

ReDI SCHOOL OF DIGITAL INTEGRATION COPENHAGEN

A non profit IT & tech school in Denmark for women with refugee and migrant backgrounds offering a free program with courses and career activities.

Our purpose is:

- 1) To create digital empowerment and new professional opportunities for the women
- 2) To work for a more diverse and inclusive tech sector
- 3) To contribute to a more inclusive digital future

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WOMEN HAVE PARTICIPATED
IN REDI SCHOOLS
ACTIVITIES SINCE 2019

96%

OF STUDENTS FEEL
MORE CONFIDENT

95%

OF STUDENTS WILL
RECOMMEND REDI SCHOOL

94%

OF DIGITAL LITERACY STUDENTS
HAVE STRENGTHENED THEIR
DIGITAL SKILLS &
INDEPENDENCE

OUR IMPACT*

93%

OF TECH STUDENTS HAVE
GROWN THEIR PROFESSIONAL
NETWORK

10-15%

OF STUDENTS HAS TO LAND A
JOB FOR A SOCIO-ECONOMIC
BREAKEVEN

29%

OF BEGINNER STUDENTS FROM 2020
ARE IN JOBS, INTERNSHIP OR
EDUCATION

52%

OF TECH STUDENTS FROM 2020
ARE IN JOBS, INTERNSHIP OR
EDUCATION



*In 2020-2021, two external evaluators, Social Respons and Rambøll Management, has assessed the impact and potential of ReDI School's work. Key points and numbers from these analyses are presented here.

2021

A YEAR IN REDI SCHOOL



14 courses of 12 weeks
are completed:
6 beginner courses and
8 tech courses



130+ women have participated in
IT courses, events and workshops



73 volunteer teachers and
12 career coaches made it
possible



500+ hours of teaching



7 company visits
3 social events
10+ soft skills
workshops



We have collaborated with:
20+ companies
10+ NGOs
Few public partners

Spring

Co-created 3 new courses with volunteers: Data Analytics, User Interface and Computer for Jobs. We also kickstarted a new mentor program.

"Bias in Tech" event with inspiring talks, debates and workshops.

Our first Career Expo where companies presented different career opportunities: incl. KMD, Danske Bank, Convison & Hack Your Future.

ReDI School made agreements with Danske Bank, 3Shape and IBM to recruit interns among ReDI School graduates for more diversity & inclusion in their organisations.

Kicked off the spring semester with 55 students and 37 volunteer teachers - in very small classes of 5 people to live up to Covid-19 restrictions.

Celebrated the end of our spring semester with a DemoDay at Dansk Erhverv in Børssalen, where 5 students took the stage to present their ReDI School journeys.

A survey among students from 2020 showed that 52% more of our tech students and 29% more of our beginner students are in jobs, internships or education.

Fall

67 new students, 36 volunteer teachers and 11 mentors started their journey at ReDI School. We started our first corporate course in cybersecurity in collaboration with Cisco and Wingmen Solutions.

A great potluck dinner with our entire community with dishes from all over the world.

Elected a great new board at our General Assembly: Stine Bosse, Flemming Besenbacher, Annette Spanggaard, Birgitte Frost Mathiesen, Alena Wintzer (volunteer rep) and Robina Naz (student rep).

We celebrated the end of the fall semester and of 2021 with a DemoDay at Microsoft.



ReDI School won the Nordic Women in Tech Award - "Initiative of the Year".

Why is ReDI School important?

- Denmark is one of the most digital societies in the world and it requires digital skills to be part of the Danish society, labor market and educational system.
- Many women with refugee and migrant background arrive in Denmark without the necessary digital skills and network to find their footing in the Danish society and labor market. Almost 50% of women with non-western backgrounds are not a part of the Danish labor market (Danmarks Statistik, 2020).
- Technology and digitisation is one of the biggest drivers for growth, competitiveness and solving societal challenges. More diversity in tech is needed to create innovative digital solutions, that supports ReDI School's vision of a more inclusive and democratic digital future.
- At the same time, there's a big lack of labor - especially with IT skills. According to a report from IDA (2021), there will be a shortage of 22.000 IT professionals in 2030. We need to untap the great potential of the talented women that are a part of ReDI School.
- **That's why ReDI School's work is important: To include more women in the Danish society and to create a more inclusive digital future.**

What's next in 2022?

- In 2021 we fundraised over 4 million DKR to continue and develop our activities
- We're expanding to Århus & Halsnæs
- Focus on being a partner for more diversity & inclusion in tech and a more inclusive digital future
- Starting new corporate courses: Cloud Computing & Data Engineering with Microsoft
- Fokus on partnerships with Danish SMEs
- Developing our Digital Beginner Program, incl. a mentor program for digital beginners



REDI TO JOIN OR SUPPORT REDI SCHOOL?

Read more on www.redi-school.org/cph