Unitar Online Catalogue

CIFAL Curitiba - Development Program

People

Deadline: 10 Dec 2026

Type:	Course
Location:	Parana , Brazil
Date:	15 Jan 2026 to 15 Dec 2026 (To be confirmed)
Duration:	12 Months
Thematic Area:	Decentralize Cooperation Programme
Website:	https://cifal-global-network.org/
Price:	$0.00
Event Focal Point Email:	aline.dombek@sistemafiep.org.br
Partnership:	IEL

BACKGROUND

The Development Program is an initiative designed to strengthen talent development aligned with the evolving needs of Paraná’s industrial sector.

In a context of continuous industrial transformation, companies increasingly require professionals equipped with both technical and socio-emotional competencies. This program addresses this demand by supporting the structured

development of early-career talents, including interns, apprentices, trainees, and scholarship holders.

The initiative also recognizes the importance of aligning workforce development with market needs, ensuring that emerging professionals are prepared to contribute effectively to productivity, innovation, and competitiveness.

The program contributes to vocational education and skills development, reinforcing workforce readiness and supporting inclusive and sustainable industrial transformation.

EVENT OBJECTIVES

The initiative aims to:

- Promote professional development across different levels of maturity and complexity;
- Align talent development with labor market and industry needs;
- Accelerate the readiness of early-career professionals for industrial challenges;
- Strengthen the connection between education, training, and employability;
- Support companies in developing and retaining qualified talent.

The program contributes to SDGs 4, 8, and 9, particularly in advancing skills development, decent work, and industry innovation.

LEARNING OBJECTIVES

Participants will be able to:

- Develop technical, behavioral, and socio-emotional competencies;
- Improve professional performance and workplace readiness;
- Strengthen skills related to communication, collaboration, and adaptability;
- Understand the dynamics and expectations of the industrial environment.

The program focuses on building competencies required for long-term employability and professional growth.

CONTENT AND STRUCTURE

The program includes:

- Development pathways tailored to different maturity levels;
- Structured learning experiences and training activities;
- Possibility of customized programs aligned with company needs;
- Activities focused on real-world professional challenges.

The structure ensures flexibility and alignment with both individual and organizational development needs.

METHODOLOGY

The initiative combines:

- Hybrid learning (in-person and online);
- Structured training and practical experiences;
- Continuous development approach;
- Engagement between talents, supervisors, and companies.

The methodology supports applied learning and workplace-based development, strengthening the connection between training and real industry demands.

TARGETED AUDIENCE

Interns, apprentices, trainees, and scholarship holders, as well as companies supporting early-career talent development.
The program integrates both talent and organizational perspectives, increasing its systemic impact.

ADDITIONAL INFORMATION

The program also supports companies in preparing supervisors and leaders to better guide and mentor early-career professionals, contributing to more effective talent development and retention.

The dual focus on talent and organizational capacity strengthens long-term impact and scalability.