



# Tätigkeitsbericht 2023

ReDI School of Digital Integration -MUC- gUG

Sophie M. Jonke  
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We use tech to connect human potential and  
opportunity with dignity & humility

# Tätigkeitsbericht ReDI Munich 2023



## Inhalt:

- Digital Career Program S. 4
- Digital Women Program S. 6
- Digital Youth Program & BayCode S. 9
- Vollzeit Program (AZAV) S.12
- Workshops, Events & Talks S.13
- Arbeitsmarktintegration S.15
- Münchner Team Übersicht für 2023 S. 26

# ReDI in Zahlen: ReDI School München 2023



**3.082**

Trainierte Teilnehmende  
**933** in Teil- & Vollzeit Kurse  
**2.149** in Workshops

**52**

Nationalitäten der  
Teilnehmenden

**74%**

Teilnehmende mit  
Fluchthintergrund  
(DCP und DLP)

**80%**

Abschlussrate der  
Teilnehmenden

**76%**

Frauen und Non-Binary  
(nicht inkl. ReDI Kids)

**433**

Freiwillige & Mentoren pro  
Semester  
(nicht inkl. ReDI Kids)

**30**

ReDI München  
**Mitarbeitende**  
**in 2021**

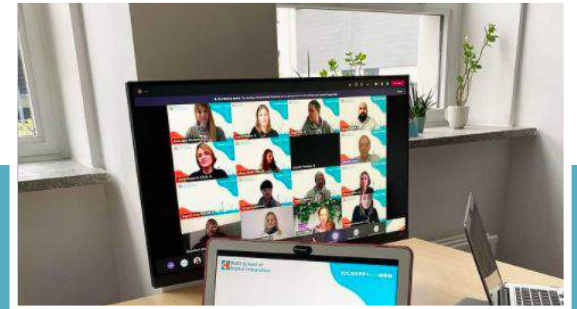
**12**

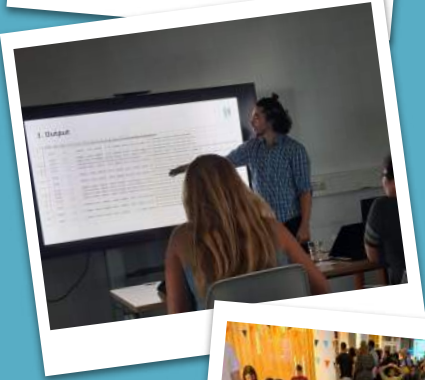
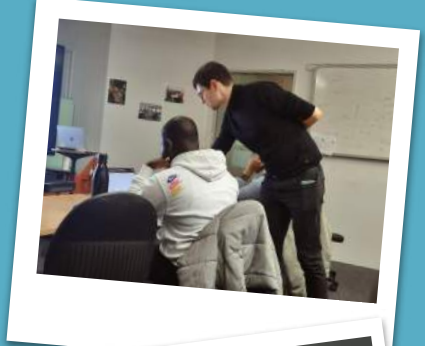
Presse Erwähnungen  
ReDI München  
(inkl. Corporate Blogs,  
ohne Social Media)

# Digital Career Program 2023



- **1.053** Personen registriert
- **450** TeilnehmerInnen am ReDI Assessment Center
- **356** TeilnehmerInnen an Kursen
- **59%** weibliche Teilnehmerinnen
- **72%** Abschluss Zertifikate
- **182** ehrenamtliche Trainierende und Mentoren
- **27** Kurse (**1.296** Stunden Kurs-Training, Kurse in online und blended Format)





