



Tätigkeitsbericht 2023

ReDI School of Digital Integration -MUC- gUG

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

Tätigkeitsbericht ReDI Munich 2023



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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 2023

12

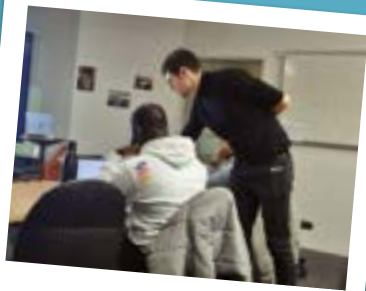
Presse Erwähnungen
ReDI München
(inkl. Corporate Blogs,
ohne Social Media)

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



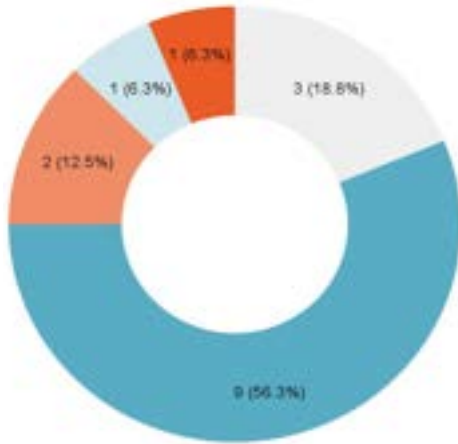
- **464** Personen registriert
- **325** Teilnehmende am ReDI Assessment Center Assessment center
- **228** Teilnehmende an Kursen
- **93%** weibliche Teilnehmende
- **80%** Abschlusszertifikate
- **117** Lehrer, Volunteers und **30** Mentors
- **18** Kurse, **900** Stunden Kurs-Training, Kurse in blended 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



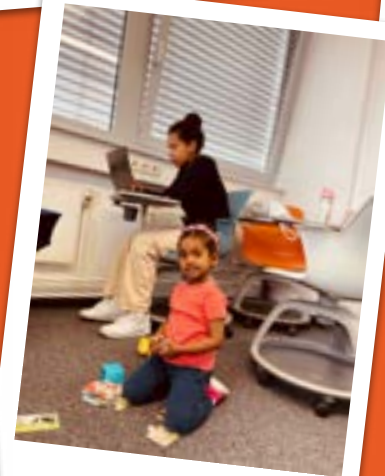
Herbst 2022



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



hl-studios



IXGRUPPE



CGI

BayCode @companies

"Just BIG Thank you to RediSchool Team! We appreciate what you're doing!"

Father of participant

Ich möchte die RediSchool
kann man die Universitäten
besten von Schülern

Ich habe viel gelernt aber
es muss doch nicht nur
mehr sein

el. 2023/24 =

Was gut war:

- freundliche LehrerInnen
- übersichtliche Präsentationen
- Unbeschränkte meine Informationen über IT
- Üben von verschiedenen Wissen

Wir haben den Kurs sehr geliebt
und nach dem Kurs interessiert ist viel
mehr über IT-Berufe :)

Hat auf deine Story geantwortet:

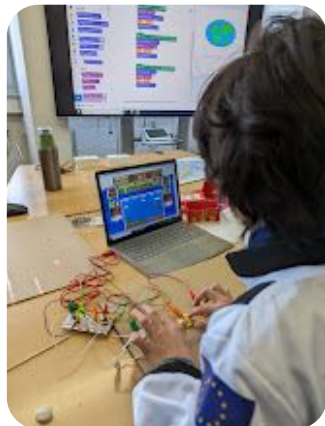
Danke für den interessanten
unterricht

gemma_samfeld 7 Mo. ❤️
Danke schön fürs Vorbereiten! Den
Schülerinnen hat das Programmieren
sehr viel Spaß gemacht! 🥳
Antworten · Verbergen

Isabelle_Bayern 7 Mo.
@gemma_samfeld Das freut
uns sehr! Danke für den coolen
Workshop!
Antworten

TV 20 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

DLP 2023
Maryna, Basics 2 Ukr



HA team, nice news this evening - Qian 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 **RedU**, 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.

- Juliana, DCP: UX/UI Design



- Ruth, DCP: Back-End Development



Hello together Dear's Redd School Member's I'm Mihret student basic 2 English At the beginning, 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 interesting course with child care Service for free 🙏🙏🙏

Sincerely Mihret

DLP 2023
Mihret, Basics 2 Eng



Hi folks, remember this? Džianis 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 tool) have landed an internship with AN-Group 🎉👏👏
Form submission to follow of course.

