of conflict resolution in couples
- Quality time in a couple

219 family counselling services

MEDELLÍN

We achieved the recognition of the socio-economic and family context of young women through **362 home visits**.

11 family meetings:

Topics:

- Childcare and family support network
- Types of violence and GBV
- Community support network - Care routes
- Communication and assertiveness
- Care and responsibility of the home

11 couple meetings:

Topics:

- Types of violence
- Assertive communication
- Coping strategies
- Strengthening of the affective bond

135 family counselling services



STRENGTHENING SEXUAL AND REPRODUCTIVE RIGHTS AND PREVENTING SUBSEQUENT PREGNANCY

We empower young women in sexual and reproductive rights and prevent subsequent pregnancies. Thanks to our care, we encourage **responsibility in their sexuality**, allowing them to make informed and autonomous decisions about their sexual and reproductive health.



IN CARTAGENA



ACHIEVEMENTS

- This year, young women strengthened their knowledge in:
 - *Subsequent pregnancy*
 - *Menstruation and its disorders*
 - *Contraceptive methods*
 - *Sexually transmitted diseases (STDs)*
 - *Self-Knowledge*
 - *Sexual and Reproductive Rights*
 - *Gender-based violence*
 - *Myths and realities about sexuality*
 - *Breast and cervical cancer*
 - *Vaccination and growth and development in children.*
- **100%** of young women are planning with a safe method of contraception.
- **75%** plan with long-term methods or surgery.
- **25%** plan with short-term methods.



HIGHLIGHTS

- In September 2023, during the Andean Week of Prevention of Teenage Pregnancies, the forum **forum "Youth and Motherhood: A Comprehensive Look"** was held. In this event, the beneficiaries led dialogues on the relevance of knowing and using familial planning methods.
- In March, we established **alliance with Profamilia** to train young women and Juanfe's staff in Comprehensive Education in Sexuality, covering essential issues such as contraceptive methods and sexually transmitted diseases.



IN MEDELLÍN



ACHIEVEMENTS

- This year, young women strengthened their knowledge in:
 - *Subsequent pregnancy*
 - *Menstruation and its disorders*
 - *Contraceptive methods*
 - *Sexually transmitted diseases (STDs)*
 - *Self-Knowledge*
 - *Sexual and Reproductive Rights*
 - *Gender-based violence*
 - *Myths and realities about sexuality*
 - *Breast and cervical cancer*
 - *Vaccination and growth and development in children.*
- **96%** of young women are planning with a safe method of contraception.
- **87%** plan with long-term methods or surgery.
- **9%** plan with short-term methods.



HIGHLIGHTS

- **We partnered with Medellín Takes Care of Me** and held a day to promote access to family planning methods. Young women and their families had access to long-term planning methods.
- **Together with the Women's Secretariat**, lectures were held on menstrual health educating young women about the female reproductive system, myths and realities about menstruation and the correct use of the menstrual cup and reusable sanitary pads.
- **We partnered with Profamilia** in a training cycle for our beneficiaries and professionals, who were trained in sexual and reproductive health.
- **Together with the PREA table** (Prevention of Teenage Pregnancy) **we celebrate the Andean week for the prevention** of teenage pregnancy, sensitizing young women about their sexual and reproductive rights.
- **Together with the Medellín Inclusion Secretariat**, young women received information on healthy nutrition, demystifying beliefs about food.





ENCOURAGING THE RESPONSIBLE MOTHERHOOD

We generate well-being and integral development in teenage mothers' children. In addition, adolescent mothers acquired knowledge and **tools to exercise a respectful** upbringing and promote child development of their children, creating a loving and healthy environment, **forging stronger and resilient lives**, for both mothers and children. Our holistic approach is reflected in every step we take, ensuring that every teen mother has the opportunity **to learn, grow and thrive** in her crucial role as a caregiver.



CARTAGENA

We strengthen social and cognitive development to the children of our teenage mothers, in our Integral Center of Child Development - CIDI:

- **120 babies** between 6 and 24 months enrolled for the semester.
- **50 babies** are treated daily.

ACHIEVEMENTS OF CIDI:

- **100%** of children belonging to CIDI, **managed to enhance competences, skills and abilities** according to their age and skills at milestones development, considering ways of learning and individual differences.
- **100%** of Teenage Mothers **were trained in relevant topics for their motherhood**, like sensory stimulation, the link and the evolutionary development of the child.

