ik

DIGITAL
INCUBATOR

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intel.   Microsoft   TSUNAMI   ikES

ABOUT US

JP **inspiring knowledge** (jp.ik), as its name suggests, is fully committed to inspire, be inspired and spread knowledge. Innovation is at the forefront of our creations. We strive for **continuous improvement** with a strong emphasis in corporate social responsibility.

Founded by two visionary brothers in Portugal, jp.ik quickly became one of the leaders in the Edtech ecosystem worldwide. Ever since then, jp.ik has established itself as a global benchmark on **educational and human development technologies**, standing out as one of the most successful and respected Edtech companies both nationality and internationally.

As demonstrated throughout our projects, **sustainable and inclusive human development** has been jp.ik longstanding commitment driven and upheld by the team's passion, adaptability and ever evolving approach.

SUSTAINABILITY

ESG is ingrained in jp.ik's core:

ENVIRONMENT

Climate Pact: Signed the Climate Pact with Porto City Council in 2022, reinforcing its commitment to tackling climate change and promoting sustainable practices in the region.

Energy Efficiency: Our products have been certified under the Energy Star programme, adhering to the strict energy efficiency standards set by the U.S. Environmental Protection Agency (EPA) since 2011.

Sustainable Packaging: FSC (Forest Stewardship Council) certified packaging for its equipment, contributing to forest preservation and promoting responsible natural resource management.

SOCIAL

Local Impact: jp.ik has financially supported events, causes, and institutions, including Estabelecimento Prisional Santa Cruz do Bispo, Centro Paroquial Padre Ângelo, and Corrida de Perafita.

National Impact: jp.ik has contributed with financial and physical resources to major Portuguese institutions, including Ajudaris and Acreditar.

International Impact: One of the largest social intervention projects was the Digital Solidarity Initiative in Tunisia, which provided over 2,000 tables for students and 20 computers for teachers.

GOVERNANCE

Business Ethics: jp.ik upholds the highest levels of business ethics, fostering trust and transparency with stakeholders.

Anti-Corruption and Whistleblower Protection: At jp.ik we reject all forms of corruption and comply with anti-corruption laws through a robust compliance programme. We provide an anonymous, confidential reporting channel and protect whistleblowers.

Data Privacy & Security: We prioritise the privacy and security of personal data in all our operations.

OUR **MISSION** GOES ABOVE AND BEYOND

VISION

Maintain leadership in the **Innovation of Technology-Based Solutions** for development and education in partnership with the main market players.

VALUES

With a deep knowledge in the local and global technology sector, jp.group integrates a diverse set of companies in the areas of Education, Services and Investments. jp.group's performance is guided by a strong set of values – **Ambition**, **Humility**, **Persistence**, **Integrity** and **Change** – always seeking to meet the real needs of its customers.
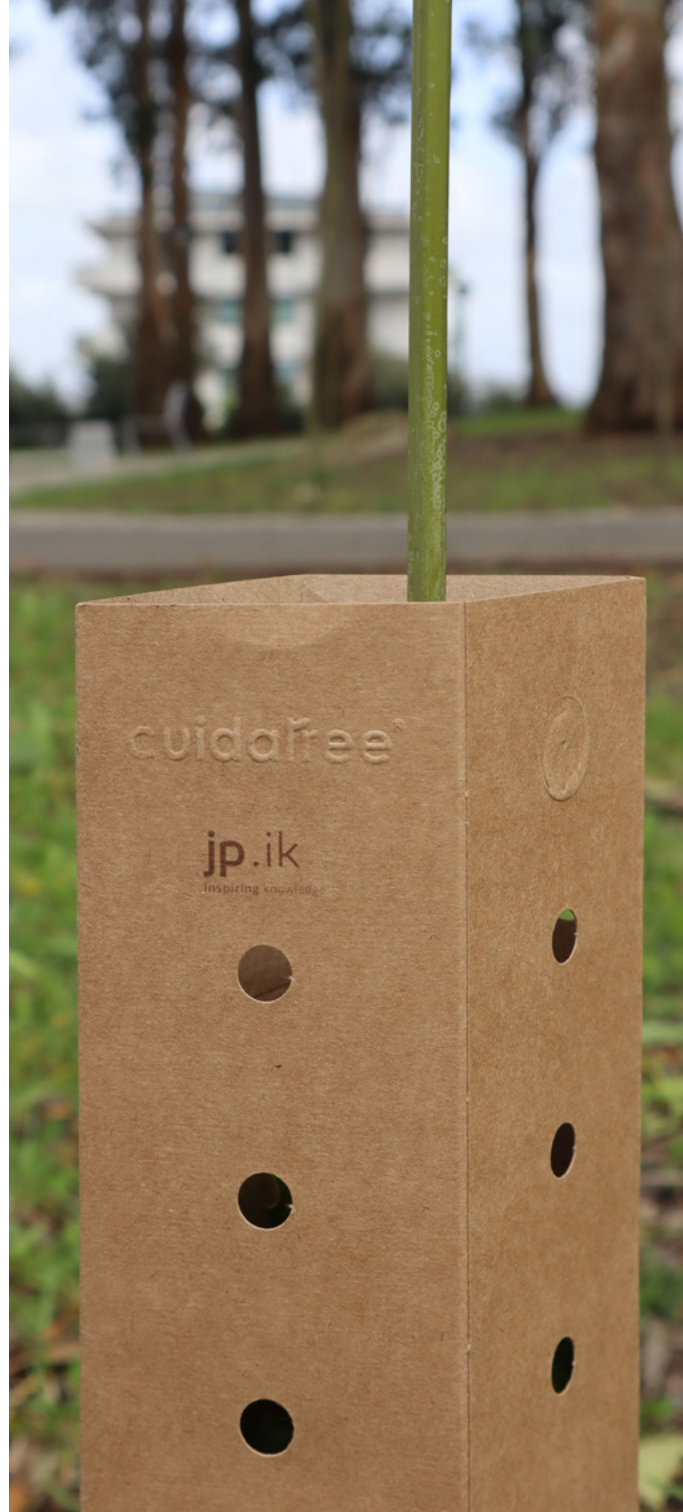
KEY DELIVERABLES

