

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



# ANNUAL REPORT

## ReDI School NRW DCP Autumn 2020

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

# ReDI at a glance

**ReDI  
Berlin  
2016**

**ReDI  
München  
2018**

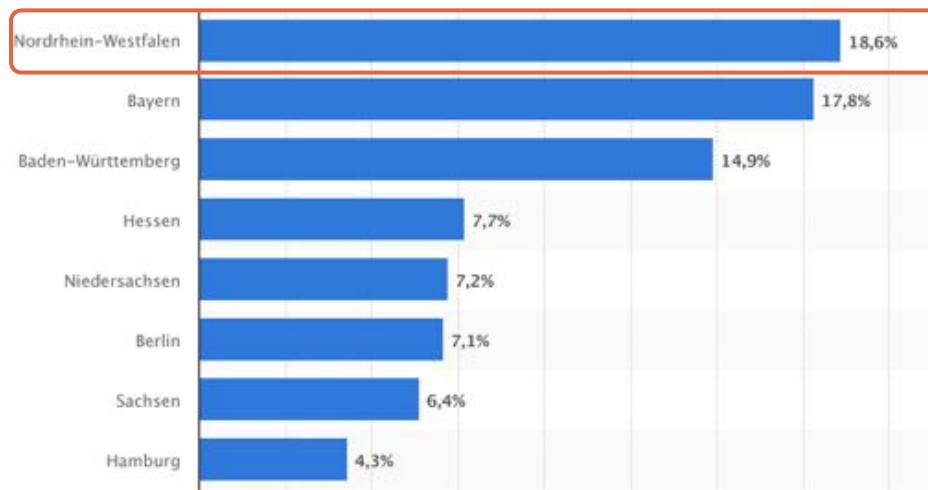
**ReDI  
Kopenhagen  
2019**

**ReDI  
NRW  
2020**

# The challenge

- North Rhine-Westphalia (NRW) is home to more than **5 million** people with **migration background**
- NRW receives **21.14% of all asylum seekers** in Germany
- Almost **one out of 4 migrants is unemployed in NRW** - only 6,8% of German nationals are unemployed
- NRW is the land with the most **open job vacancies** in Germany

Open job positions in Germany in 2018  
(by percentage)



\*Sources

- BAMF, 2018. *Minas – Atlas über Migration, Integration und Asyl* (9. Ausg.)

- Ministerium für Kinder, Familie, Flüchtlinge und Integration, 2017. *Integrationsmonitoring NRW*

- Statista.com, 2018. *Verteilung der offenen Arbeitsstellen in Deutschland nach Bundesländern im Jahr 2018*