CARTAGENA

We strengthen our articulation network with the Integral Development Centers Children of the city to ensure the care of the children of young women:

- **131 children** were cared for by the development centers of the city thanks to the alliances that we achieved with:

- *Buen Comienzo*
- *Fan Foundation*
- *Las Golondrinas Foundation*
- *Gotas de leche Foundation*
- *Ximena Rico Foundation*

ACHIEVEMENTS

- **57%** of the children of teenage mothers received attention in the CIDs of the city.



DRIVING SUCCESS THROUGH COMPREHENSIVE EDUCATION



In our mission to break the cycle of poverty, we stress the importance of comprehensive education as a path to socio-economic mobility. This year **650 young woman** woman received technical job training and were equipped with knowledge, skills and tools to enter the labor market, **increasing their employment prospects** and wages and reducing their **economic vulnerability.**



CARTAGENA:

216 teenage mothers entered the **360° Model**.

- *Integral beauty technician:* **75 young women**
- *Kitchen technician:* **65 young women**
- *Hotel technician:* **76 young women**

Thus, a total of **272** received training in our 360° Model, with emphasis on the following work techniques:

- *Técnico laboral en belleza Integral beauty technician:* **92**
- *Work technician in kitchen:* **76**
- *Hotel technician:* **104**

As part of our comprehensive education:

- **104** students of technical vocational training in hotel services, received intensive English training in partnership with **Caring For Colombia**, thus enhancing their job profile and increasing their access to greater and better job opportunities.
- **394 young women** studied English curricular.

ACHIEVEMENTS / HIGHLIGHTS

The Academic and Pedagogical Strengthening Plan was launched to enrich technical and occupational training, focusing on the integral development of skills in teenage mothers, promoting their personal and professional development.

MEDELLÍN

220 teenage mothers entered the **360° Model**.

- Work technician as assistant in human resources and occupational risks: **25 young women**
- Work technician as Software development assistant: **55 young women**
- Work technician as administrative assistant with emphasis on health: **63 young women**
- Work technician as administrative assistant: **55 young women**
- Work technician as marketing assistant with digital emphasis: **22 young women**

This is how a total of **378** received training in our 360° Model, with emphasis on the following work techniques:

- Labor technician as marketing assistant: **22**
- Technician as Software Development Assistant: **93**
- Labor technician as commercial and service advisor: **29**
- Labor technician as administrative assistant with emphasis on health: **86**
- Technical worker as assistant in marketing with digital emphasis: **22**
- Labor technician as administrative assistant: **101**
- Labor technician as assistant in human resources and occupational risks: **25**

ACHIEVEMENTS / HIGHLIGHTS

Celebrate the graduation of **83 young women** in marketing [22], software development [38] and administrative assistance [23], highlighting significant progress for teenage mothers and their peers.

A significant achievement was celebrated with the **successful completion** of the Big Data course by 20 young women, who, in collaboration with Softserve, acquired essential skills in databases, marking an important step in their technical development.

CELEBRATING OUR INNOVATIVE PARTNERSHIP WITH CESDE IN MEDELLIN



By 2024, **CESDE has new content and training** experiences to support growing productive sectors, and with the aim of making their technical education **reach more and more** people; created 3 new schools of Creative Industries, of Agriculture and Gastronomy and Tourism, which are added to the schools of New Technologies, Business Development, Health and Care, for a total of six schools responsible for managing a cocreated educational offer with the most important companies in the country.

We are particularly grateful to CESDE **for believing in the potential of young mothers** and **for its commitment** to provide them with technical vocational training that will enable them to overcome obstacles, achieve their goals and build a prosperous future for them and their children.



LABOUR INCLUSION AND PRODUCTIVE DEVELOPMENT

CARTAGENA EMPLOYABILITY



Active young women

Number of female graduates who continue to receive benefits in employment management, accompaniment, training, participation in events, among others:

602

young women

In the course of 2023, **the Employment and Opportunity Centre** not only fulfilled its mission of connecting young women to their **first dignified and formal job**, but also managed to consolidate **strong relationships** with various companies. These strategic efforts not only strengthened alliances with the business sector, but also raised awareness of the critical importance of labor inclusion for this population.