Over the years, jp.ik had the privilege of working on a variety projects. Below we highlight a few that stand out for their pioneering and innovative qualities. While these projects make us especially proud, they represent just a glimpse of what we have accomplished.

We are committed to **pushing boundaries** and **surpassing our own achievements** in the years to come.

PLAN CEIBAL, URUGUAY

Aimed to provide a computer to every child. Conectividad Educativa de Informática Básica para el Aprendizaje en Línea has reached 1 million students.

2009

2008

MAGALHÃES COMPUTER PROJECT, PORTUGAL

Pioneering project that positively impacted 753 000 students and 16 000 teachers which brought an inclusive access to Edtech equipment and democratized access to information.

2011

EAST TIMOR

Successfully opened the first pop-up school in East Timor.

2016

DIGITAL LITERACY PROGRAMME, KENYA

Equipped 13,700 public primary schools with jp.ik's educational technology. Provided 695000 devices to students, trained more than 30,000 teachers and implemented a local assembly line.

TRAINING PROJECT, SENEGAL

jp.ik, Intel, and Microsoft partnered to introduce educational technology in schools in Senegal. The initiative equipped teachers with technology and training to enhance student engagement and prepare them for the evolving job market. This collaboration marked a major step toward fostering inclusive, quality education.

SPECIALIZED TECHNOLOGICAL CENTERS (CTEs), PORTUGAL

Successfully engineered CTEs to foster vocational training on emerging professions as well as boosting individual's skills in the world of digital transformation. This was an initiative financed by the Portuguese government and the EU.

2019

2025

2020

2024

SOLAR POP-UP FACILITIES, DJIBOUTI

Implementation and transfer of knowledge in Djibouti through the setup of solar-powered pop-up facilities.

DIGITAL EDUCATION LABS (LED), PORTUGAL

Implemented the first of its kind LED, aiding with the integration of STEM education into the curriculum. This project was funded by the Portuguese MoE, LED reached over 1000 laboratories to 400 schools across the country.

WORLD SNAPSHOT

ENVISIONING THE **WORLD IN 2030**

PEOPLE AT THE HEART OF DIGITAL SOCIETY

jp.ik has been inspiring people and changing the world for the past 30 years, actively promoting people empowerment to foster national and international impact on economic growth and human development, with a clear focus on building a sustainable digital society.

Investing in People Empowerment thought Edtech Integration and Digital Literacy has proven Positive Impacts:

a) **Education as a plan for Economic Growth:** countries that have increased their investment in education have significant improvements in productivity and economic development.

"Countries that invested more than 4 per cent of their GDP in education had an average economic growth of 5 per cent per year." (World Bank, 2021)

b) **Digital Literacy as key for Future Workforce:** Most countries investing in Digital Literacy to build a Future-ready Workforce have clear impacts on fostering Innovation and Entrepreneurship.

"WEF estimates that Individuals with a higher level of education have 2.5 times more opportunities to grow a business" (WEF, 2021)

c) **(Re)Skilling in an Ever-changing Technological World:** Quality Education and Life-Long learning competencies directly decline NEET rates and increase employment and employability rates.

"UNESCO's highlights that countries investing in quality education, particularly in low and middle-income regions, experience better employment outcomes for young people, thereby reducing NEET rates" (UNESCO, 2022)

d) **Education Access for Social Development:** Quality inclusive Education enhance socio-cultural participation and cohesion, health systems and general well-being, and reduce poverty and opportunity gaps based on gender or socioeconomic background.

"Most of the differences across country-income groups in human capital are attributable to education" (Human Capital Index – Word Bank, 2021)

e) **Tackling the Digital Divide:** The democratisation of digital literacy ensures human development opportunities for all and addresses the educational and socio-economic gap between countries

"UNESCO claims that addressing the digital divide in terms of access, skills and outcomes as a universal right is a moral imperative in the pursuit of the SGD 4 – Quality Education" (UNESCO, 2022)

f) **Building Resilient Sustainable Digital Societies:** The impatct of the Covid-19 pandemic, recent economic crisis, and the rise of international conflicts require a comprehensive approach to EdTech Integration, that foster human-centred digital literacy aligned with the Sustainable Development Goals.