# The solution

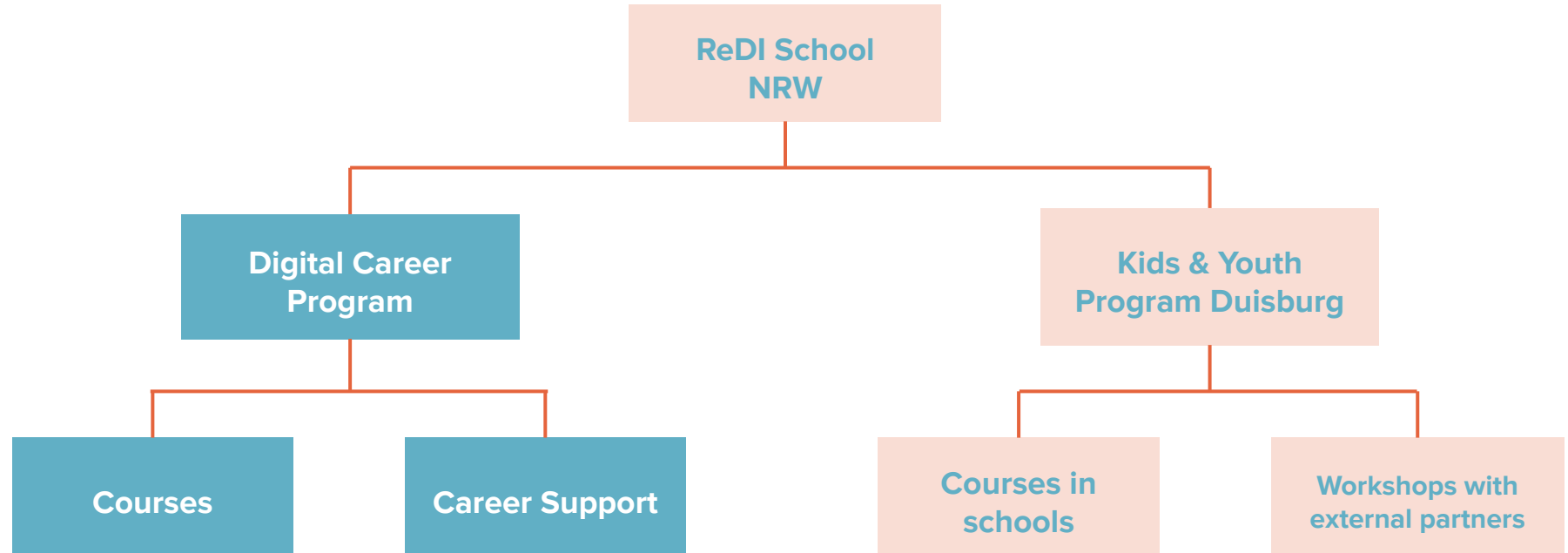


**What** ReDI is a **tech** school connecting human potential with new opportunities.

**How** We are a **community** of staff, students, alumni, volunteers & partners, who **co-creates** digital education concepts, in **dignity and humility**.

**Why** Together, we **break down barriers** and accelerate **job market integration!**

# NRW school overview



# Digital Career Program ReDI NRW

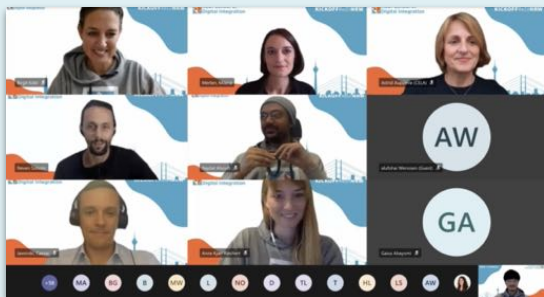
# Digital Career Program concept

- Who** 660 students by 2023
- Min. 50% women
  - Min. 50% forced migration background
- What** High-end tech skills needed in the market + Career Support
- How** 150 corporate volunteer teachers & volunteer teachers by 2023  
A course consists of 5 teachers and 10 – 15 students
- When** Evening courses (twice a week, 19:00 – 21:00)
- Where** Mainly online

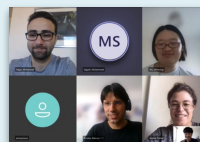
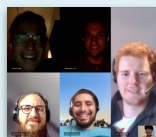
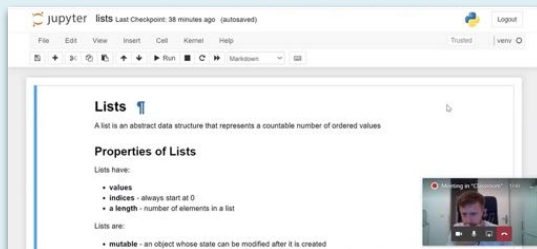




# We are ReDI!



ReDI NRW Kick-off Event



Digital Career Program: courses



Career Support: HR Summit



# Overview: numbers & impacts

2016 founded in Berlin

2018 opened in Munich

2019 opened in Copenhagen

2020 opened in NRW!

## Digital Career Program

### Overview

#### Partner:



**accenture**



**Handelsblatt**  
MEDIA GROUP

#### Course offers

- High-end tech skills needed in the market
- Career support through workshops and mentorship

### Pilot Semester 2020

**53** students  
**34 %** women  
**18** nationalities

Total **160 lesson hours** in 10 weeks

**28**  
Teachers

**4 courses:**  
Networking Fundamentals  
Introduction to Python  
HTML and CSS  
Web Design Fundamentals

Mentorship platform  
**20** mentors  
**20** mentees

**80 participants** in the kickoff event  
**3** career workshops  
**1** HR summit + job fair  
**1** Demoday

### Goals by 2023

**660** graduates  
min. **50% women**  
min. **50%** with a **forced migration background**  
**150** teachers (corporate and volunteers)