Digital  
Career  
Program  
2023

# Digital Literacy Program 2023

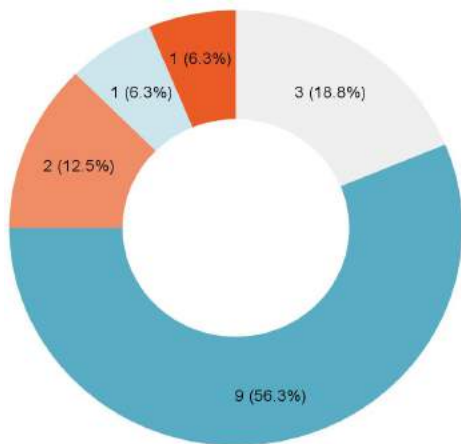


- **464** Personen registriert
- **325** Teilnehmende am ReDI Assessment Center Assessment center
- **228** Teilnehmende an Kursen
- **93%** weibliche Teilnehmende
- **80%** Abschlusszertifikate
- **117** Lehrer, Volunteers und **30** Mentors
- **18** Kurse, **900** Stunden Kurs-Training, Kurse in blended Format
- **Highlight:** 60% unserer “Computer Science”-Absolventen setzten ihre Ausbildung im IT-Bereich fort



# Digital Literacy Program “Einführung in die Informatik” Absolventen - Weiterführung im IT-Bereich

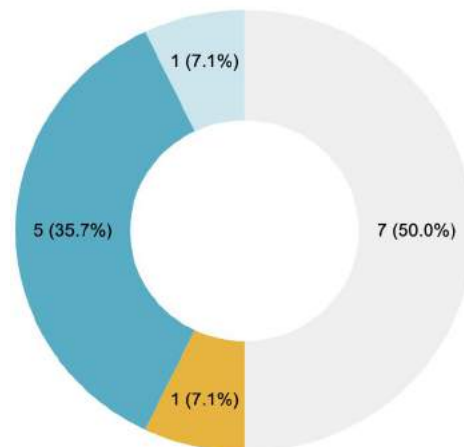
## Frühling 2022



## Herbst 2022



## Frühling 2023



- N/A
- Continue training at ReDI - DCP
- IT Vocational Training / Apprenticeship
- Continue training at ReDI - AZAV
- Job in IT



Digital  
Literacy  
Program  
2023



# Digital Youth Program 2023



**2.445**

kids + teens

**116**

volunteers

**12.819**

learning hours

- **Semesterkurse:** 148 Kinder + Teens; 27 Volunteers; 3.000 Unterrichtsstunden
- **Wittelsbacher Mittelschule:** 148 Kinder + Teens; 3.201 Unterrichtsstunden
- **BayCode:** 2025 Kinder + Teens; 89 Volunteers; 6.075 Unterrichtsstunden
- **Workshops:** 124 Kinder + Teens; 543 Unterrichtsstunden



# BayCode 2023



Anfang Juni 2021



amazon



FCN



salesforce



hi-studios



BFV  
DIE BERUFLICHE  
BILDUNGSBEREICH



IXXGRUPPE



CGI

BayCode @companies

“Just BIG Thank you to RediSchool Team! We appreciate what you`re doing!”  
 Father of participant

Ich möchte die Straftatun  
 lehren zu und die Unterschiedlichen  
 Seiten von Schülern  
 Ich habe viel gelernt aber  
 es passt auf jeden Fall noch besser  
 Mehr sein  
 Ich möchte es so

Was gut war:  
 - Freundliche LehrerInnen  
 - Übersichtliche Präsentation  
 - Verbesserung meiner Informatik Note ^^  
 - Übungen mit unterschiedlichen Niveaus  
 Mir hat der Kurs sehr gut gefallen  
 und nach dem Kurs interessiere ich mich  
 mehr über IT-Bereiche :)

