DDE GLOBAL ALLIANCE · WHITE PAPER 2026

DDE

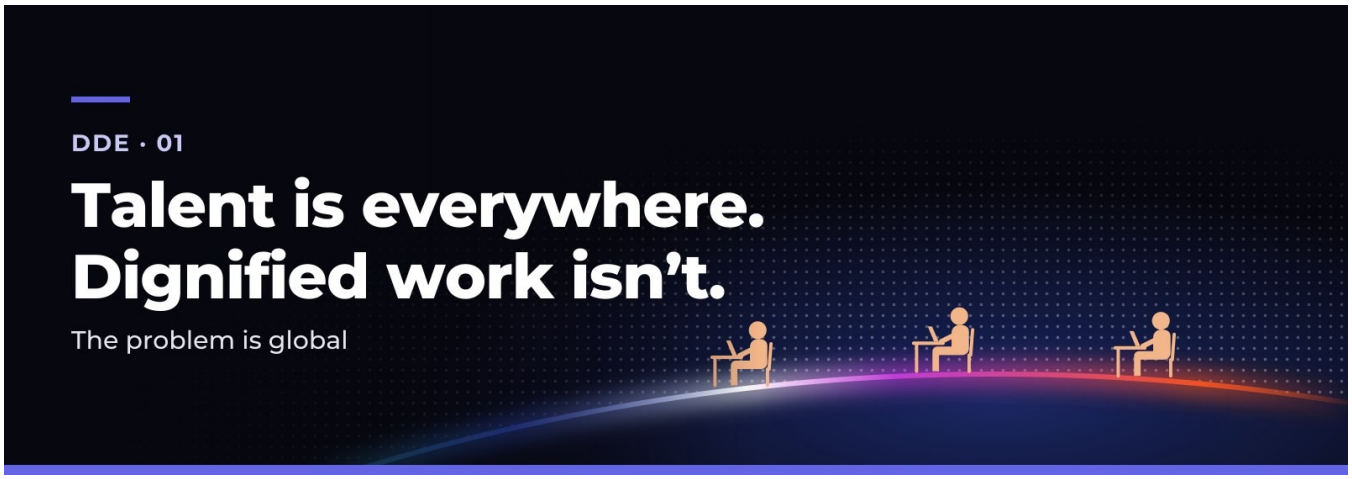
DIGITAL DEMOCRATIZATION OF EMPLOYMENT

One million dignified jobs by 2035.

An open invitation to companies, governments and organizations worldwide.

Joe Da Silva · Vantech Group
dde.com.co

VANTECH



The problem is global

The world has more available talent than ever, and fewer paths to dignified work.

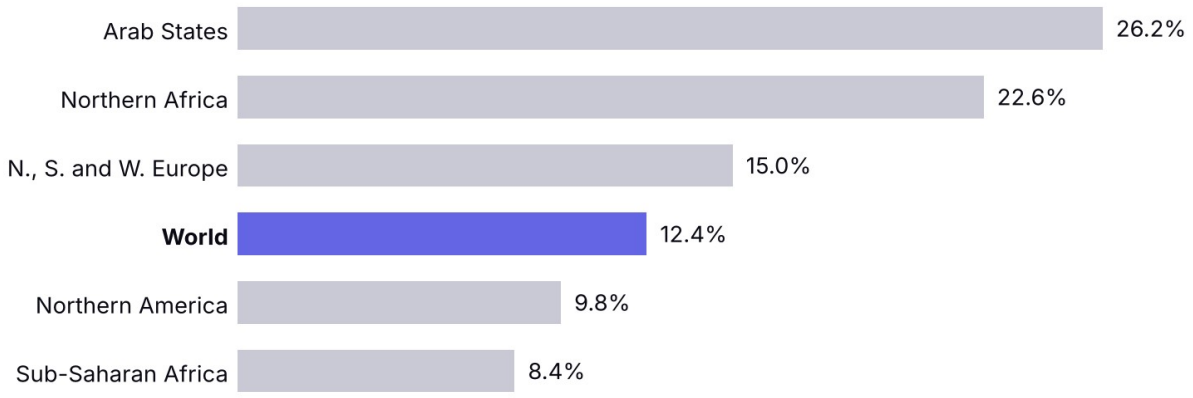
More than 2.1 billion people work in the informal economy, and more than 257 million young people are neither working nor studying. Talent is not what is missing. Bridges are: practical training in the tools global companies use, credible certification, and a direct connection to employers who pay well, wherever they are.