# Partners

NRW INITIATIVE PARTNER:

**accenture**

NRW INITIATIVE PARTNER:



NRW PLATFORM PARTNER:



MEDIA PARTNER:



# Timeline Autumn 2020



# Student requirement

## Technical knowledge

Basic use of computer (eg. email, web browser, MS Word, Excel, PowerPoint)

## Language

English B1 level (speaking, listening and writing)

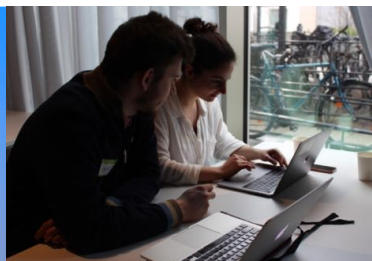
## Technical setup

A laptop with internet connection\*

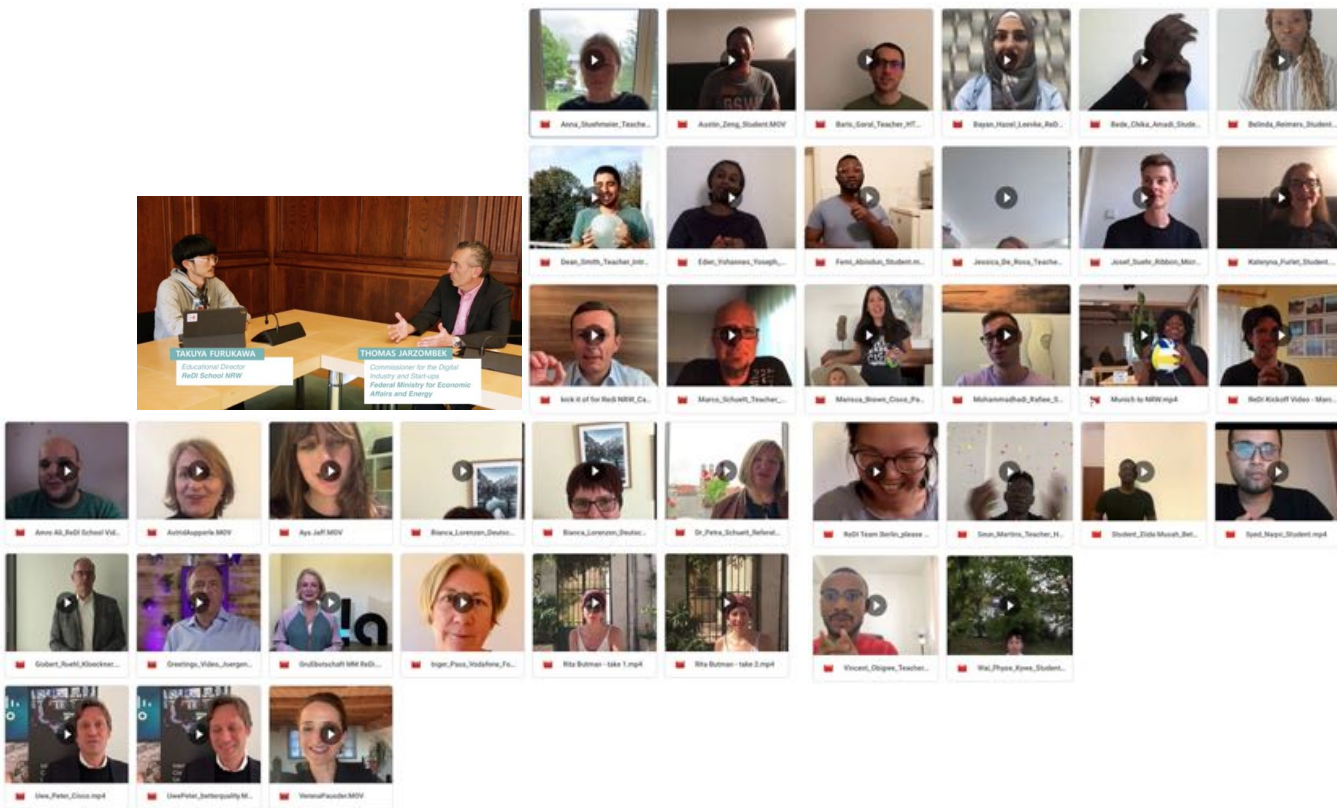
*\*ReDI offers free laptop rental and a use of a learning space with internet (office from a partner) in Düsseldorf*

