



# Activity Report 2023

ReDI School of Digital Integration gGmbH

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We use tech to connect human potential and  
opportunity with dignity & humility

# ACTIVITY REPORT 2023



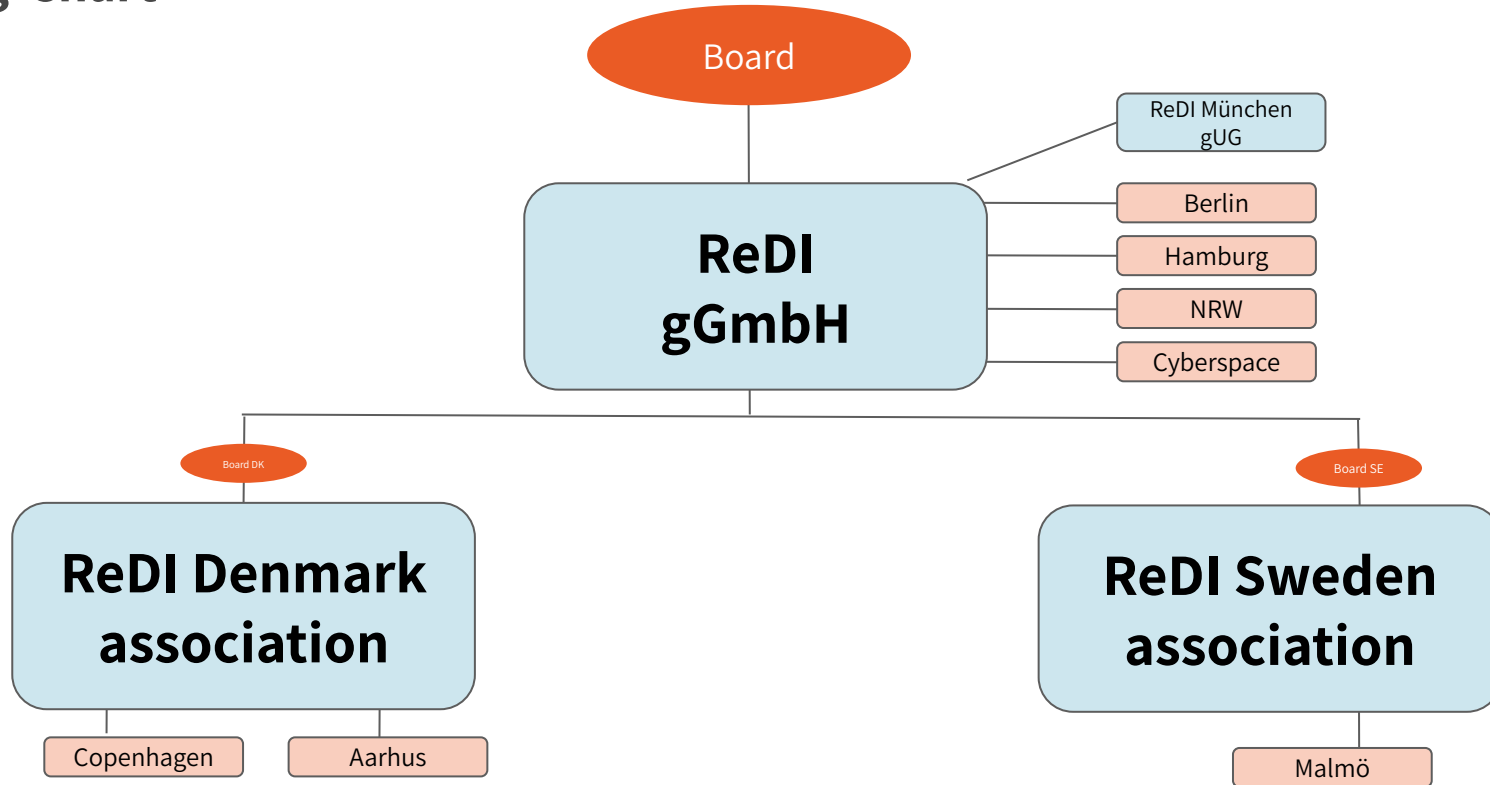
**ReDI**  
SCHOOL

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**GLOBAL**

# Org-Chart



# ReDI in Numbers: ReDI gGmbH



**4.033**

Learners  
(3106 unique learners)

**108**

Nationalities of learners  
(not incl. ReDI Kids)

**65%**

Women and Non-Binary  
(not incl. ReDI Kids)