- **Mass informality.** About 2.1 billion people, close to 60% of the world’s workers, have no contract, no social protection and no job security.
- **Young people locked out.** Global youth unemployment rose to 12.4% in 2025: 67 million people aged 15 to 24.
- **Not just the Global South.** Youth unemployment rose in 8 of the world’s 11 subregions between 2023 and 2025, North America included.

Worldwide, one in eight young jobseekers cannot find work

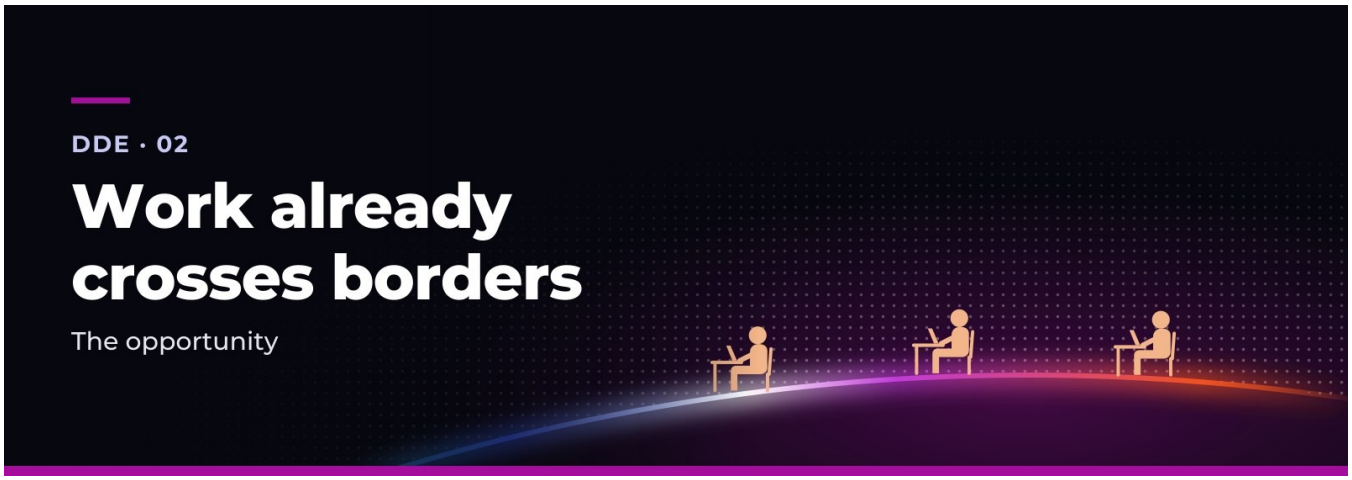
Youth unemployment (ages 15–24), %, 2025



Source: ILO, Global Employment Trends for Youth 2026.

“The pattern repeats from Lagos to Manila and from Cairo to Lima: people with training and drive, and no path to a formal, well-paid job.”

Colombia is the DDE’s first chapter: informality 55.1%, youth unemployment 14.7% (DANE, 2026)



Work already crosses borders

Demand for remote talent exists, and it is growing worldwide.

US$320B+

Global business process outsourcing market in 2025, forecast to more than double within a decade.