OUR **APPROACH**
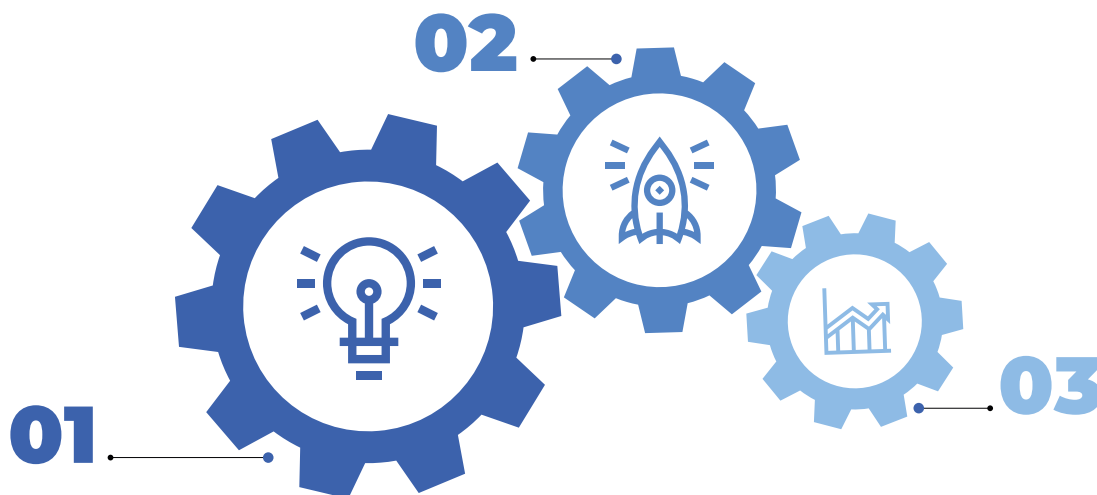
01 **SKILLS** DEVELOPMENT
Inspiring Life-long Learners and Promoting Talent

- Fostering Digital Literacy and STEAM Learning
- Promoting Critical Thinking and Problem-Solving Skills
- Promoting Collaboration and Innovation Skills

02 **WORKFORCE** DEVELOPMENT
Creating Future-Ready Workers and Connecting Learning with Work

- Embracing Industry 4.0
- Reducing Skills Gap
- Fostering Employment and
- Entrepreneurship

03 **SOCIOECONOMIC** DEVELOPMENT
Forming Committed Citizens and Generating Social Impact

- Tackling Digital Divide and Opportunity gap
- Promoting Economic Growth and sustainable development
- Empowering communities for Human Development

WHAT IS
THE **ik DIGITAL INCUBATOR?**

The **ik Digital Incubator** (ik DI) is a necessary response to an ever-changing technological world. The ik Digital Incubator seeks to address global issues such as the challenges that emerged post-covid.

The ik DI is jp.ik proposed **phase-by-phase dynamic solution** to level up digital literary worldwide. As the name incubator suggests, our role is to support the (re)birth of skills, adapted to the digital world to all individuals regardless of background to level the digital playing field.

This is done by offering a physical and pedagogical layout for development of digital skills, aligned with the Sustainable Development Goals (SDGs), such as **SDG 4 - Quality Education, SDG 5 - Gender Equality, and SDG 8 - Decent Work and Economic Growth.**

THE UNDERLYING **PEDAGOGICAL FRAMEWORK**

Based on our alignment with the SDGs, in particular **SDG 4**, our proposal promotes a more comprehensive approach to teaching and learning, anchored in the pillars **Learning to Know, Learning to be, Learning to live together, Learning to do** (Unesco - Delors, 1999), and envisions EdTech integration from a multidisciplinary STEAM approach that promotes **Human-Centered** Digital Literacy and includes both technical and soft skills.

CREATIVE CONSTRUCTION SPACES

- Active Learning and Student-Centered Pedagogies
- Inquiry, Problem and Project-Based Learning
- Personalized Learning

**LEARN TO
KNOW**

TEAM-WORK COMMUNITY SPACES

- Collaboration
- Peer-learning
- Participation Culture & Community Building

**LEARN TO
BE**

FLEXIBLE EXPLORATION SPACES

- Hands-on, Minds-on, Hearts-on
- Experimentation with Hybrid Resources
- Autonomy and Engagment

**LEARN TO
DO**

HUMAN-CENTERED DIGITAL LITERACY

- Sustainability and Responsability
- Inclusivity and Accessibility
- Technical and Socio-Emotional Skills

**LEARN TO
LIVE TOGETHER**

TRANSVERSAL SOFT SKILLS

- Collaboration & Communication
- Critical Thinking & Problem Solving
- Creativity & Innovation
- Citizenship & Global Awareness
- Environmental Literacy
- Information, Media & ICT Literacy
- Life & Career Skills