The results obtained in 2023 are testimony to the effectiveness of our collaborative approach and dedication to productive development. We have paved the way for more **inclusive employment opportunities and sustainable** for the young beneficiaries, marking a significant milestone in our mission to **empower these women** and positively transform their lives.

1st job

- 102 young women got their first employment in 2023, **45% have a retention longer than 3 months in employment.**
- 49% of young women linked to their first job earn between **1 and 2 current monthly legal minimum wage.**
- Average to be placed in the first job 4 to 6 months.

Later jobs

- Young women included in the labor market during the year: **99**
- Of the 99 **employees** in jobs after the end of the year, 55% have a retention greater than **3 months** in employment.
- 54% of women employed in later jobs earn between **1 and 2 Current monthly legal minimum wage.**

Jobs that young women get after completing their internship

COMPANIES

- Total allied companies: **469**
- Companies sensitized in the year: **266**
- New alliances: **203**
- Vacancies managed: **134**
- Jobs managed: **743**
- Employer sectors: Hospitality, Services, food service industry.



FORMATIONS:

Young women trained in complementary areas for their employment:

375

Courses conducted:

14

Workshops conducted: **11**

EVENTS

Business Breakfast: A key meeting where 13 companies of the business sector had the chance to resolve doubts and deepen the 360° Model, strengthening ties and mutual understanding.

Juanfe Tour: Twelve invited companies explored our social complex, experiencing the application of the 360° Model through a tour of the units of impact, diving into our comprehensive intervention strategy.

Job Fair - FES 2023: A strategic meeting point that brought together 20 companies and service providers, offering 143 graduates of Juanfe direct access to job opportunities aligned with their profiles and aspirations, enhancing their professional careers.

Pathway to Employability: A practical initiative that brought the young women about to be certified in 2023 to the world of work through visits to relevant companies to their training, such as the European Jobs Comfenalco, Monica Cruz Hairdresser, Hilton Hotel and Club Naval of NCOs, toasting a realistic and tangible vision of the opportunities in their sectors.



MEDELLÍN

EMPLOYABILITY

Active young women

Number of graduates who continue to receive benefits in employment management, accompaniment, training, participation in events, among others:

445 young women

1st job

72 young women got their first job in 2023, **38% have a retention of more than 3 months in employment.**

18% of young women who joined their first job earn between **1 and 2 Current monthly legal minimum wage.**

Average to be placed in the first job 5 months.



Later jobs

Young women included in the labor market during the year: **96**

Of the **96 employees** in jobs after the end of the year, **81%** have a retention of more than **3 months in employment.**

30% of women in later jobs earn between **1 and 2 Current monthly legal minimum wage.**

Jobs that young women get after completing their internship

COMPANIES

- Total partner companies: **318**
- Companies sensitized in the year: **105**
- New alliances: **41**
- Vacancies managed: **536**

- Jobs managed: **731**
- Employer sectors: Services, commercial, BPO, manufacturing, finance, food, education, health.

FORMATIONS:

Young women trained in complementary areas for insertion labor: **445**

Courses conducted: **6**
Workshops conducted: **6**



EVENTS

Labor Closet: In three editions of the Labor Closet, 529 young women received training on the importance of the labor image, facing the challenges of the first job and learned from the experience of prominent allies and companies like Andrea Serna, Valentina Osorio, Silvia Ochoa, Oboticario, Bancolombia, Mineros, Iluma, among others. Special thanks to those who contributed donations, helping teenage mothers project an effective professional image.

Floreser event: With the support of key partners such as Novo Nordisk, Dattis, France, and Mpodera, Floreser offered 75 young women the opportunity to acquire knowledge in CV creation, interview techniques and personal brand development. This event gave participants access to experts and valuable experience in the business environment.

Business Meetings: Two business meetings set the tone for the inclusion of 22 new partner companies, opening doors to internships and employment for young women. These spaces allowed us to share challenges, opportunities and explore new ways of mutual collaboration.



SENA FEE

Model where companies carry out apprenticeship contracts according to the law, and support the training of apprentices to acquire practical knowledge in working environments, contributing to their professional and personal development.

In 2023 we achieved:

161 young women sponsored from stage school, which allowed them to have a support of sustainment.