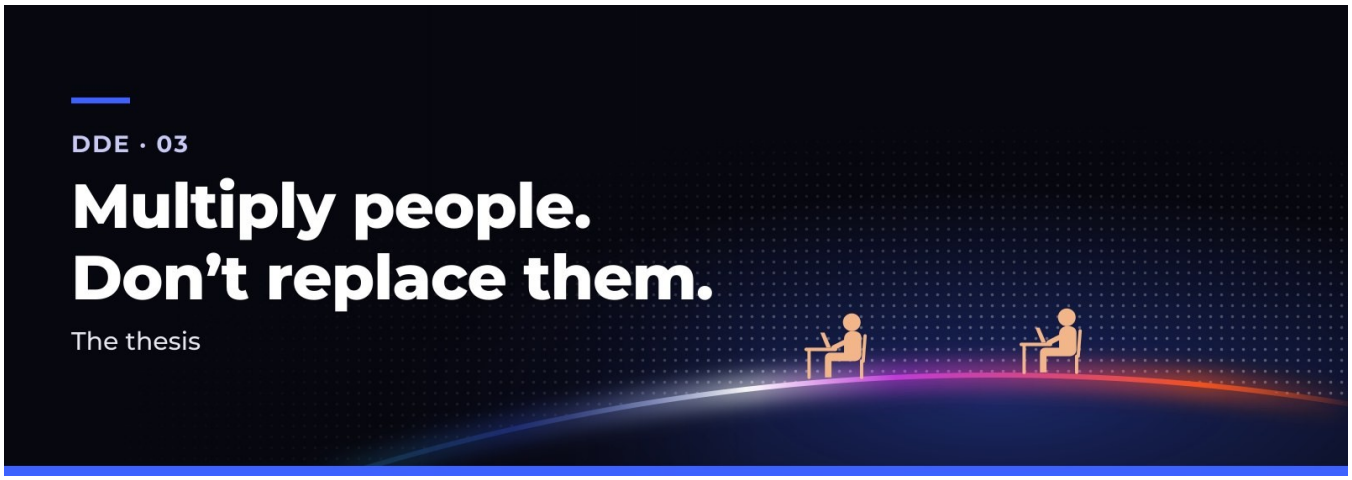
170 million

New jobs created worldwide by 2030, with 92 million displaced (World Economic Forum).

+49%

Growth in international hiring of Colombians in 2025, our first chapter. AI-trainer hiring: +745% (Deel).

The question is no longer whether the world will hire remote talent. The question is **who** gets access to those opportunities, and whether they also reach the regions and the people who are locked out today, in every country.



Multiply people. Don’t replace them.

There are three paths in the face of artificial intelligence.

1 · Replacement

AI substitutes for people. Profitable, but it concentrates value and leaves millions behind.