TRANSVERSAL STEAM SUBJECTS

- Natural Sciences
- IT & Computer Science
- Engineering
- Social Sciences
- Design & Visual Arts
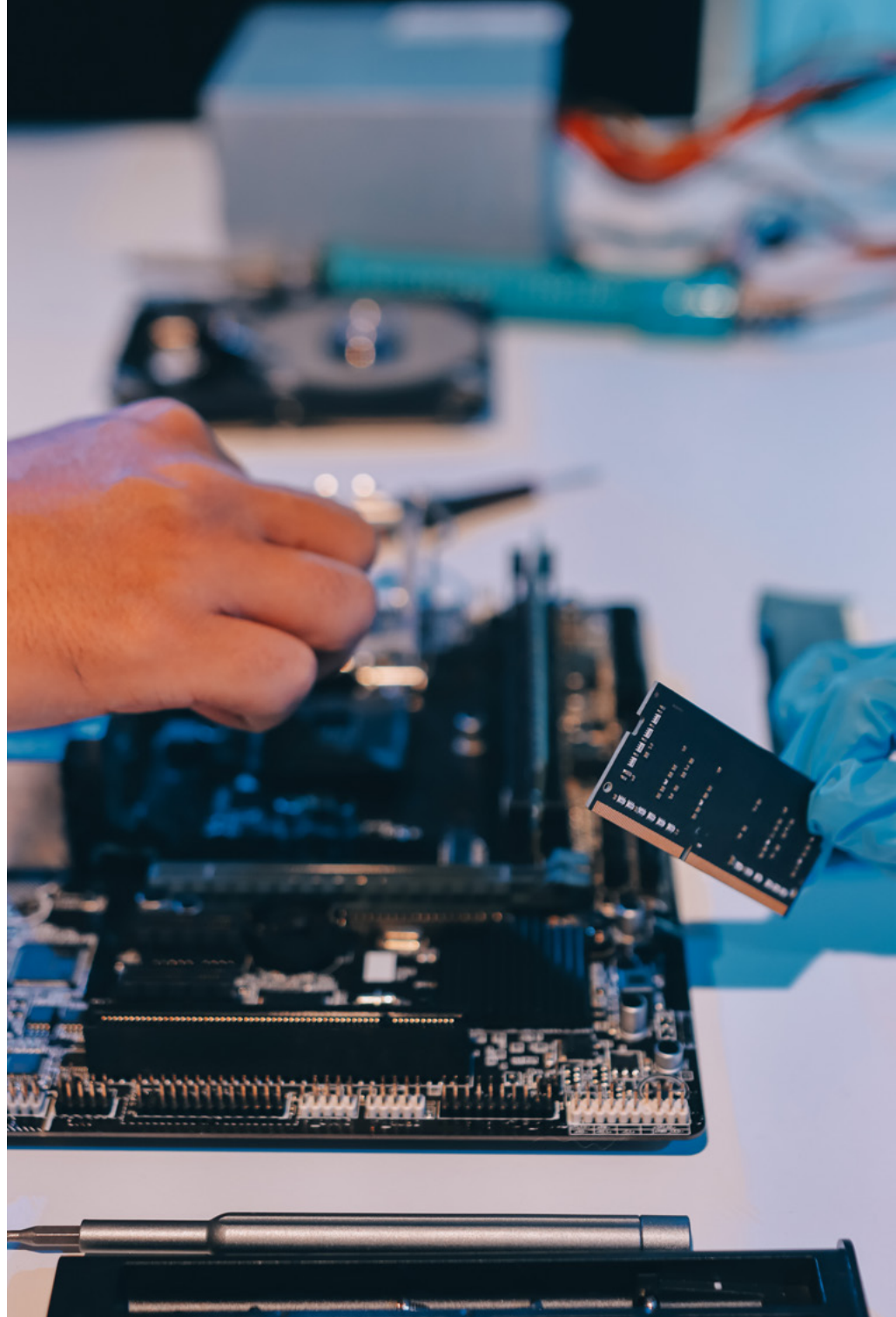
OUR **AIM**

Our solution intends to ensure that **Edtech integration** has an impact on both individuals and society, bridging the digital divide and democratising the **development of critical skills** for sustainable development.

The project aims to empower not only young **NEET** (Not in Education, Employment or Training) but also all individuals seeking to **develop digital literacy** in order to generate equal opportunities in the workforce regardless of socio-economic backgrounds. Therefore, transforming individuals into a skilled **workforce** prepared for the digital future.

The ik Digital Incubator aims to develop and promote an innovative, inclusive and effective digital education ecosystem. In order to do this, the ik DI will provide the trainer and learner alike with required advanced digital equipment, knowledge and skills, along with **full technical** and **vocational training programmes** and pre-designed project activities.

OUR **FOCUS**

NATIONS INTERESTED IN CONTINUOUS DIGITAL DEVELOPMENT

The ik DI is designed for all individuals willing to develop digital literacy, aiming to bridge the digital divide and learning gap. Ik DI supports the active participation of these individuals in the current digital world, creating **equal opportunities** and continuous skill development.