**57%**

Learners with forced  
migration background  
(not incl. ReDI Kids)

**87%**

Learners'  
graduation rates

**960**

Volunteers & Mentors

# ReDI in Numbers: ReDI München gUG (Daughter organisation)



**3.082**

Learners  
**933** in Part- & Full Time courses  
**2.149** in Workshops

**52**

Nationalities of learners  
(not incl. ReDI Kids)

**76%**

Women and Non-Binary  
(not incl. ReDI Kids)

**74%**

Learners with forced  
migration background  
(not incl. ReDI Kids)

**80%**

Learners'  
graduation rates

**433**

Volunteers & Mentors

# ReDI in Numbers: ReDI Denmark (Daughter organisation)



**503**

Learners  
479 Unique Learners

**69**

Nationalities of learners  
(not incl. ReDI Kids)

**100%**

Women and Non-Binary  
(not incl. ReDI Kids)

**16%**

Learners with forced  
migration background  
(not incl. ReDI Kids)

**95%**

Learners'  
graduation rates

**198**

Volunteers & Mentors

## ReDI in Numbers: ReDI Sweden (Daughter organisation)



**353**

Learners

**38**

Nationalities of learners  
(not incl. ReDI Kids)

**83%**

Women and Non-Binary  
(not incl. ReDI Kids)

**44%**

Learners with forced  
migration background  
(not incl. ReDI Kids)