Hat auf deine Story geantwortet

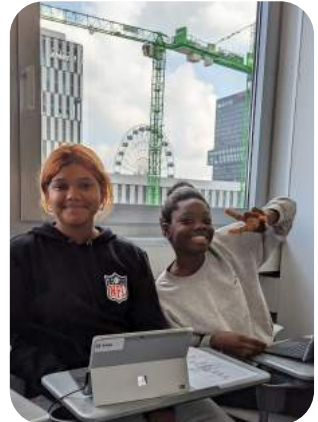
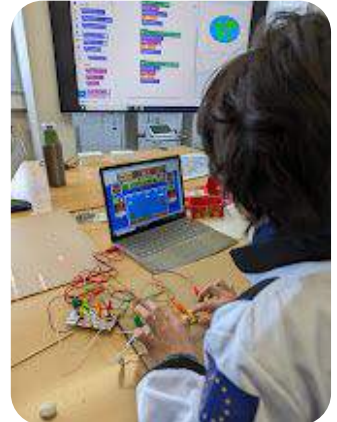
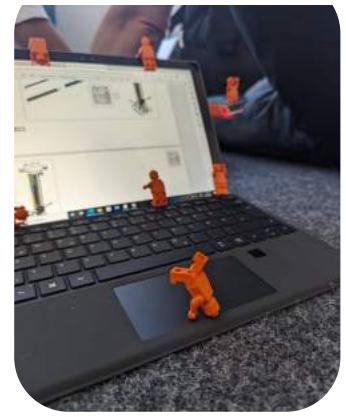
Danke für den interessanten  
 Unterricht

**gsm\_sennfeld** 7 Wo. ❤️  
 Dankeschön fürs Vorbeikommen! Den  
 SchülerInnen hat das Programmieren  
 sehr viel Spaß gemacht 🍌  
 Antworten Verbergen

**baycode\_bayern** 7 Wo. ❤️  
 @gsm\_sennfeld Das freut  
 uns sehr! Danke für den coolen  
 Workshop!  
 Antworten

29 Haben Sie noch Fragen? Haben Sie Fragen? (optional)

Vladi freut sich über diese Python-Kurse und wird gerne weitermachen. Tausend herzlichen Dank!



# Vollzeit Program (AZAV) 2023



- **240** Personen registriert
- **53** Teilnehmende
- **89%** erhielten Zertifikate für Abschlüsse mit Teilnahme
- **10** Lehrer
- **10** Workshops
- **4** Kurse mit insgesamt **1.890** Unterrichtseinheiten Kurs-Training, Kurse im Onsite Format
- **Highlight:** Dieses Programm startete im Mai 2022 mit einem Frontend Development Kurs in deutscher Unterrichtssprache. Von den **14** TN konnten bereits zum Ende des Kurses **4** TN in Jobs vermittelt werden.



# Workshops, Events & Talks 2023

- **1 ReDI Job Fair (virtuell) & 1 Onsite** mit 82 TN (69 % female) und 24 Unternehmen / 48 Recruiter.innen
- **1 Abschlussevent des “Mia san online”**-Projektes mit 50 TN
- **1 Offsite** in Munich
- **1 Panelteilnahme** bei einer Veranstaltung des IT-Referats der Stadt München

- **24 Program Events**, inkl. Kick-Offs und Demo Days
- **88 Career Workshops** (online & offline), **10** Company Visits, **5** Mentoring-Events, **1** Job-Fair Besuch, **2** weitere Career-Events
- **6 Messepräsenzen**
- **14 Speaker** bei Konferenzen, **12 Presse-Erwähnungen** (inkl. Unternehmens-Blogs) ReDI München

# ReDI LAB

## 3 Kundenprojekte in funktionsübergreifenden Studenten Teams

- Marketing-Website | Gesundheits-App für Frauen | Catering-App

## 2 Kollaborationen von einzelnen Studenten mit Partnern

- Capacity Tracker | AI-Workshop-Moderation

## 3 Workshops zu agilen Arbeitsweisen

“It was a great learning experience and it has made me realise I can work towards being a Product Owner.”  
*Harinie, designer and Product Owner in LAB projects*



AI-Workshop-Moderation mit dem IT-Referat der LHM



Entwurf von Kundenprojekten

# Mia San Online



Eine Kooperation mit der Stadt München zur Digitalisierung kleiner Unternehmen, zu der mehr als 1.000 Einzelhändler eingeladen wurden. Sieben Studenten Teams wetteifern um die beste Lösung und präsentierten ihre Projekte bei der Abschlussveranstaltung im Munich Urban Colab.