More than 20 partner companies.

Transformemos

SIN FRONTERAS PROJECT



Testimony:

“In the program “Transformemos Sin Fronteras” I learned to understand my children, get along with them, I learned to hug them, I learned to decide what I want and don’t want in my life. **Today I am an empowered**, confident woman with more desire to fight and overcome myself. Thank you! For more people with your heart, I carry your Indelible imprint in my life! ”

[Yerutza Patiño, Cartagena]



JUANFE FOR INTEGRATION IN PARTNERSHIP WITH CONRAD N. HILTON FOUNDATION

Our work with **refugee women**, Venezuelan migrants and Colombian returned.

Since the second half of 2023, the project "**Transformemos sin Fronteras**" impacted **176 beneficiaries** in Cartagena and Medellin, offering courses in Administrative Assistant, Marketing and Sales, Surveillance and Private Security, and Culinary Art, with 132 hours of certification. In December 2023, the first cohort of **62 migrant women completed their training**, improving their work and socio-emotional skills. In Cartagena, **5 beneficiary's women** have promoted their **business ideas** at entrepreneurship fairs. In Medellin, 33 beneficiaries obtained SENA certification in Food Handling, and 31 completed a virtual course in customer service focused on gastronomy,

certified by The Academy with 110 hours.

Within the framework of this project we have formed **formed strategic alliances with 22 organizations** and actively participated in three social advocacy spaces related related to **socio-economic integration** and case management, highlighting its commitment to strengthening and supporting migrant communities.



Social IMPACT BONUSES



In the second iteration of the Social Impact Bonds CREO 2, in which we participated together with Comfama, we managed to meet above

100% THE GOALS OF LINKAGE AND RETENTION OF THE PROJECT.

THE JUANFE FOUNDATION MANAGED TO IMPACT MORE THAN 100 YOUNG WOMEN,

Placing in the formal labor market **72** of them, of which more than **50** met a retention longer than 3 months.



In addition to the great operating results of the project, we managed as **investors to recover the total capital invested**, generating a rate of return of 12.5%, fulfilling the obligations that had been acquired.

Participating in Social Impact Bonds and generating innovative strategies **opened many conversations** for the social sector and the future of this type of investment, as well as being in different scenarios generating and sharing knowledge. **This earned us the recognition of Sib.Co as innovative investors in Social Impact Bonds.**

Institutional Strengthening **STRATEGY**



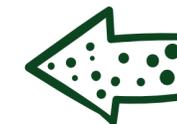
In 2023, under the TVET strategic project, Juanfe achieve **significant advances** in its strategic vision, **focusing efforts** in organizational, corporate and operational.

With the aim of strengthening and preparing the organization, we opted for a **a focus on welfare** and productivity, the socialization of vision and strategy to the entire team, and the promotion of collaboration and synergy between the operations of Cartagena and Medellín.

Highlighted initiatives such as:

- The development of the information system and monitoring Salesforce
- The design of a new measurement of results and impact
- Change management processes

These actions, together with the strengthening of our 360° Model, reflect a comprehensive commitment to growth strategic, continuous improvement and positive impact, underlining the scope of clear goals and good organizational performance.





In 2023, we continued to work with **Deloitte** to develop and implement the CMR platform, Salesforce, a tool aimed at optimizing data **collection and analysis** analysis within Juanfe, significantly improving our operational efficiency. Throughout the year, we conduct information gathering sessions to **identify** the specific needs of each impact unit, allowing us to customize and adjust the platform to meet your unique requirements.

Looking ahead, in 2024, we intend to **strengthen this project**, marking a milestone in innovation and organizational growth. Our goal is to officially launch the platform in the second trimester.

We extend our deepest thanks to **Deloitte** for its invaluable support and knowledge which has been key to the success of this project.



HAPPINESS MANAGEMENT AND ORGANIZATIONAL DEVELOPMENT

In the last trimester of 2023, the area of Happiness Management and Organizational Development launched an initiative to **optimize** the working conditions of our employees, inspired by an exhaustive analysis of Salary Benchmark by Matteria. This initiative focuses on providing our team with competitive working conditions and an attractive benefits package, underlining our commitment to their **comprehensive well-being.**

Throughout 2024, we will continue to strengthen the area to contribute strategically to our organization's vision and effectively address emerging challenges.