**90%**

Learners'  
graduation rates

**74**

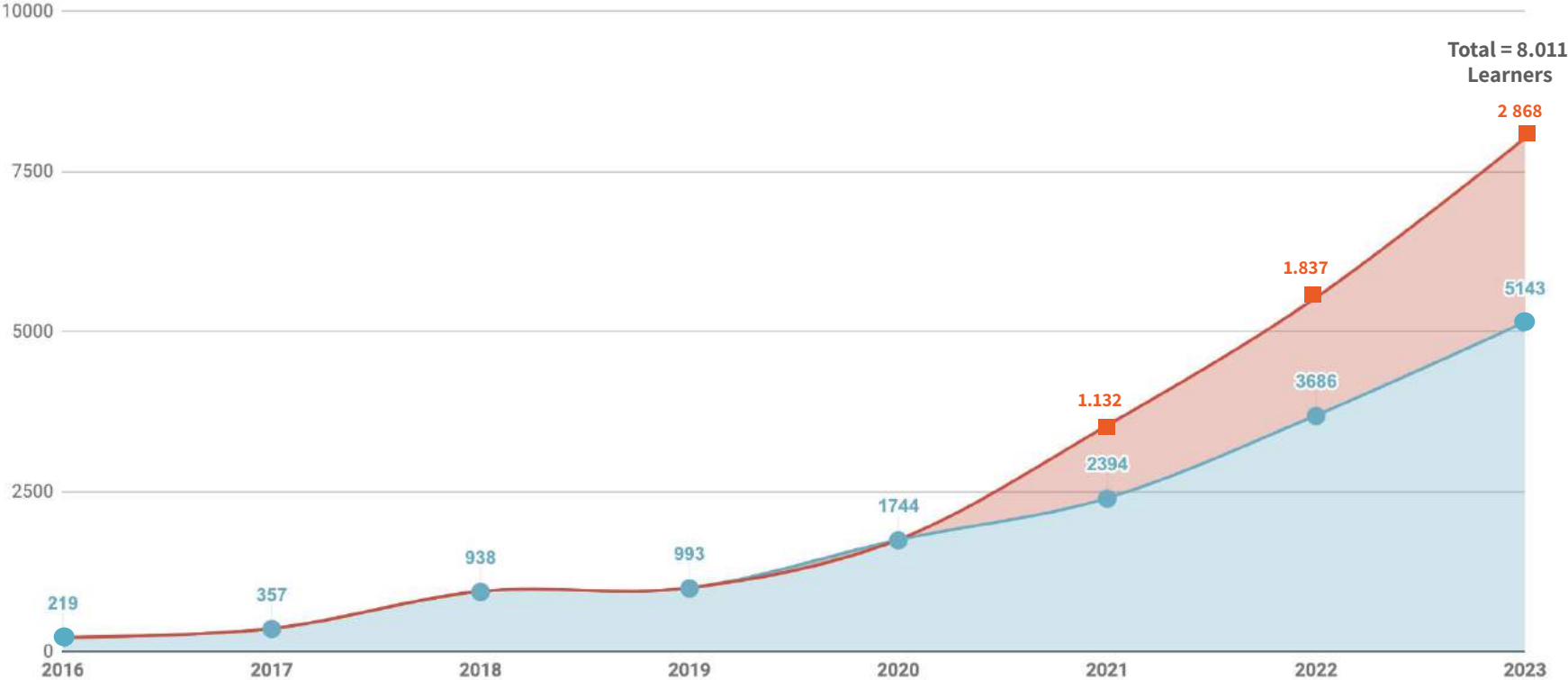
Volunteers & Mentors



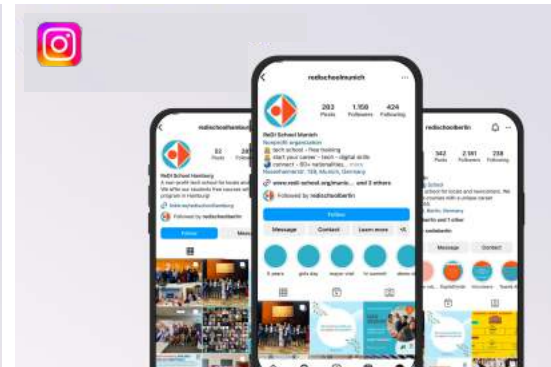
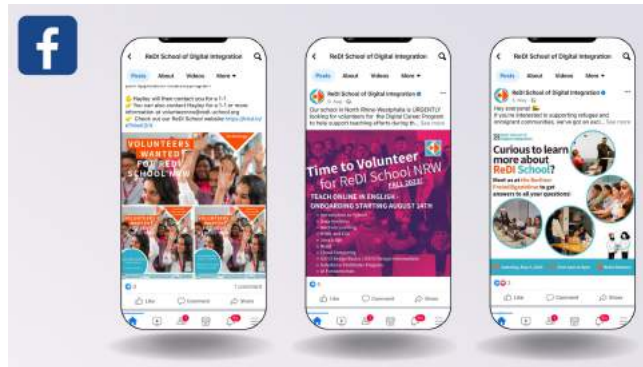
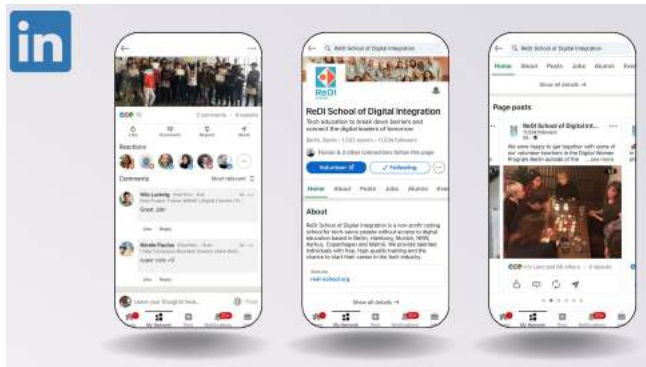
# ReDI Learners - Growth from 2016 to 2023:



2.868 Learners in short workshops (2023) ■ 5.143 Learners in longer courses (2023)



# ReDI Social Media - Channels



Location	LinkedIn
Aarhus	2258
Denmark	3790
Germany	12.003
Malmö	1,164
Munich	1,393

**Follower 20.608**

Location	Facebook
Berlin	10,799
Denmark	946
Hamburg	65
Malmö	223
Munich	1,570
NRW	322

**Follower 13.925**

Location	Instagram
Aarhus	158
Berlin	2,174
CyberSpace	153
Duisburg	64
Hamburg	284
Munich	1,156
NRW	315

**Follower 4.304**

# ReDI School gGmbH

**BERLIN**

# Digital Career Program - Spring 2023



- 289 people interested in participating
- 257 people registered in the Assessment Center
- **167 learners accepted into the courses**
- 47.9 % female participants
- 71% Graduation Certificates
- 68 volunteer trainers engaged
- 10 Courses, 560 hours of training, Courses online and in blended Format
- **Highlight:** One learner, who started with the "Intro to Java" course and graduated with the "Advanced Java Circle" course immediately after graduating found a job in the tech sector.



# Digital Women Program - Spring 2023

- 195 people interested in participating
- 152 participants in the ReDI Assessment Centre
- **111 learners accepted into the courses**
- 97% female participants, 3% non-binary
- 87% graduation certificates
- 61 volunteer trainers engaged
- 7 courses, 252 hours of course training, courses in online and blended format
- **Highlight:** One of our graduates was offered IT training at the ReDI JobFair, which she accepted.