Die Gewinner:

**BRAVAI**

*Kundenbeziehungsmanagement-Lösung für eine Finanzberatung*

“It’s a significant addition to my professional portfolio.”  
*Parviz, developer in LAB projects*



Persönliche Treffen von online Teammitgliedern



Präsentation des Siegerteams bei der Abschlussveranstaltung von Mia San Online

# Arbeitsmarktintegration: Studentisches Feedback

**Louise Pålhed** 17:18  
Hi team, nice news this evening - Qun Wang from China, who studied data analysis A22 and then data structures S23 in the DCP, has found a job as a Business Analyst at Allianz after 2 years of searching 🥳👏 She has been in Germany for a while (since 2008) but was looking for a career boost. We've sat in the office several times talking about the struggles of breaking into new roles, so I'm super chuffed that she finally got there! She says thanks to everyone at ReDI for the support and encouragement 🌟



I am a person who has a passion for Informatics. I **studied Informatic Engineering in Syria**, where I began my career. When I came to Munich I started my journey of learning languages and I was afraid to forget my knowledge in IT. So I searched in the web for opportunities to learn and found **ReDI**, which was the **best place** for me **to build my network** and **to integrate in a new community**. Besides that, I learned a lot from the courses and workshops that I attended.

**ReDI helped me to improve my soft skills** and to build my network in a new country. Moreover, I had mentors from Cisco and Microsoft who supported me and gave me insights to improve myself. Consequently, **I found an internship opportunity in Validas**, which is a good start for me. I really appreciated what ReDI is doing.

Beyond imparting technical skills, you have created a safe and encouraging environment where I felt comfortable asking questions, sharing my ideas, and exploring new possibilities. Your belief in my abilities has empowered me to step outside my comfort zone and embrace challenges with confidence.  
- *Juliana, DCP: UX/UI Design*

**Louise Pålhed** 14:16  
Hello folks, lovely news from @Valentina Babil who has got an internship in computational biology with the help of our Data Analytics course - they are explicitly asking for her certificate as part of her employment checks 🌟 Hired form on the way



**Louise Pålhed** 09:31  
Hi folks, remember this? Dzianis has just been to Vienna on a trip for this internship and while there got signed as a full-time permanent software developer!!!

**Louise Pålhed**  
Good news on this Monday! DCP student Dzianis (Python student who participated in the Microsoft mentorship too) have landed an internship with AN-Group 🥳👏🌟  
Form submission to follow of course.

Posted in studentsuccess | 12 Dec 2022 | View message

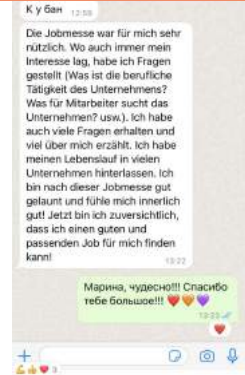
Thank you, ReDI! I found myself in a stressful, painful and complicated situation with my current employer, prompting reflection on my capabilities. However, this experience fueled my motivation to complete my ReDI project. In the end, I was delighted to demonstrate my ability to learn and create remarkable things. This journey not only expanded my knowledge but also contributed to my personal growth.  
- *Ruth, DCP: Back-End Development*

Hello together Dear's Redi School Member's.I'm Mihret student basic 2 **English**.At the biggning of our course I haven't any knowledge about digital system(computer).Now I can use Computer in my daily life.for example in my work to record & report patients documentation,to exchange information e.t.c, to learn some Online courses, to search some information's etc.Thank You very much.I join the course at the right time.I'm happy to having this intersting course with child care Service for free 🙏🙏🙏  
Sincerely Mihret