NEETs

jp.ik understands that **NEETs** represent one of the greatest social and economic challenges for emerging countries. Globally, this group of individuals faces **rising unemployment rates**, directly impacting social stability and economic growth.
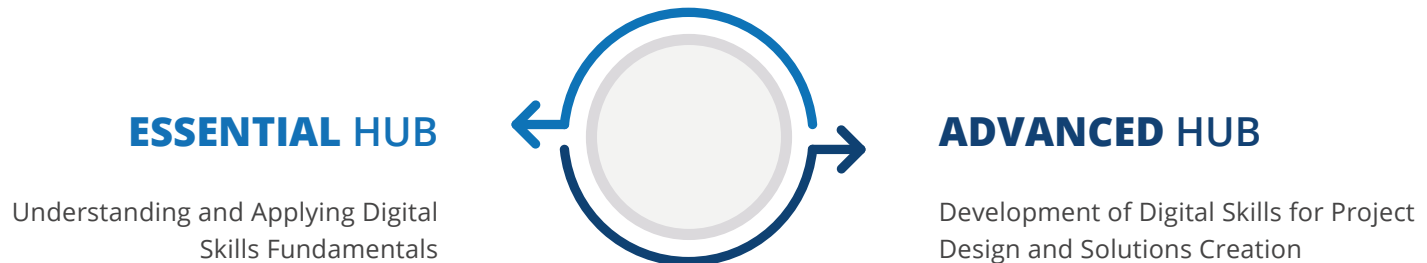
THE DYNAMIC SOLUTION

PHASE-BY-PHASE

Our ecosystem brings together international partnering **companies**, **universities** and **pedagogical** experts.

ik Digital Incubator provides guidance to education systems throughout a phase-by-phase implementation programme.

It enables the empowerment of educational agents, through professional training and curating more than **560 learning activities**, enabling teachers to apply **more than 2500 hours** in the labs.

ik Digital Incubator consists of **TWO** interconnected Hubs:

ESSENTIAL HUB

Understanding and Applying Digital Skills Fundamentals

ADVANCED HUB

Development of Digital Skills for Project Design and Solutions Creation

PHASE-BY-PHASE DEVELOPMENT PROGRAMME

To be applied to each Hub:

00
PHASE

Context Exploration

jp.ik pedagogical team along with the local Entity will explore and define Essential and/or Advanced Hub implementation plan;

01
PHASE

Train the Trainer Programme

Includes Training (up to 10 weeks) at jp.ik headquarters in Portugal with our pedagogical and Product engineer experts;

02
PHASE

Solution Implementation

A team of technical engineers will ensure, at site, a seamless integration of the solution;

03
PHASE

Support

A platform designed to provide continuous support to all subscribers. Whether you need assistance with curricular activities, software updates, or expert advice;

04
PHASE

MONITOR AND COMMIT

Impact Assessment and Follow-up throughout project life-cycle.
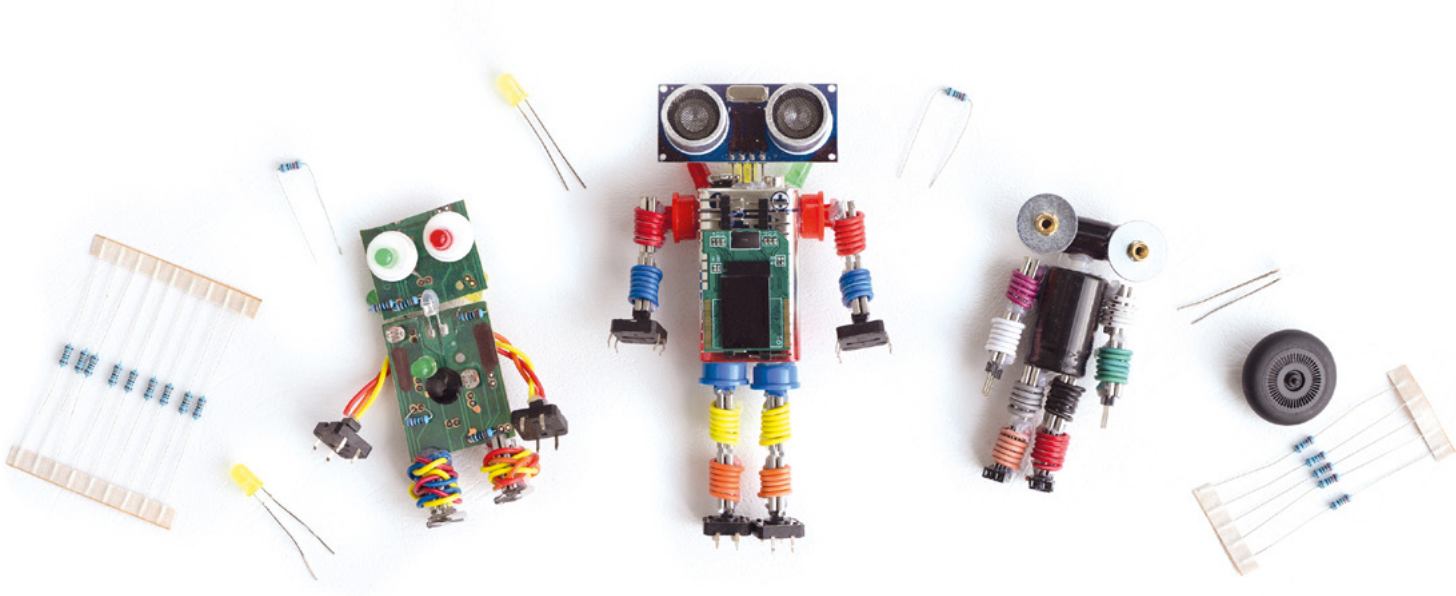
ESSENTIAL HUB

ik DIGITAL INCUBATOR

ik Digital Essential Hub provides a physical and pedagogical layout for the development of transversal digital literacy and **critical STEAM technical** and **socio-emotional skills**, throughout the 4 labs.