# Digital Youth Program - Spring 2023

- 45 people interested in participating
- **38 learners accepted into the courses**
- 69% female participants
- 60% graduation certificates
- 75% graduates with a semester project
- 29 volunteer trainers
- 3 courses, 52 hours of course training, courses in online and blended format
- **Highlight:** A very successful semester during staff changes



# Digital Kids Program - Spring 2023

- **503 total participants in courses**
  - 250 participants in Sunday courses + Robotic AG courses
  - 253 participants in workshops
- 42% female participants
- 61 volunteer trainers engaged
- 190 workshops organised
- **Highlight:** We were able to celebrate the end of the first school year with Robotics AG (teaching directly in schools)

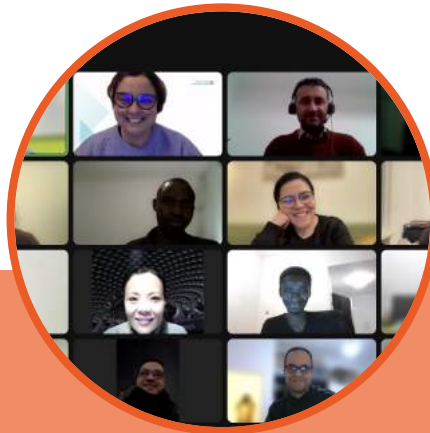




# Digital Career Program - Autumn 2023



- 251 people interested in participating
- 231 participants in the ReDI Assessment Centre
- **162 learners accepted in courses**
- 52.47 % female participants
- 83 % graduation certificates
- 73 volunteer trainers engaged
- 9 courses, 450 hours of course training, courses in online and blended format
- **Highlight:** Demo day for all courses together to showcase the success of the students



# Digital Women Program - Autumn 2023

- 188 people interested in participating
- 118 participants in the ReDI Assessment Centre
- **104 learners accepted in courses**
- 99% female participants, 1% non-binary
- 88% graduation certificates
- 78% graduation with a semester project
- 59 volunteer trainers engaged
- 7 courses, 252 hours of course training, courses in online and blended format
- **Highlight:** Design Thinking Workshop with the Deutsche Bank Technology Centre for our programming and UX/UI design students.



# Digital Youth Program - Autumn 2023

- 38 people interested in participating
- 35 learners accepted in courses
- 60% female participants
- 68 % graduation certificates
- 90% graduation with semester project
- 33 volunteer trainers
- 3 courses, 52 hours of course training, courses in online and blended format
- **Highlight:** The participants in our beginners' course were very committed this semester.



# Digital Kids Program 202- Autumn 2023



- **546 learners in total in courses:**
  - 81 learners in courses (Sunday courses + Robotic AG courses)
  - 465 learners in workshops (incl. "Holiday Tech Camps")
- 34% female participants
- 72 volunteer trainers engaged
- 117 workshops organiser
- **Highlight:** We have been offering regular, ongoing courses in refugee accommodation again since September 2023.



# Ukraine project - Autumn 2023

- 189 people interested in participating
- 39 learners accepted in courses
- 100% female participants
- 90 % graduation certificates
- 22 volunteer trainers engaged
- 2 courses, 84 hours of course training
- Courses in online and blended format



# North Rhein Westphalia

# Digital Career Program - Spring 2023

- 483 people interested in participating
- 300 participants in the ReDI Assessment Centre
- **175 learners accepted into courses**
- 56.6% female participants
- 81.1% graduation certificates
- 78 volunteer trainers
- 10 courses, 480 hours of course training, courses in online and blended format
- **Highlight:** 73 participants have found a job!



# Digital Women Program - Spring 2023



- 107 people interested in participating
- 83 participants in the ReDI Assessment Centre
- **83 participants in courses**
- 100% female participants
- 20 volunteer trainers
- 5 courses, 180 hours of course training, on-site and online courses
- **Highlight:** 3 participants presented their study results at the Demo Day in the spring semester 2023. The number of listeners was 70 offline and 575 online.