**DLP 2023 Mihret, Basics 2 Eng**

Personally I had zero knowledge as regards to the IT world. I am transitioning from Medical background into data Analytics. Trust me it has been a whole scaring new moment. but our teachers have been available to help. Thank you so much.  
- *Majorie, DCP: Introduction to Code, Data, and Design*

**DLP 2023 Maryna, Basics 2 Ukr**



# Impressionen: ReDI Job Fair München (10.Juli)

24

Companies  
(48 recruiters)

82

ReDI Tech Talents  
(69% female)



300+ conversations with  
companies for our female job  
seekers



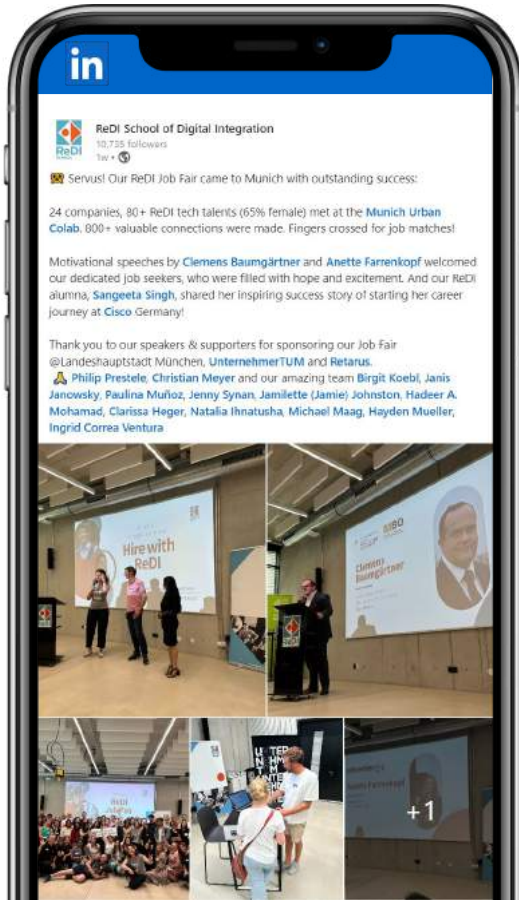
Opening Words: Clemens  
Baumgärtner, Head of Labor &  
Economic Development, City of  
Munich



57 female jobseekers



# Social Media: ReDI Job Fair München



Eine weitere erfolgreiche Jobmesse:

80+

Tech talents

65%

Frauen

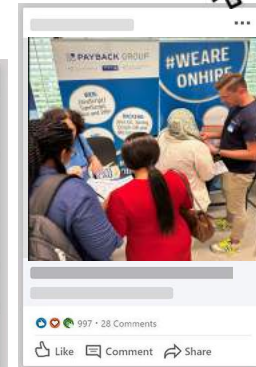
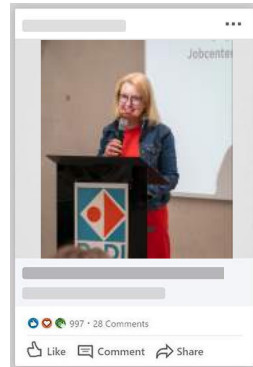
24

Firmen

Medium: LinkedIn

Datum: 10 Juli

Link: [here](#)



# Impressionen: Career Events & Mentoring



**CGI Karrieretag für Frauen  
3 Workshops & Netzwerkarbeit**



**Telefonica O2 Career  
Counseling**



**Vorbereitungen für die  
ReDI-Jobmesse**



**Steelcase Company Visit**

# Erfolgsgeschichten



## Anna Duras

Fellow at BayFid Program,  
Internship BayCode (ReDI School)  
ReDI School Munich

- **Course:** Front-end Full-Time Course (Spring 2023)
- **Country of origin:** Ukraine
- **Educational background:** Computer Science Student, YouTube Creator
- **Current position:** Fellowship BayFID (Ministry of Digital Affairs Bavaria); ReDI School Intern & Assistant
- **Hired:** August 2023



My journey with ReDI has been more than skill acquisition—it's a collection of opportunities and priceless lessons. Grateful for the unwavering support and the open doors at every turn.”