Posted in [student success](#) | 12 Dec 2003 | [View message](#)



Hello folks, lovely news from @Valentina Ibbi 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

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

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

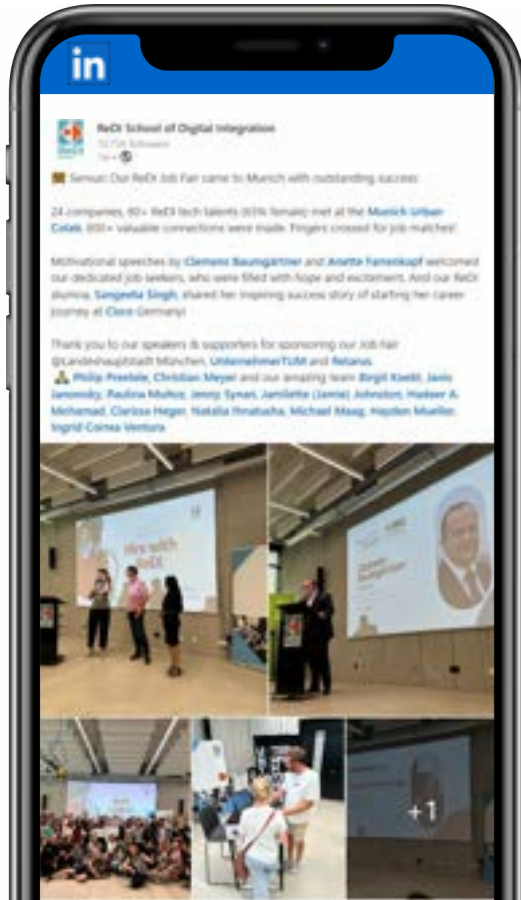


Opening Words: Clemens
Baumgärtner, Head of Labor &
Economic Development, City of
Munich



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

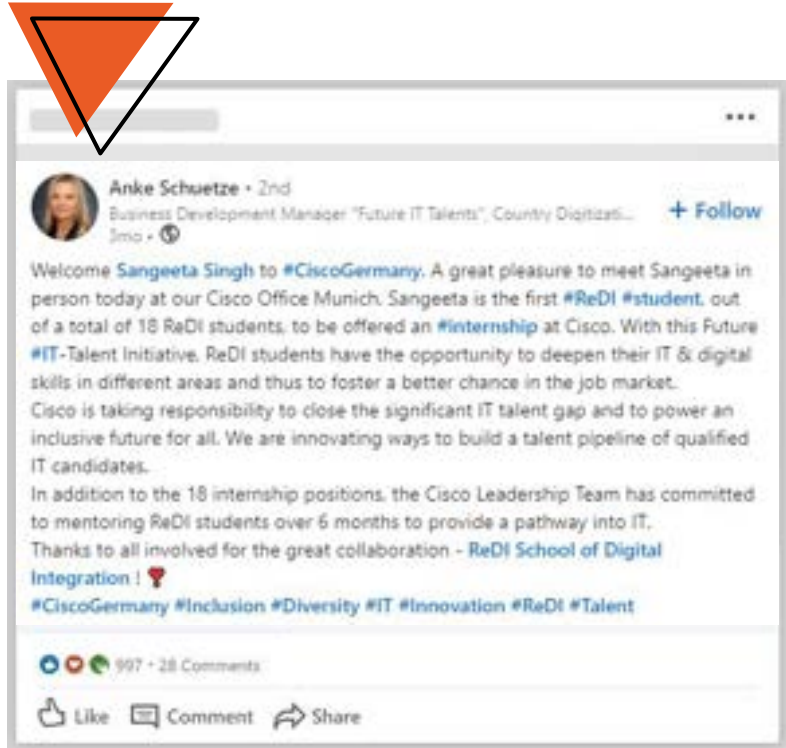


Thank you to my friends, colleagues and ReDI School for the support and encouragement along the way.”



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.



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

München Team 2023

Administration and Management



Sophie M. Jonke

LOCAL HEAD

100%



Birgit Köhl

HEAD OF PARTNERSHIPS

100%



Dr. Imme Witzel

COMMUNICATION & PARTNER ENGAGEMENT LEAD

50%



Shalini Sinha

OFFICE MANAGER

75%



Vinicius Toechio

IT INFRASTRUCTURE SUPPORT

50%



Ingrid Correa Ventura

MARKETING MANAGER

50%

Digital Career Program



Yoana Petkova

PROGRAM MANAGER

50%



Louise Pálhed

STUDENT COMMUNITY MANAGER

100%



Marie-Claude Gill-Lacroix

HEAD OF VOLUNTEER ENGAGEMENT

100%



Luciana Bossi Cardenas

STUDENT COMMUNITY COORDINATOR

50%



Shama Padhee

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

COMMUNITY MANAGER

100%



Charlotta Wagner

BAYCODE PROJECT ASSISTANT

Mini Job



Anna Duras

AssistantTeam

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

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Local Head

ReDI School of Digital Integration Munich

sophie@redi-school.org