Aimed at lifelong learners and NEETs with no prior training or technical experience, Ik Digital Incubator essential is the starting point.

These labs provide the opportunity to Understand and Apply the Fundamentals on Digital Literacy, **Coding & Robotics**, **Artificial Intelligence**, **Arts & Multimedia**, and **Science & Sustainability** skills. The idea is to create an environment where learners can start from scratch and progress continuously until they reach more advanced levels of specialization.

Learners will obtain a attending certificate after completing the total training activities.

ESSENTIAL HUB **OVERVIEW**

Nº of Students: **24 students per lab**
Total Hours of Activities: **642 hours**
Total Nº of Activities: **347**
Total Nº of Teachers Trained: **1 per lab** (8 to 10 weeks - up to 300 hours for all labs)

ESSENTIAL HUB

ik DIGITAL INCUBATOR

ARTS & MULTIMEDIA

CODING & ROBOTICS

SCIENCE & SUSTAINABILITY

ARTIFICIAL INTELLIGENCE

ARTS & MULTIMEDIA
ESSENTIAL HUB

This lab allows students to develop audio, video, image and digital design projects.

TECHNICAL SKILLS

- Audio-Visual Production & Edition
- Streaming & Live Production
- Graphic Design & Visual Arts
- 2D/3D animation & Modelling

KEY EQUIPMENT

- Camera 4k
- Laptops
- 3D Printer
- Multimedia Studio
- Mixer / Tools
- Headphones

Total Hours: **100 hours**

Essential Activities: **38**

CODING & ROBOTICS
ESSENTIAL HUB

This lab allows students to integrate different technical skills to implement programming and robotics projects in different contexts.

TECHNICAL SKILLS

- Programming & Computational Thinking
- Electronics & Engineering
- Crafting & Prototyping
- Construction of Functional Systems

KEY EQUIPMENT

- Microscope
- Arduino
- 3D Printer
- Laptops
- Micro:bit
- Robotic Kit & Expansion Set
- Tools
- Sensors
- Drones

Total Hours: **154 hours**

Essential Activities: **123**

SCIENCE & SUSTAINABILITY

ESSENTIAL HUB

This lab allows students to develop projects in social, natural and applied sciences, with special attention to sustainability.

TECHNICAL SKILLS

- Scientific Inquiry & Experimentation
- STEAM content Knowledge
- Observation and Analysis of Microscopic Structures
- Renewable Energy Sources Development

KEY EQUIPMENT

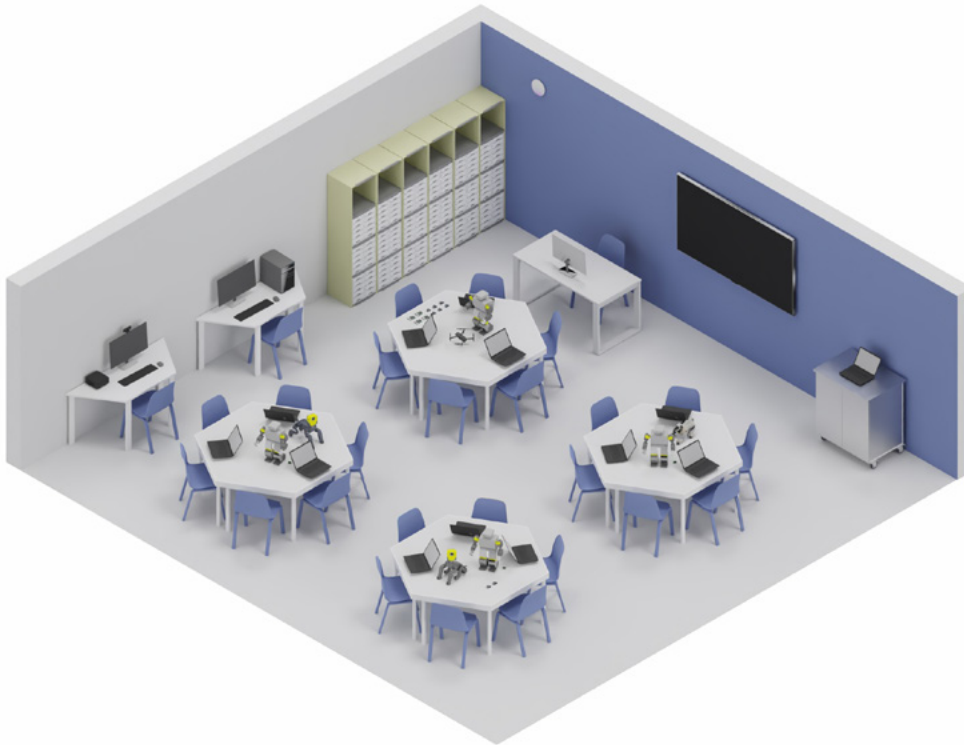- Renewable Energy Kit
- Laptops
- 3D Printer
- M:Bot
- Microscope

Total Hours: **246 hours**

Essential Activities: **68**

ARTIFICIAL INTELLIGENCE
ESSENTIAL HUB

This lab allows students to have an immersive experience in AI, developing practical applications to tackle local and global challenges.