A massive thank you to ReDI School for being the launchpad of my incredible tech journey. I dove headfirst into a 3-month intensive **Front-End Dev course**, took an internship opportunity, and today, I stand with pride as a **tech support** assistant on the team.

I'm also excited to say that I've scored a spot in the exclusive "**BayFID**" program, a unique club for Bavarian Women in IT from the Ministry of Digital Affairs — where only 50 get the golden ticket every two years. Ready to bring the cool vibes to this tech adventure! :)

My journey with ReDI has been more than skill acquisition—it's a collection of opportunities and priceless lessons. Grateful for the unwavering support and the open doors at every turn. Here's to ReDI School—the origin of it all. Cheers to the place that shaped my story!”



## Milana Anikushina

**Part-Time at Chemistree**  
**ReDI School Munich DCP**

- **Course:** Front-End Development (JavaScript) (Autumn 2022)
- **Country of origin:** Russia
- **Educational background:** Bachelor in Small Business Management (Russia); Certified UX-Designer (Germany)
- **Current position:** Part-Time
- **Hired:** September 2023



**“I found my current job via ReDI School and the career events. My employer is a ReDI partner.” (2023)**



I took several courses at ReDI School as I wanted to switch career and work as a UX Designer.

With ReDI I had the chance to learn Coding and I joined several **Career Events, the Job Fair** and met a lot of exciting companies. Here I met my current employer.

I also joined the **ReDI Lab** and had the chance to work on a project in collaboration with the City of Munich's Innovation Lab. I enjoyed doing user research and creating stunning interfaces that are functional, clean and user-friendly. My focus is on solving problems by creating a great User Experience.

I am very proud I managed the career change and I am now working as a UX Designer for a family-friendly Chemistree, a Munich start-up focusing on AI.



## Maryna Yarotska

ReDI Lab participant – Cisco Internship  
ReDI School Munich AZAV

- **Course:** DCP UX/UI Design Basics (Spring 2023), AZAV Full-Time Front-End Development (Fall 2022)
- **Country of origin:** Ukraine (arrived in Germany 2021 due to the war)
- **Educational background:** PhD/Doctoral – Lawyer degree
- **Current position:** Maryna found an internship at Cisco on a european level in May 2023.



I like the support and community in ReDI very much, I really feel like its my second family.”



In Ukraine I was a lawyer and its not validated in Germany. I joined ReDI because I **was looking for a new profession**. During the onboarding session, I liked the atmosphere and the teachers, I felt that I got support, so I decide to enroll.

### **I found an internship now at Cisco through ReDI.**

Additionally, I am taking part in the ReDI Lab to deepen my programming knowledge with real-life hands-on projects. We get a lot of support from ReDI, they give us a mentor, career workshops - how to write CV and how to present ourselves in interviews. Also, Job Fairs are organized for ReDI students. I like the Support and Community at ReDI very much, I really feel like its my second family.

Her **success story continues** - after her internship she got a new contract to continue with Cisco! :-)



## Noor Eimesh

Software Developer at Validas  
ReDI School Munich DCP

- **Course:** Back-End Development (Fall 2022)
- **Country of origin:** Syria
- **Age:** 27
- **Educational background:** Informatic Engineering
- **Current position:** Jr. Internship position at Validas
- **Hired:** April 1, 2023



ReDI helped me to improve my soft skills and to build my network in a new country



I am a person who has a passion for Informatics. I **studied Informatic Engineering in Syria**, where I began my career. When I came to Munich I started my journey of learning languages and I was afraid to forget my knowledge in IT. So I searched in the web for opportunities to learn and found **ReDI**, which was the **best place** for me **to build my network** and **to integrate in a new community**. Besides that, I learned a lot from the courses and workshops that I attended.