## Age

From 17 years old (this program is not for kids and youth)



# Kickoff ReDI NRW



# Learning space & ReDI NRW office



Handelsblatt offered us 2 desks for the ReDI team at their office building in Düsseldorf. In the evening, students are allowed to use their Townhall space.



# DemoDay



## What did I learn from Networking Fundamentals ?

### ❖ The OSI model to describe how computer systems communicate

1. Physical layer: cables
2. Data link: MAC addresses, switching, Ethernet
3. Network: IPv4, routing, subnetting
4. Transport: TCP, UDP (transport protocols)
5. Session:
6. Presentation: encryption
7. Application: http

### ❖ Hot topics:

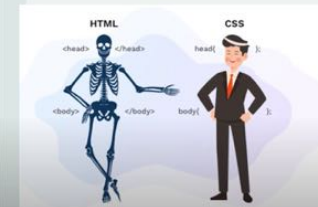


## LIST

- ▶ Lists
- ▶ A list is an abstract data type that represents a countable number of ordered value, and it is one of the data structures.
- ▶ Lists have these following properties:
  - ▶ values
  - ▶ Indices: Always start at 0
  - ▶ A length: This shows number of elements in a list
- ▶ Lists are:
- ▶ Mutable: An object whose state can be modified after it is created
- ▶ Non-static: Lists do not have a fixed length, can be modified
- ▶ Lists are easily identified with []
- ▶ List is case sensitive.