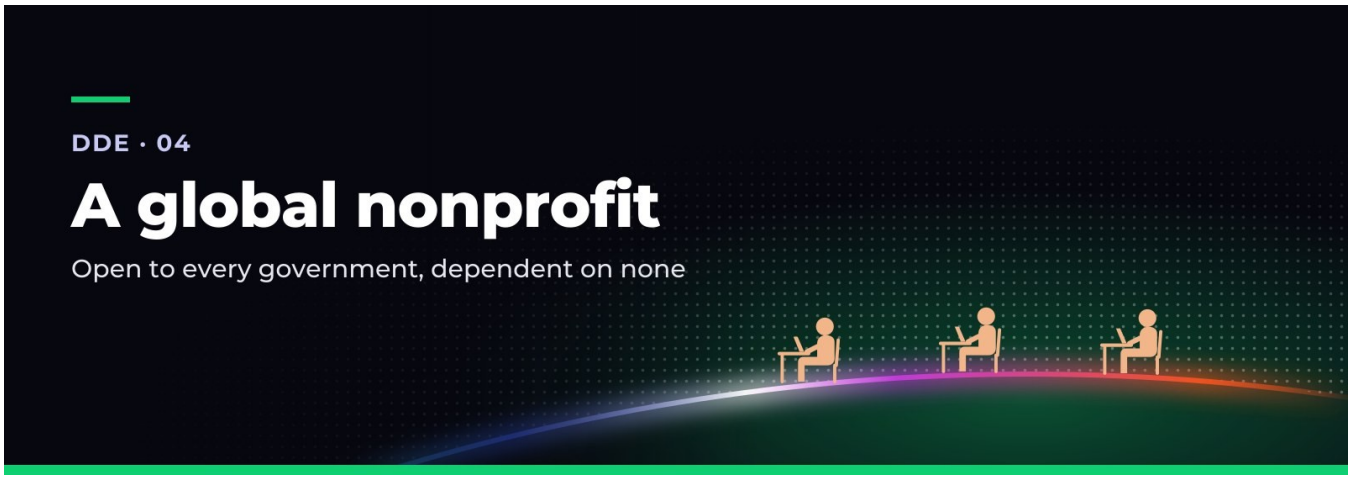
2 · Resistance

Reject the technology. Morally appealing, but history shows it does not work.

3 · Multiplication

People trained to work with AI become several times more productive and open economies to those who were excluded. The DDE path.

> **“We do not need to replace people with AI. We need to make people unstoppable with it.”**
>
> DDE founding principle



A global nonprofit

Open to every government, dependent on none.

The DDE was presented in 2022 as an initiative to work with public employment and training agencies. That version did not move forward. The lesson was clear: **a project that depends on one government dies with that government.** So the DDE was rebuilt as a global nonprofit and an independent foundation, with no political affiliation, open to companies and to governments of any country, as members and never as owners.

Train

Practical tracks in the tools and processes remote companies actually use.

Certify

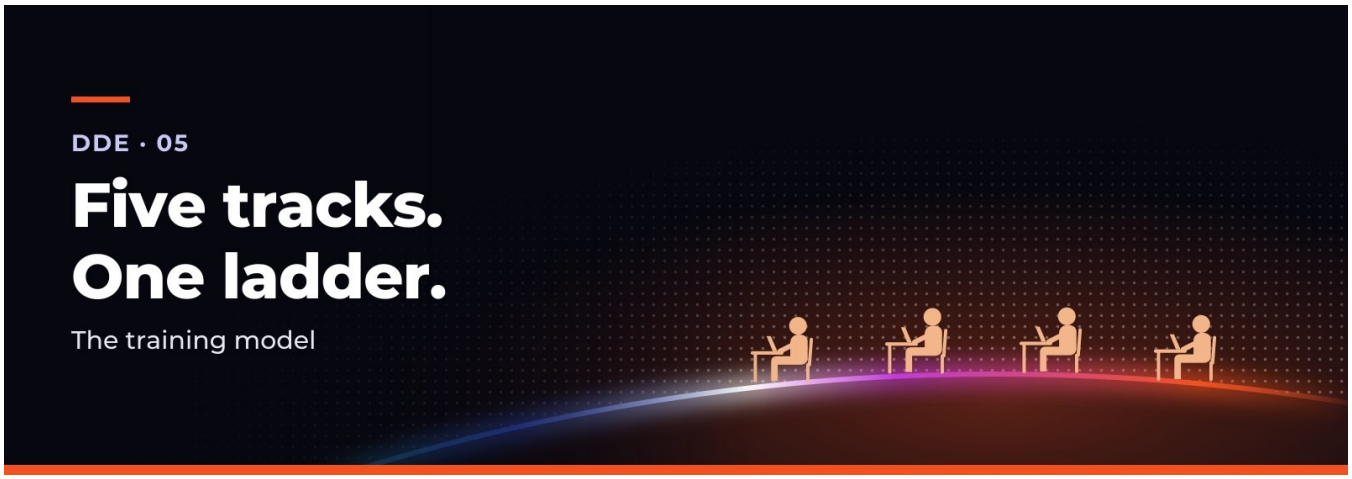
Skills validated against real cases, so employers know what they are getting.

Open access

Any company, anywhere, can hire DDE graduates. No fees and no intermediaries.