ESSENTIAL TECHNICAL SKILLS

- AI Fundamentals
- Data Literacy
- AI Techniques and Technologies
- Ethics and Social Impact of AI

KEY EQUIPMENT

- Deep Learning Training Server
- Computer Vision Workplace
- Laptops & Desktops
- Accelerators
- Cameras
- Robots

Total Hours: **142 hours**

Essential Activities: **118**

ADVANCED

ik DIGITAL INCUBATOR

The ik Digital Advanced Hub is intended for experienced users and provides access to sophisticated labs, focusing on high demand areas in the local and global job markets, such as **Artificial Intelligence** (AI), **Advanced Robotics and Automation**, **Internet of Things** (IoT), **Digital Prototyping**, **Cybersecurity**, **Precision Repair** and **Creative Industries**.

These labs are designed to train individuals, not only, for technical jobs but also, for entrepreneurial activities, allowing them to create their own startups or high-tech businesses.

The overall goal of this Hub is to challenge and enable students to **develop advanced competencies** to design and implement projects, and configure digital solutions or craft new digital tools.

ik Digital Advanced Hub is a **Technical Vocational Education and Training (TVET) solution**. This develops life and career skills which boosts individuals' capabilities to responds to the global economy's challenges and enhancing their employability profile.

The six areas of expertise, combined or individually, cover crucial dimensions of the **Future Workforce**.

At the same time, the ik DI Advanced generates impact on individuals and society, through the cultivation of critical skills for **human-digital literacy** and **sustainable development**.

Ultimately, by the end of each Hub Learning Path, the learners will be awarded a **Professional certification** given by a third-party educational institution.

Below are the labs and their respective focus areas:
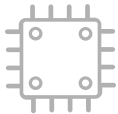
ARTIFICIAL INTELLIGENCE

CODING & ROBOTICS

SYSTEMS & NETWORKS

ASSEMBLY & REPAIR

PROTOTYPING

ARTS & MULTIMEDIA

ARTIFICIAL INTELLIGENCE
ADVANCED HUB

The AI lab harnesses the power of AI in all its fields as a catalyst for equitable and sustainable empowerment of the future workforce. The students will acquire the knowledge, skills and values, necessary to critically understand AI from a holistic perspective, including its ethical, social and technical challenges.

TECHNICAL SKILLS

- AI Understanding & Solutions
- AI Curriculum & Practical Projects
- ML/DL (Machine Learning/Deep Learning Fusion Skills)
- Industrial Use of AI

KEY EQUIPMENT

- Deep Learning Training Server
- Computer Vision Workstation
- Natural Language Processing Workstation
- Statistical Data Workstation
- Laptops and Desktops
- Accelerators
- Development boards
- Cameras
- Robots

Nº of Students: **24 students per lab**
Total Nº of Hours: **415 hours**
Total Nº of Activities: **76**
Total Nº of Teachers Trained: **1 per lab**
Total Nº of Teachers Training: **up to 120 hours**

CODING & ROBOTICS
ADVANCED HUB

In this lab, the students will gain knowledge and hands-on experience with the tools needed to successfully integrate the growing workforce of the Industry 4.0 and 5.0 market, from Industrial IoT to Control and Automation Systems.

TECHNICAL SKILLS

- Industry 4.0 - Control & Automation Systems
- Collaborative Robotics
- Industrial IoT Skills
- PLC Programming
- AGV and AMR Exploration
- Moving Forward to Industry 5.0

KEY EQUIPMENT

- Cobots
- Conveyor belt
- Computer Vision
- Autonomous Guided Vehicles (AGV) & Autonomous Mobile Robots (AMR)
- Drones

Nº of Students: **24 students per lab**
Total Nº of Hours: **412 hours**
Total Nº of Activities: **39**
Total Nº of Teachers Trained: **1 per lab**
Total Nº of Teachers Training: **up to 120 hours**

SYSTEMS & NETWORKS
ADVANCED HUB

This particular lab provides qualified training for the analysis, planning, installation, and management of distributed systems for data storage, processing, and communication in multidisciplinary contexts. It trains professionals to manage distributed data systems across various sectors, such as IT, telecommunications, and healthcare.

TECHNICAL SKILLS

- Network Infrastructure Planning & Implementation
- IT Systems Administration & Management
- Cyber Security & Forensic Analysis

KEY EQUIPMENT

- Redundancy Systems
- LAN Instrumentation & Tools
- Active & Passive Network Components
- Didactic Network
- Network Monitoring & BI Dashboards

Nº of Students: **24 students per lab**
Total Nº of Hours: **218 hours**
Total Nº of Activities: **16**
Total Nº of Teachers Trained: **1 per lab**
Total Nº of Teachers Training: **up to 120 hours**

ASSEMBLY & REPAIR
ADVANCED HUB

The focus of this lab is on the creation and implementation of electronic systems with microcontrollers and microprocessors. It promotes hands-on learning and the skill development of technological equipment repair. It prepares professionals to work in various industries, including but not limited to automotive, medical devices, industrial automation, and telecommunications.