We aim to ensure that our human resources policies and practices are aligned with the needs and aspirations of both our employees and the organization, thus fostering a **positive and highly productive work environment.**



Environmental Sustainability **STRATEGY**



During 2023, Juanfe has achieved remarkable achievements in its **strong commitment** to sustainability, especially highlighting our clean **energy generation initiative**.



The installation of panels on the roof of the Social Complex has been a significant milestone. These supply approximately **35% of the energy needs of the social complex**.

In addition, we have successfully implemented our **treatment system of wastewater** that has allowed us to reuse more than **4,000 cubic meters** of water per year for garden irrigation.



We are proud to report that we have obtained the prestigious **LEED Platinum certification** in the category of **Operation and Maintenance**.



This achievement reflects **Juanfe's continued commitment** to good environmental practices and demonstrates our ability to maintain **exceptional standards** in the sustainable management of our infrastructure.

Women Working For The World **AND EVENTS**

THE COMMUNITY OF WOMEN WORKING FOR THE WORLD CONTINUES TO EXPAND!

Women Working for the World is a digital content platform that reflects on **female empowerment**, women's rights, and sustainable social development from all sectors of society. Since its launch on March 8, 2021, the platform has continued to grow to foster collaboration and **enhance societal development** hand in hand with its allies and sponsors. WW4W experienced a 60% growth in its users, reaching 224,000, and its social media follower base reached 14,000 users.



9th Women Working for the World Forum 2023

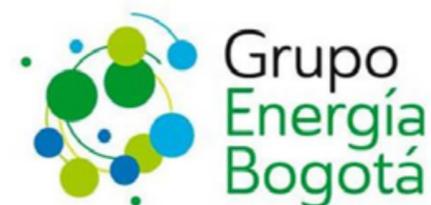
"Women leading the change"

The ninth edition of the Women Working for the World Forum took place at the Hall 74 events center of Sergio Arboleda University and the auditorium of the Bogotá Chamber of Commerce. Under the theme **"Women Leading Change"**, the event brought together over 800 attendees and more than 30 speakers, both national and international, who discussed prominent **initiatives** promoting gender equality and social transformation, as well as the challenges threatening societal development.



IN 2023

The platform and forum received support from **16 sponsors** who joined, from their various sectors, to amplify the message of Women Working for the World in favor of a more **equitable and just society.**



GOLF TOURNAMENT JUANFE CUP TOP 2023

On November 2, 2023, we held our highly anticipated **Golf Tournament** to raise funds **aimed at reducing cycles of poverty** among teenage mothers in the regions where the Juanfe Foundation is present.

The tournament saw the participation of 140 players, who joined this cause with dedication.

The event took place in a spirit of sharing, where participants enjoyed an exciting sports day while contributing to such an important cause **as combating poverty** and vulnerability among teenage mothers.

The funds raised during the tournament will be allocated **to programs and projects** designed to provide comprehensive support to these women, offering them opportunities for education, job training, and empowerment to break the cycle of poverty they are in.

We want to thank all the participants, sponsors, and collaborators who made this successful event possible. Your generosity and commitment are essential to drive the work of the Juanfe Foundation and transform lives.



It was an honor to witness how these women prepared to make a significant difference in the world around them.

INSPIRA FEM

In October 2023, we had the privilege of launching the first edition of our innovative project: **Inspira Fem, a social and humanity laboratory** created specifically for women over 25 years old. This unique space, led by Catalina Escobar, founder and president of the Juanfe Foundation, brought together women with a deep sensitivity to social issues.

Over four intensive days, the participants immersed themselves in an **enriching experience** where they could connect with the very essence of the Foundation. Through a variety of activities, they explored and developed their **human potential**, acquiring valuable tools for their personal and professional growth.

Inspira Fem became a catalyst for social change, strengthening the participants' skills and empowering them to become true agents of transformation in their communities.

Success **STORIES**



Paula Florez Henao
Hotel and Tourist Services
📍 **Cartagena**



Karen Murillo Cordova
Health Administrative Assistant
📍 **Medellín**

Thanks to Our Network of Juanfe Allies

FOR MAKING THIS 2023 POSSIBLE

