Universidad Santo Tomás.

Program: CLIL
Class: Modern Ways of Hiring.

I. READING EXERCISE

Content aim:

Students will be able to critique points of view about the hiring in Colombia by themselves based **on** the information of the article in the topics that we have been studied in the subject (Labor Hiring and types of employments contracts)

Students will be able to identify at least 5 words related to labor and employment practice.

Language aim:

Students will be able to identify sentences in present, past and present and past perfect tense.

II. Moments of Reading

II.1. PRE- Reading.

Lets go to play Kahoot!

II.2. <u>While Reading.</u>

Remember the words in kahoot! before to start reading the next article:

Hiring Remote Staff: Colombia

Greetings from Bogota, Colombia. I'm in Colombia. Why else, to meet with developers and find some of my next coding rock stars. So, if you're looking to *staff* out of Latin America, Colombia should definitely be near the top of your list.

a. <u>Bogota is One of the Largest Cities in Latin America</u>

The city of Bogota is the fourth largest in Latin America, in terms of economy. It has a *workforce* of over 4 million people, and its college system produces more than 94,000 graduates a year.

Colombia is the Highest Value Country to Staff From Things are constantly changing, but currently, Colombia is possibly the highest value country to staff out of. The reason for this is that the development community has really come into its own. You have highly trained, highly experienced developers in Bogota and throughout Colombia. Still, the country hasn't

quite been discovered yet by the big companies. So, Google, Microsoft, and Amazon have not opened their *remote development* centers here like they have already in Costa Rica and Mexico and other major countries. That's an opportunity for *folks* who want to come in and recruit developers because wages have not been driven up by those big companies, yet.

That's not to say that Colombian developers are *cheap*. However, on the value scale, in terms of what you get, you're going to do a little bit better in Colombia than some other places, on average, right now. Of course, there are exceptions all over the place.

b. English is Weaker Than Other Countries

One thing I have noticed with Colombian developers is, on average – and there are certainly many exceptions – the English is a little weaker. I think that's partially due to what I just spoke about, which is that there are fewer US companies doing business here. And so, the English experience tends to be a little bit less.

Most *developers* in Bogota right now are working for other Latin American companies who use Spanish predominantly. So, you will probably have to spend a solid three months really *jelling* the communication. Now, they do all speak English; it's just a matter of how fluent they are. And again, there are certainly exceptions. I've spoken with Colombians whose English is absolutely fluent, where it sounds like they speak English as a first language. But, on average, I've found that the English here is not quite as strong as it is in say Mexico.

c. Colombia is No Longer the Dangerous Country it Once Was

Now, one concern you might have is that, in the United States, Colombia does have a little bit of a reputation for crime. I can tell you that that's pretty much an *outdated* point of view. That's all been cleaned out in recent years, and law and order has really been restored to the country. Now, having said that, there are certainly pockets of Bogota and throughout the country that are somewhat unsafe. You just need to do your research and be careful where you stay when you visit.

Your developers, if they're successful and established, will already have moved to and be working from the regions of the country that are stable. That means things like infrastructure, law and order, electricity, internet and things like that. So you really don't need to worry about it from that standpoint. Of course, if you're visiting, as is the

case with any Latin American country and, if we're honest, many US cities, you need to be a little careful about what neighborhoods you go into. Also, pay attention to who you book transit with and things like that.

But, if you use some common sense, you'll be fine. Or do it my favorite way, which is travel with one of your developers. Colombians in particular, although it's true of all Latin Americans, are incredibly proud of their country and super excited to show it off. If you come down to visit your developer they will be more than happy, I'm sure, to drive you around, show you the sites and help you experience the local cuisine, the local culture and the architecture. It's a real treat for both of you.

d. The Weather in Colombia

Right now it's the early morning in Bogota, as you can see. It's rather overcast. Bogota is known for having four seasons in a day, and I've seen *pouring* rain, and it's a bit *chilly* right now. I'm sure later in the day it will be quite warm. And of course, we're coming into summer because it's South America and summer starts in December.

e. Traveling to Colombia

Traveling to Bogota is easy. There are direct flights from New York and other US cities, or you can *transfer* in places like Costa Rica, which makes it really quite easy to get here. The airport is large and modern and easy to navigate. When I came in last night, I had no difficulty getting through customs or anything like that, and it is visa-free to US citizens. And so, should you decide to make a hire in Bogota, or if you'd like to come down and interview developers, it's really quite easy. So please consider Bogota when looking to recruit in Latin America.

This reading was taken from https://preferati.com/hiring-remote-staff-colombia/

Select the correct answer:

After you read the article, now we´re going to check your comprehension doing the next activities:

1) The fourth largest city in south America in economic terms is.

A. Mexico D.F.
B. Costa Rica.
C. Bogotá.
D. Lima

2) Fill in the blank according to the text:

You have to spend for jelling the communication in Colombia at least _____(one word) months.

Bic Companies like Google, Microsoft, and Amazon have _____ (two words) in Costa Rica and Mexico.

3) According to the text, select if the sentence if true or false

The developers that are thinking to invest in Colombia have to worry about the infrastructure, law and order, electricity and the internet (True/False).

4) Match column A with the definition in column B

____ More fluent English than Colombia	A. Colombia.
____ There are different flies to New York and other cities.	B. Bogotá.
____ Hasn't quite been discovered yet by the big companies. So, Google, Microsoft, and Amazon	C. México
____ Summer starts in December	D. South América

II.3. <u>Post- Reading</u>

The students should watch the next video:

After you watch the video and read the article, according to our final outcome, remember that we are giving legal advice to a businessman who is thinking to hire people in Colombia to test video games that he develop**s** in USA.

The businessman is an engineer who wants to pay 10.000 dollars per year for each videogame texter.

The businessman read**s** the article: "Hiring Remote Staff: Colombia" and require**s** from us (his lawyers in labor and employment area) **a Legal advice Written**[1] with the answer for the next questions.

Remember that the objective is that the businessman consider**s** if Colombia is the best destination to hire workforce according **to** the labor and employment regulation currently, so you have to consider factors as: legal security, procedural speed in labor trials and civic education.

1. Do you recommend hiring people in Colombia based on your knowledge about labor and employment? Why or why not? You must expose at least two reasons.

Use 150 – 200 words.

2. What kind of hiring did you recommend it? (Direct Hiring, outsourcing, Free-lance, etc) Choose one and give two advantages and disadvantages.

Use 150 – 200 words.

Use the next structure

a. Question:
b. Answer.
c. Justification.
d. Conclusion.

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[1] Professional advice provided by a lawyer. An agreement between an attorney and his or her client based on a particular legal matter the client is experiencing.

In a nutshell, legal advice has the following characteristics:

- Requires legal knowledge, skill, education and judgment.
- Applies specific law to a particular set of circumstances.
- Affects someone's legal rights or responsibilities.
- Creates rights and responsibilities in the advice-giver