**ReDI helped me to improve my soft skills** and to build my network in a new country. Moreover, I had mentors from Cisco and Microsoft who supported me and gave me insights to improve myself. Consequently, **I found an internship opportunity in Validas**, which is a good start for me. I really appreciated what ReDI is doing.



## Sangeeta Singh

Program Lead at Cisco  
ReDI School Munich DLP

- **Course:** DLP Introduction to Computer Science (Fall 2022)
- **Country of origin:** India
- **Age:** 40
- **Educational background:** Teaching & Project Management (Educator)
- **Hired:** Sangeeta was offered an internship by Cisco on our recommendation - Feb 2023 and then got hired full time by Cisco in August 1, 2023



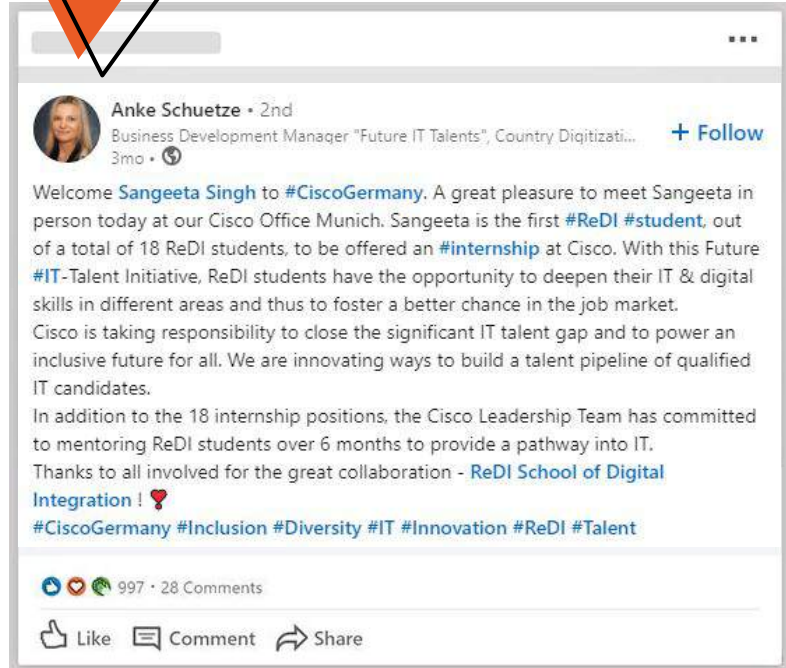
“Thank you to my friends, colleagues and ReDI School for the support and encouragement along the way.”



Sangeeta successfully graduated from Intro to Computer Science in our **ReDI Munich Digital Literacy Program**. Sangeeta has been very involved in ReDI School activities, participating in many **career related workshops, job fairs and Mentoring sessions**.

She has been motivated since her first day of class and has proved to be a leader and a role model to her fellow students. She has now **started her first career in the tech world** in Germany as Program Lead at Cisco's Strategic Planning and Program Management for Future IT Talent.



A screenshot of a Facebook post by Anke Schuetze. The post text reads: "Welcome Sangeeta Singh to #CiscoGermany. A great pleasure to meet Sangeeta in person today at our Cisco Office Munich. Sangeeta is the first #ReDI #student, out of a total of 18 ReDI students, to be offered an #internship at Cisco. With this Future #IT-Talent Initiative, ReDI students have the opportunity to deepen their IT & digital skills in different areas and thus to foster a better chance in the job market. Cisco is taking responsibility to close the significant IT talent gap and to power an inclusive future for all. We are innovating ways to build a talent pipeline of qualified IT candidates. In addition to the 18 internship positions, the Cisco Leadership Team has committed to mentoring ReDI students over 6 months to provide a pathway into IT. Thanks to all involved for the great collaboration - ReDI School of Digital Integration ! ❤️ #CiscoGermany #Inclusion #Diversity #IT #Innovation #ReDI #Talent". The post shows 997 likes and 28 comments. At the bottom, there are icons for Like, Comment, and Share.