Measure

Graduates followed at 6 and 12 months: employment, contract and income.



Five tracks. One ladder.

From technical, technological or professional training into global remote work. Every track teaches people to work alongside AI, ends in a real internship, and earns a DDE certificate: assessed on real cases, verifiable online, renewed with continuous training.

Admin

Project management (life cycle), Microsoft Teams and Planner, admin and finance fundamentals.

Customer Service

Persuasive communication, closing techniques, resilience at work, planning and creativity.

Marketing

Google Analytics and Ads, email, content and web marketing, Meta Ads, Canva.

Sales

Emotional intelligence, cold prospecting, HubSpot Sales, ClickUp, closing techniques.

Data

Lead management, SQL for data analysis, business intelligence, B2B lead generation.

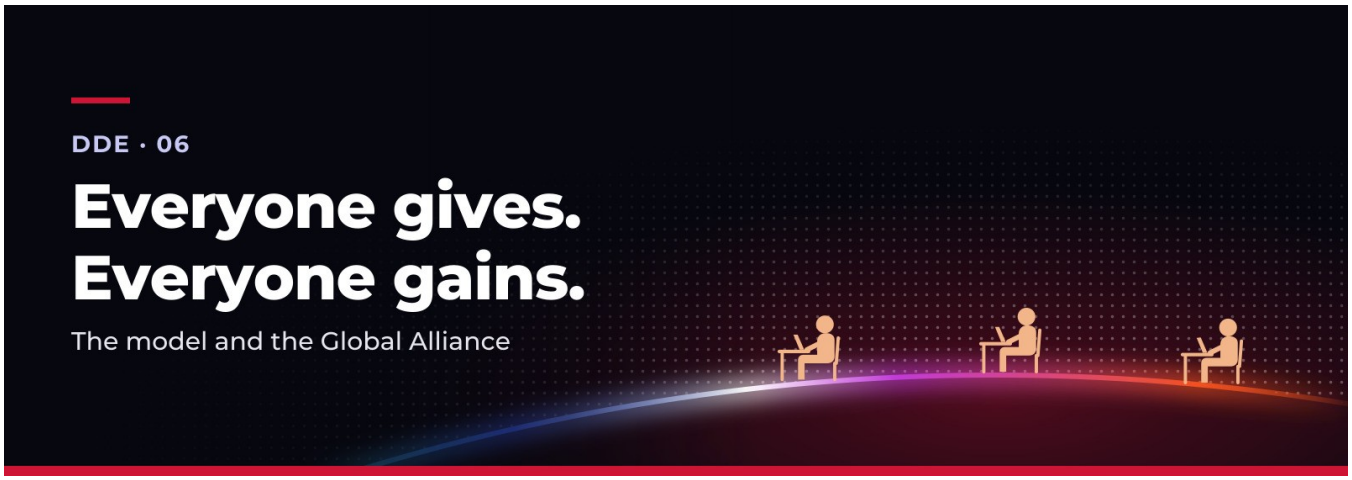
Human skills

Across every track: communication, self-management, leadership and remote teamwork.

Field	Roles the tracks lead to
Administration	Executive assistant, administrative assistant, data entry, records technician, data analyst
Technology and AI	Software technician, JavaScript developer, UX designer, cloud security
E-commerce	Sales advisor, digital customer-service agent, marketing and e-commerce analyst, online sales
Remote health	Telemedicine assistant, medical support technician, IT support agent
Hospitality	Hotel and tourism technician, digital marketing technician

Jhon Forero studied Information Systems at SENA, Colombia's national training service. After a six-month internship in Vantech's IT team he stayed two more years and became one of its leads.

Training, real practice, formal employment, growth: the DDE model in small



Everyone gives. Everyone gains.

The DDE educates and certifies. It does not control who hires: any company, anywhere, can hire a DDE graduate, at no cost. The mission is sustained by an ecosystem where every member gives something and gains something.