# Digital Kids Program - Spring 2023



- **517 learners took part in the courses**
- 5 ReDI trainers conducted the ReDI lessons in the schools
- 17 courses organised in 5 schools
- 28 teachers were trained in the schools through teach-the-teacher trainings
- **Highlight:** Demo Day in February at Herbert Grillo Comprehensive School



# Digital Career Program - Autumn 2023



- 712 people interested in participating
- 405 participants in the ReDI Assessment Centre
- **202 learners accepted into the courses**
- 53.96% female participants
- 70.30 % graduation certificates
- 51 volunteer trainers
- 12 courses, 504 hours of course training, courses in online and blended format
- **Highlight:** One participant has an internship at Henkel AG, 36+ participants have found a job.



# Digital Women Program - Autumn 2023

- 65 people interested in participating
- 52 participants in the ReDI Assessment Centre
- **52 learners accepted in the courses**
- 100% female participants
- 16 volunteer trainers
- 5 courses, 180 hours of course training, on-site and online courses
- **Highlight:** 3 participants presented their course results at the Demo Day in the autumn semester 2023. 76 people attended the event.



# Digital Kids Program - Autumn 2023

- **687 learners in the courses**
- 5 ReDI trainers engaged
- 18 courses organised in 5 schools
- 43 teachers were trained through teach-the-teacher programs in the schools
- **Highlight:** The KYP curriculum with the "Digital Driving Licence" concept was developed.



**HAMBURG**

# Digital Career Program - Spring 2023

- 139 people interested in participating
- 136 participants in the ReDI Assessment Centre
- **119 learners accepted in the courses**
- 57.1% female participants
- 96 % graduation certificates
- 80% with semester project
- 52 volunteer trainers
- 7 courses, 336 hours of course training, courses in online and blended format
- **Highlight:** The Demo Day in June at Thoughtworks. 45+ participants have found a job.



# Digital Career Program - Autumn 2023



- 171 people interested in participating
- 166 participants in the ReDI Assessment Centre
- **138 learners accepted in the courses**
- 63% female participants
- 104 graduation certificates
- 80% with semester project
- 53 volunteer trainers
- 7 courses, 364 hours of course training, courses in online and blended format
- **Highlight:** A total of 55 participants have found a job.



# CYBERSPACE



# Digital Career Program - Spring 2023



- 779 people interested in participating
- 224 participants in the ReDI Assessment Centre
- **112 learners in courses**
- 58% female participants
- 60% graduation certificates
- 61 volunteer trainers
- 6 courses, 336 hours of course training, courses in online and blended format
- **Highlight:** We have launched our Cybersecurity Academy.



# Digital Career Program - Autumn 2023



- 712 people registered
- 417 participants in the ReDI Assessment Centre
- **282 learners in courses**
- 61% female participants
- 75% graduation certificates
- 80 volunteer trainers
- 11 courses, 540 hours of course training, courses in online and blended format
- **Highlight:** We launched our first semi-intensive full-stack bootcamp.



# **TALENT SUCCESS PROGRAM**

# Talent Success Program - Activities 2023 (\*without ReDI School Munich gUG activities)



## Career workshops:

- 933 students trained
- 90 career workshops
- 65% female participants
- 136 training hours online & onsite
- 10 company visits online & onsite

## Talent Pool: Digital career matchmaking tool

- 778 participants in the Talent Pool in total
- 179 new students in the Talent Pool
- 172 companies in the Talent Pool
- 59 new companies in the Talent Pool

## ReDI Job Fair: Job matchmaking event

- Feb 2023: Job Fair virtual with 150 participants and 30 companies (together with ReDI Munich)
- June 2023: Job Fair in Berlin with 86 participants (68% women); 21 companies, 45 recruiters

## Mentorship Programme ReDI Connect:

- 571 mentorship sessions have taken place
- 465 new participants:
  - Mentees (284)
  - New mentors (181)
- 215 "Matches" between mentors & mentees
- 219 training sessions for:
  - mentees (112)
  - mentors (107)

## ReDI Lab:

- 61 participants in the ReDI LAB in Berlin (project work with companies and training sessions)