Anke Schuetze · 2nd  
Business Development Manager "Future IT Talents", Country Digitizati...  
3mo · 🌐 + Follow

Welcome **Sangeeta Singh** to **#CiscoGermany**. A great pleasure to meet Sangeeta in person today at our Cisco Office Munich. Sangeeta is the first **#ReDI #student**, out of a total of 18 ReDI students, to be offered an **#internship** at Cisco. With this Future **#IT-Talent Initiative**, ReDI students have the opportunity to deepen their IT & digital skills in different areas and thus to foster a better chance in the job market. Cisco is taking responsibility to close the significant IT talent gap and to power an inclusive future for all. We are innovating ways to build a talent pipeline of qualified IT candidates. In addition to the 18 internship positions, the Cisco Leadership Team has committed to mentoring ReDI students over 6 months to provide a pathway into IT. Thanks to all involved for the great collaboration - **ReDI School of Digital Integration ! ❤️** **#CiscoGermany #Inclusion #Diversity #IT #Innovation #ReDI #Talent**

👍❤️🌐 997 · 28 Comments

👍 Like 💬 Comment ➦ Share



**Sangeeta hat ihre ersten Karriereschritte in der deutschen Tech-Welt bei Cisco gemacht**

## Administration and Management



**Sophie M. Jonke**

LOCAL HEAD

100%



**Birgit Köbl**

HEAD OF PARTNERSHIPS

100%



**Dr. Imme Witzel**

COMMUNICATION & PARTNER ENGAGEMENT LEAD

50%



**Shalini Sinha**

OFFICE MANAGER

75%



**Vinicius Tocchio**

IT INFRASTRUCTURE SUPPORT

50%



**Ingrid Correa Ventura**

MARKETING MANAGER

50%

## Digital Career Program



**Yoana Petkova**

PROGRAM MANAGER

50%



**Louise Pålhed**

STUDENT COMMUNITY MANAGER

100%



**Marie-Claude Gill-Laeroix**

HEAD OF VOLUNTEER ENGAGEMENT

100%



**Luciana Bossi Cardenas**

STUDENT COMMUNITY COORDINATOR

50%



**Shama Padke**

TECH EDUCATION LEAD

50%



**Anastasiia Kholod**

Program Manager -Ukraine

50%



# München Team 2023



## Digital Literacy Program



**Alejandra Ramirez**

PROGRAM MANAGER

100%



**Natalia Ihnatusha**

STUDENT COMMUNITY COORDINATOR

75%



**Noora Ibrahim**

PROGRAM ASSISTANT

50%



**Marina Iakimovich**

STUDENT COMMUNITY MANAGER

100%



**Hayden Müller**

VOLUNTEER COORDINATOR

100%

## Full time Program



**Wisam Al-Shemali**

PROGRAM MANAGER

100%



**Chris Berger**

STUDENT COORDINATOR

50%



# München Team 2023



## Digital Youth Program & BayCode



**Angelina Luister**  
PROGRAM MANAGER  
100%



**Viola Franken**  
BAYCODE PROJECT COORDINATOR  
100%



**Jakob Illner**  
COMMITTEE MANAGER  
100%



**Charlotta Wagner**  
BAYCODE PROJECT ASSISTANT  
Mini Job



**Anna Duras**  
Assistant Team  
Mini Job

## Talent Success



**Birgit Köbl**  
HEAD OF PARTNERSHIPS  
100%



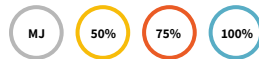
**Janis Janowsky**  
CAREER PARTNERSHIPS MANAGER  
100%



**Jamie Johnston**  
PROGRAM COORDINATOR  
100%



**Angela Bickmore**  
TECH LABS MANAGER  
50%







# Vielen Dank!



## **Kontakt**

Sophie M. Jonke  
Local Head

ReDI School of Digital Integration Munich

[sophie@redi-school.org](mailto:sophie@redi-school.org)