01 **Vantech Group, the founder, pledges a share of its profits**

With a guaranteed minimum every year, in cash or in kind: instructors, offices and technology.

02 **Training members donate education**

Courses, certifications, mentors and internships for the cohorts.

03 **Sponsors fund people**

Scholarships or whole cohorts, prioritizing the regions and people with the least access.

04 **Public partners multiply the reach**

Governments, multilaterals, universities and NGOs co-fund cohorts, open classrooms and connectivity. Members, never owners.

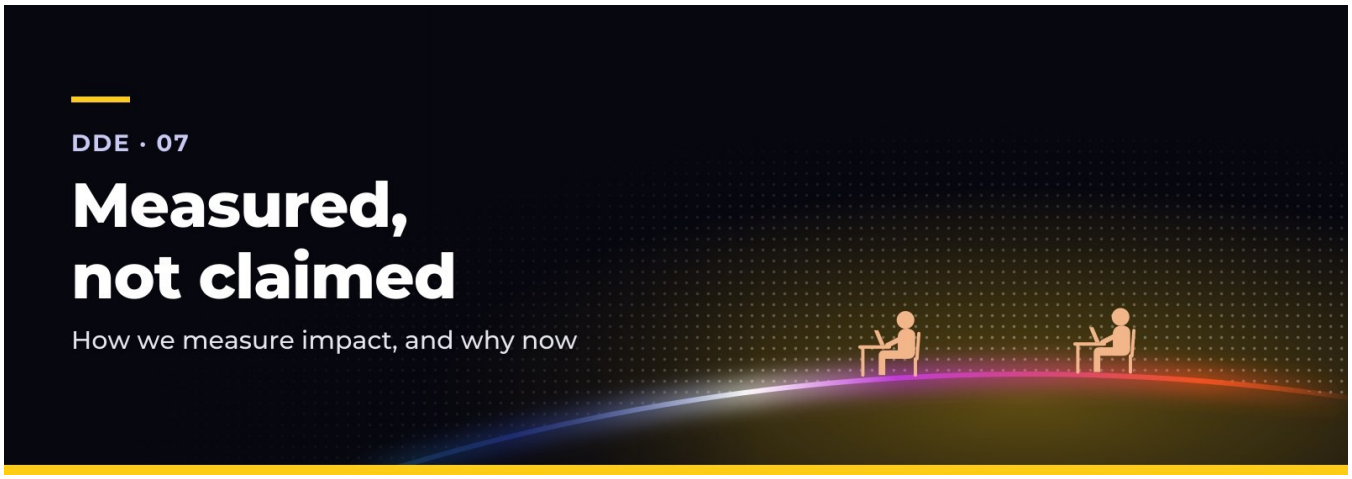
No membership fees and no fee per hire. Every contribution, in cash or in kind, is valued at market price and published in the DDE's audited annual report.

THE DDE GLOBAL ALLIANCE

No company and no government can create a million jobs alone. A worldwide alliance that brings them together can. Join at one level or several.

Level	What the member gives	What the member gains
Training member	Donates courses, certifications, mentors or internships	Talent trained on its own tools and processes
Hiring company	Hires DDE graduates, freely and through any channel	Savings on recruiting and training, and vetted talent ready to work with AI
Sponsor member	Funds scholarships or entire cohorts, for example in a high-unemployment region	An impact report for its cohort and recognition as a sponsor
Public partner	Governments of any country, multilaterals, universities and NGOs co-fund cohorts, open classrooms and connectivity, and reward employers that hire	Formal employment for their population and an impact report by territory. A member, never an owner
Ambassador	Takes the cause to its network, industry and suppliers	A voice in the Alliance's priorities and visibility as a founding member

What "dignified" means. A job counts toward the million when it meets five conditions: pay above the local market for the role; social protection (health, pension and social security); timely pay in writing; dignified treatment; and continuous certified training within paid time, with respect for the person's professional independence. Fair pay for the local market, real savings for the company: the savings come from skipping recruiting and training, never from paying less.