TECHNICAL SKILLS

- Electronics & Digital Systems
- Hardware Development Maintenance
- Embedded Systems Programming
- Precision Repair (Computers, smartphones and wearables)

KEY EQUIPMENT

- Bench Instrumentation (diagnostics, measurement, and optical)
- IoT, Microcontrollers, and Sensors
- PCB Printer Tools (Prying & Opening, Soldering & Wiring, Organisation & Cleaning)

N° of Students: **24 students per lab**
Total N° of Hours: **284 hours**
Total N° of Activities: **23**
Total N° of Teachers Trained: **1 per lab**
Total N° of Teachers Training: **up to 120 hours**

PROTOTYPING
ADVANCED HUB

The prototyping lab reinforces experimentation and continuous improvement in project settings, mirroring any professional environment. To enhance the learning experience and skill development, the lab prioritizes diverse practical activities, the conduction of different experiments and functional prototype development. Therefore, the prototyping lab promotes the creation and practical prototyping applied in tech-based industries such as engineering and product design.

TECHNICAL SKILLS

- Hardware Development
- PCB Design & Rapid Prototyping
- Addictive Manufacturing

KEY EQUIPMENT

- Laser Cutter/Engraver
- 3D Printer
- PCB and PCBA Prototyping
- Bench Instrumentation
- Large Format Printing

Nº of Students: **24 students per lab**
Total Nº of Hours: **264 hours**
Total Nº of Activities: **48**
Total Nº of Teachers Trained: **1 per lab**
Total Nº of Teachers Training: **up to 120 hours**

ARTS & MULTIMEDIA
ADVANCED HUB

This lab brings together resources for the design, planning, and development of information and communication solutions, drawing on the principles and practices of design and multimedia technologies.

TECHNICAL SKILLS

- Creative Web and Graphic Design
- User Experience (UX) and User Interface (UI) Design
- Original Content Authoring
- Storytelling and Narrative Skills
- Audio-Visual Production & Edition
- Streaming & Live Production
- 2D/3D Animation & Modelling
- XR (AR/VR/MR)

KEY EQUIPMENT

- Drones
- Interactive Pen Display
- Large Format Printing
- 3D Modeling and Printing
- High-performance Computers

Nº of Students: **24 students per lab**
Total Nº of Hours: **274 hours**
Total Nº of Activities: **17**
Total Nº of Teachers Trained: **1 per lab**
Total Nº of Teachers Training: **up to 120 hours**

UNLOCKING THE **FUTURE** OF **DIGITAL COMPETENCY**

THE BENEFITS OF OUR **ik** DIGITAL INCUBATOR

In today's ever-evolving digital world, enhancing digital literacy among educators is paramount. Our **ik Digital Incubator** offers a comprehensive solution designed to improve the digital skills of teachers and integrate innovative teaching practices seamlessly.

- **Assessment of Digital Literacy:** We begin by conducting a thorough assessment of the current state of digital literacy where desired. This foundational step ensures that our approach is tailored to meet the specific needs of trainers and their learners.

- **Enhancing Competitive Skills:** By providing essential digital training, we equip trainers and their learners with competitive skills that are vital for the workforce of the future. Our initiative also plays a key role in nurturing and retaining local talent, ensuring that the skills developed stay within the country and contribute to its growth.

- **Integrated and Interlinked Activities:** Our ik DI and its Hubs are designed with activities that are interlinked and integrated into pedagogical practices. This ensures that digital tools and resources are not isolated but rather enhance overall teaching and learning experiences.

- **Scalable Implementation:** We understand the diverse needs of local entities. Therefore, our ik Digital incubator allows for a phased approach, starting at a small scale and gradually expanding the implementation. This flexibility ensures that trainers can adapt the program to fit their unique contexts.

- **Low Investment with Continuous Support:** Our solution is designed to be cost-effective, allowing entities to invest in enhancing digital education without straining their budgets. Additionally, our dedicated team of pedagogical experts provides ongoing support to ensure successful implementation and optimization of the learning experience.

THE **POP-UP**

A VERSATILE SOLAR-POWERED POP-UP FACILITY

ik Pop-Up could become a community center or a school or even a medical center to support and enhance social inclusion in remote areas.

Its implementation is **fast**, **safe** and **sustainable**.

SHAPING OUR DESTINY

Ultimately, by choosing our ik Digital Incubator, you are investing in the future of education. Simultaneously, **empowering trainers** to enhance their teaching methods and students to confidently develop their skills regardless of background. This leads to the **retention and creation of talent** and a significant boost in the local workforce's capabilities.

Join us in transforming digital education into a dynamic and impactful experience.

*"Just like the work already carried out in Portugal in the implementation of the Digital Education Labs (LED), our objective is to **promote in other regions these new concepts** that are now emerging, in which we are pioneers and whose **artificial intelligence aspect is crucial** to the new challenges.*

*We intend to implement our labs in other countries, with the goal of **reducing social inequality** and enhancing the appreciation and retention of its human resources, which is the most important asset a country or region has."*

December 10th, 2024
jp.ik Chairman, Jorge Sá Couto

CONTACT US

Headquarters: Rua da Guarda, 675, 4455-466 Perafita, Matosinhos, Portugal
Tel.: +351 229 993 999
E-mail: info@jpik.com

jp.ik

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