# Impressions: Training, Workshops & Mentoring



Deutsche Welle company visit & Workshop in NRW



Deutsche Bank company visit & Workshop in Berlin



Cap Gemini-company visit & Mentoring in Hamburg



Cisco: "Discover Cybersecurity" Women's Workshop Berlin

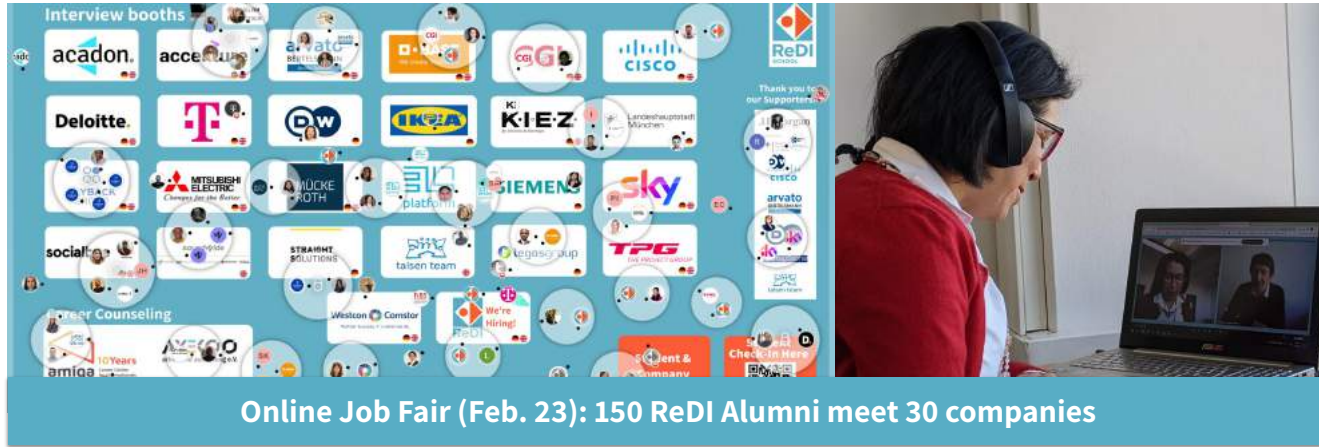


Career Workshop with ReDI Alumni: "How I Did It!" (Online)



LinkedIn company visit & Training in Berlin

# Impressions: ReDI Job Fairs



Job Fair Berlin (June 2023): Opening by Dr. Follmar-Otto, German Ministry of Women. 86 ReDI Alumni meet 21 companies

# Impressions: ReDI LAB - Project work

- **2 customer projects in cross-functional student teams**
  - Event website | Catering website
- **2 hackathons / coding events**
  - Data Churn Prediction in Python | Mixed Reality Development Tutorial
- **4 workshops on agile methods**
  - Agile working methods 1&2 | Scrum | Product management

"This project helped me to deepen my knowledge of React - and it was fun! It's a real team project that I can mention in job interviews" Khoulood Karooi, LAB participant - September 2023

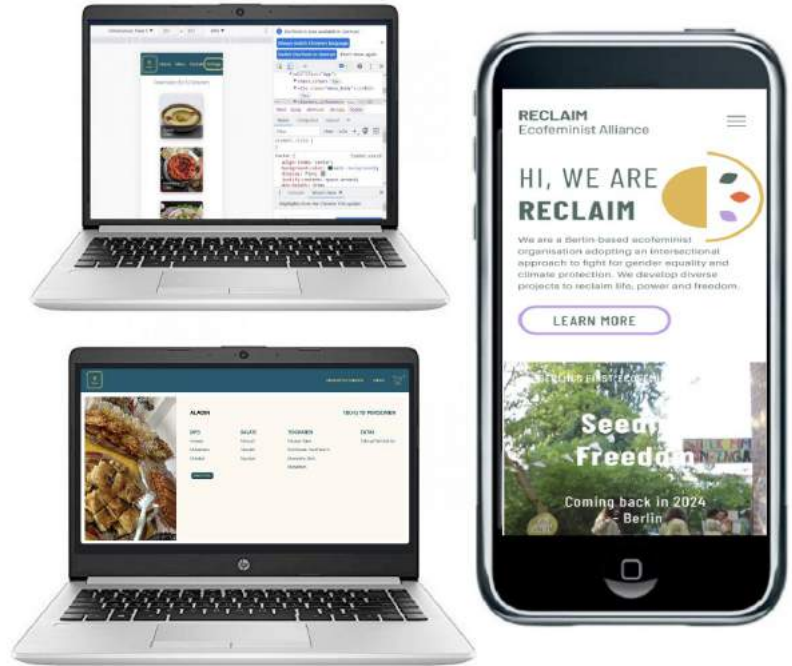


The women's team learns about agile methods together in this LAB workshop!