Measured, not claimed

The Alliance will track and publish these indicators every year.

Trained
People trained and certified, by track.

Employed
Graduates in dignified work at 6 and 12 months.

Given
Every contribution, cash and in kind, by source.

Income
Average income before and after the program.

Included
Women, young people and high-unemployment regions.

1,000,000
Progress toward the north star: one million dignified jobs by 2035.

WHY NOW

01 AI has changed knowledge work
The next few years will decide whether AI replaces people or multiplies them.

02 Remote work is here to stay
Hiring global talent is no longer an experiment. For many companies it is the normal way to grow.

03 The dignity crisis
Millions of people have education and drive, but no path to use them. The organizations that join now will set the Alliance's standards.

A NOTE FROM THE FOUNDER

Why I am building this

I have carried the same vision for a long time. One day, long after this work has outgrown me, someone will stand up and say that a network of companies, governments and ordinary people created one million dignified jobs. Not one man. All of us, together.

A great wave of AI is coming, and it will take many jobs. I do not believe the answer is to compete with AI, or to let it replace us. The answer is to prepare people and AI to work in unison. Humans with AI will always be better than either one alone. That is the bet.

For me this is not a project. It is my calling, and my service to God. I want the DDE to keep creating employment long after I am gone, and to outlive every company I have built. That is why it belongs to the Alliance, not to me.

José “Joe” Da Silva

Founder, DDE · CEO, Vantech Group

KEEP READING

The playbook, in writing

Free white papers and workbooks from Joe and the Vantech family. Each one picks up a different part of the story.



WHITE PAPER 2026

How to become a Virtual CEO

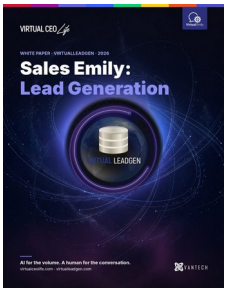
Get it free →



WHITE PAPER 2026

Go Virtual: the Remote Assistant Experience

Get it free →



LEADGEN 2026

Sales Emily: Virtual LeadGen

Get it free →



BROCHURE

Virtual Emily brochure 2026

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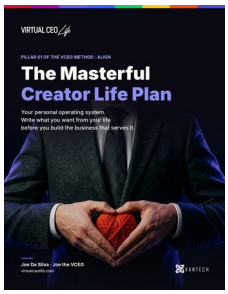
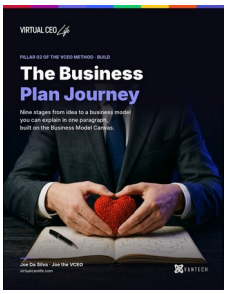


WORKBOOK · PILLAR 01

The Masterful Creator Life Plan

Get it free →



WORKBOOK · PILLAR 02

The Business Plan Journey

Get it free →

Ready to hire? Get the Job Order Form · Free tools: VCEO Diagnostic calculator · Talent Finder

YOUR NEXT STEP

Join the DDE Global Alliance.

Build the million with us

Companies, governments and organizations of any country can join, at no cost: hire, train, sponsor a cohort, open a region or carry the cause.

dde.com.co →

Alliance and membership: info@vantech.com.co · **Founder:** joe@vantech.com.co

Want to meet Joe first? joethevceo.com

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Sources

ILO, Global Employment Trends for Youth 2026 (via Business Today and Reuters): youth unemployment 12.4%, 67 million; 257 million NEET; regional rates.

ILO, Employment and Social Trends 2026 (via UN Geneva): 2.1 billion informal workers.

World Economic Forum, Future of Jobs Report 2025: 170 million jobs created and 92 million displaced by 2030.

Fortune Business Insights: global BPO market, US$327 billion in 2025.

DANE (Colombia), June 2026, via Portafolio: informality 55.1%, youth unemployment 14.7%.

Deel, via Valora Analitik and Enter.co: international hiring of Colombians +49% in 2025; AI-trainer hiring +745%.

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