"It's great to realise and test a project. If it was difficult to put something together, there was always someone who could help." Olga Soloshchenko, LAB participant - May 2023



ReDI students work on 3D projects with the software "Unity" in the field of mixed/virtual reality

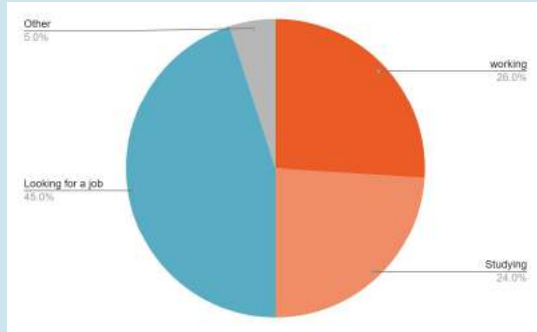


Functional prototypes from ReDI LAB customer projects

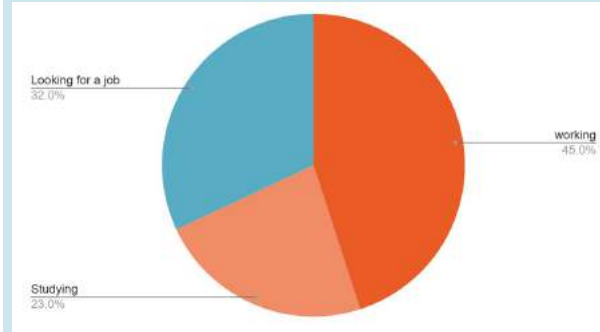
# Impact: What do our alumni do after graduation?

Online survey 2023 among 113 ReDI alumni who completed a course 6, 12 or 18 months ago.

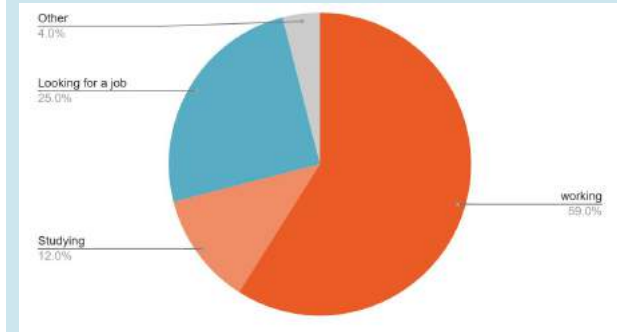
## 6 months after



## 12 months after



## 18 months after



After 6 months of graduating from ReDI School, 28 % of alumni have started a working career in Germany.

**After 18 months, 59 % of ReDI alumni have found a job.**





Team: Copenhagen, Aarhus, Malmö, Berlin and Hamburg



Team: Munich, NRW and Cyberspace

# EMPLOYEES TEAM ReDI SCHOOL

We use tech to connect human potential and  
opportunity with dignity & humility

# EMPLOYEES

ReDI School employed as at 31.12.2023:

- 61 employees
- Full-time equivalent: 43.93 FTE of which:
- 27 full-time
- 21 part-time (10-90% position),
- 13 in mini-jobs (>10%)

Additionally:

- 3 freelancers (project-related on an hourly basis)
- 1070 volunteers (approx. 98 FTE)



# ReDI School of Digital Integration gGmbH - Board



## Shareholder board



**Anne Kjaer Bathel**  
Shareholder  
9500 Shares = 38%



**Özlem Buran**  
Shareholder  
2500 Shares = 10%



**Joana Breidenbach**  
Shareholder  
500 Shares = 2%



**Stephan Breidenbach**  
Shareholder nbach  
1000 Shares = 4%



**Lilian Breidenbach**  
Shareholder  
500 Shares = 2%



**Antje Hinze**  
Shareholder  
4625 Shares = 18,5%



**Mireia Nadal Chiva**  
Shareholder  
4625 Shares = 18,5%



**Lana Zaim**  
Shareholder  
1250 Shares = 5%



**Dirk Grosse-Leege**  
Shareholder  
250 Shares = 1%



**Jan Schmidt-garre**  
Shareholder  
250 Shares = 1%

*A further 6,250 shares (25%) will be transferred or sold to future partners and team members at a later date.  
This concerns 1,750 shares from Anne Kjaer Bathel (7%), 4,250 shares from Mireia Nadal Chiva (8.5%) and Antje Hinze (8.5%) and 250 shares from Stephan Breidenbach (1%).*

# ReDI Admin Team 2023 & ReDI Kids and Youth Team Berlin



## Administration and Management



Anne Kjer Dittel  
CO-FOUNDER & CEO



Nivela Nadei  
CEO



Anja Hlasek  
HUMAN RESOURCES & OPERATIONS



James Skaschev  
IT ADMINISTRATION



Muelael Lachlan Carrutho  
BUSINESS DEVELOPMENT & PROJECTS OFFICER



Ghazi Terzic  
GENERAL MANAGER & OPERATIONS

## Digital Kids Program (DKP)



Jean Kasemann  
DKP PROGRAM MANAGER



Lili Aranzillo Suedikan  
DKP PROGRAM COORDINATOR



Mohammad Sadeh  
DIGITAL PROGRAM MANAGER



Lauren GottWorth  
TECH PROGRAM MANAGER



Hilarie Caron  
MANAGER DIGITAL LEARNING CURRICULUM PROGRAM



Marjan Alizadeh  
DIGITAL PROGRAM COORDINATOR

## Digital Youth program (DYP)

## Digital Career Program (DCP)



**Cheryl Owen**  
PROGRAM MANAGER



**Paul Zaim**  
TECHNICAL AND OUTREACH MANAGER



**Jessa Ng**  
STUDENT COMMUNITY COORDINATOR



**Carolina Torres Arzameendi**  
VOLUNTEER COMMUNITY MANAGER



**Angela Blakmore**  
PROJECT SPECIALIST - R&D LAB

## Digital Women Program (DWP)



**Alina Florou**  
PROGRAM MANAGER



**Roxana Grünberg**  
STUDENT COMMUNITY COORDINATOR



**Aali Ullah**  
VOLUNTEER COMMUNITY COORDINATOR



**Arzu Haidari**  
PROJECT ASSISTANT



**Genet Gebreselassie**  
PROGRAM ASSISTANT

# NRW Team 2023



## Administration and Management



Takdir Fardiansyah



Muhammad Fauzan

## Digital Women Program (DWP)



Olivia Bruchak



Valeria Korpentele

## Digital Career Program (DCP)



Ahmed Hany



Marika Nani



Muhammad Alim

## Digital Kids Program (DKP)



Laura Isabel Diaz



Fatma Zahra



Julia Fu



Shifa Dhar



Yusra Nur Alfaridha



Shifa Dhar

# Hamburg Team 2023



## Digital Career Program (DCP)



**Andrea Rodriguez Gutierrez**

SCHOOL HEAD



**Eva Maria Hsieh**

STUDENT COMMUNITY MANAGER



**Clarissa Thelen**

VOLUNTEER COMMUNITY MANAGER



**Babak Bonijamali**

TECH EDUCATION LEAD



**Chidiere Charles Iroegbu**

IT INFRASTRUCTURE SUPPORT



**Ekaterina Steritsyna**

FINANCE ASSISTANT

## Digital Career Program (DCP)



**Pierluigi Delgiudice**

HEAD OF CYBERSPACE [ext. consultant]



**Tamara Fantinato**

PROGRAM MANAGER



**Josefa Zavala Aránguiz**

PARTNERSHIP MANAGER



**Paola Zisman**

VOLUNTEER COMMUNITY MANAGER



**Jassen Stanchev**

SYSTEM AND IT SUPPORT



**Alice Hunn**

STUDENT COMMUNITY MANAGER





# Talent Success Team 2023



## Admin & Management



**Ilgiz Kizil**  
TECH LEAD



**Jaida Sison**  
TECH LEAD & DESIGNER



**Astghik Durgaryan**  
Product Owner



**Katerina Yonastis**  
LEAD FRONT-END DEVELOPER



**Eric Dolkenewik**  
WEB DEVELOPER / TECH LEAD



**Anil Akara**  
TECH LEAD / TECH LEAD



**Lijia Mälgren**  
DATA SCIENTIST / DATA SCIENTIST & ANALYTICS

## Talent Success Program (TSP)



**Jarek Janowski**  
LEAD FRONT-END DEVELOPER



**Paulina Matus**  
WEB DEVELOPER / FRONT-END



**Hadeer Mohamed**  
FRONT-END DEVELOPER / FRONT-END



**Jersey Syam**  
LEAD FRONT-END DEVELOPER / FRONT-END



**Angela Birkmore**  
PROJECT SPECIALIST / PMO LEAD



**Håkan Cron**  
MANAGER DIGITAL LITERACY CURRICULUM DESIGNER



# Thank you for your interest!



**Contact:**

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CEO & Co-Founder

ReDI School of Digital Integration gGmbH

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