## HTML AND CSS

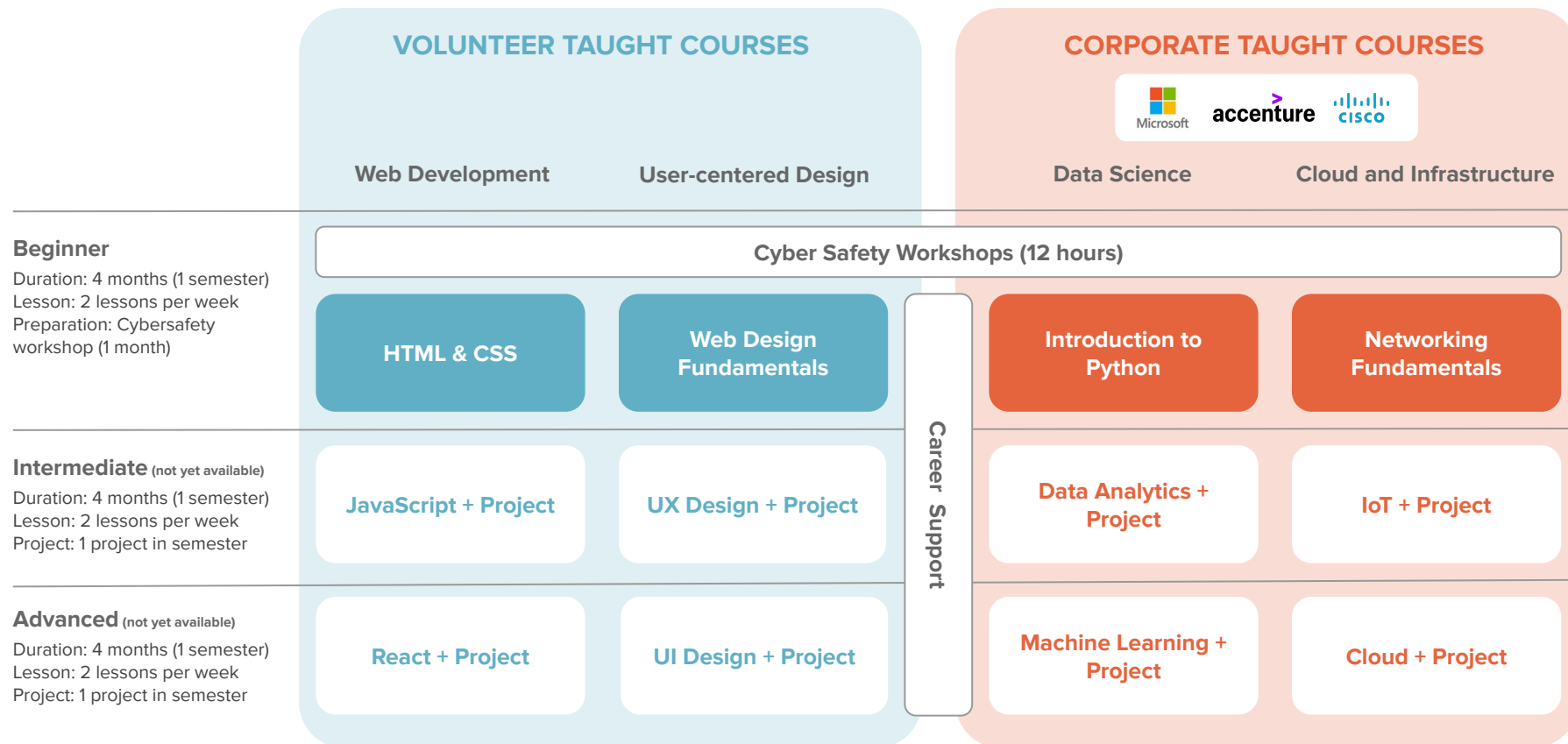


- THE SKELETON AND BODY OF WEBSITE'S



# Courses

# Courses with 4 tracks



# Course contents



## Course outcome

---

Data Science track

### **Introduction to Python**

Mon & Wed, 19:00 – 21:00

Writing your own code; learn how to use documentation and third party libraries; read code; solve a problem with Python; develop their own code; mixing data types; learn GitHub.

---

Cloud and Infrastructure track

### **Networking Fundamentals**

Tue & Thu, 18:30 – 20:30

Learn architecture, structure and functions of computer networking.  
Configure a network yourself, such as a simple LAN (Local Area Network).

---

Web Development track

### **HTML and CSS**

Tue & Thu, 19:00 – 21:00

Use a VSCode (desktop editor), Codepen (online editor).  
Create a website (teachers suggest several website examples).  
Use git as optional (push/pull).

---

User-centered Design track

### **Web Design Fundamentals**

Mon & Wed, 19:00 – 21:00

Redesign a website and present the design concept at the end of the semester.  
Learn the use of design tools and methods, while they progress their design on a website.

---

# Course growth



	Semester	Courses	Community	Course examples			
2020	Sep – Dec <u>Pilot Semester</u>	2 Corporate 2 Volunteer	40 Students 10 Corporate Volunteers 10 Volunteers				
				HTML & CSS	Web design	Intro. to Python	Net. fund.
2021	Mar – Jul <u>Semester #1</u>	2 Corporate 2 Volunteer	60 Students 10 Corporate Volunteers 10 Volunteers				
	Sep – Dec <u>Semester #2</u>	4 Corporate 4 Volunteer	120 Students 20 Corporate Volunteers 20 Volunteers	HTML & CSS	Web design	Intro. to Python	Net. fund.
				Java Script	UX Design	Data Analytics	IoT
2022	Mar – Jul <u>Semester #3</u>	6 Corporate 6 Volunteer	160 Students 30 Corporate Volunteers 30 Volunteers	HTML & CSS	Web design	Intro. to Python	Net. fund.
	Sep – Dec <u>Semester #4</u>	6 Corporate 6 Volunteer	160 Students 30 Corporate Volunteers 30 Volunteers	Java Script	UX Design	Data Analytics	IoT
				React	UI Design	Machine Learning	Cloud
2023	Mar – Jul <u>Semester #5</u>	6 Corporate 6 Volunteer	160 Students 30 Corporate Volunteers 30 Volunteers				

**Impact**

# Application process

**101**

Interested



**58**

Applied



**53**

Interviewed



**53**

Enrolled

# Impact



**73.5%**

of the students had completed the semester.

**13**

students had earned an industry-recognized certification or credential.

**5**

students were employed after program completion of the semester.

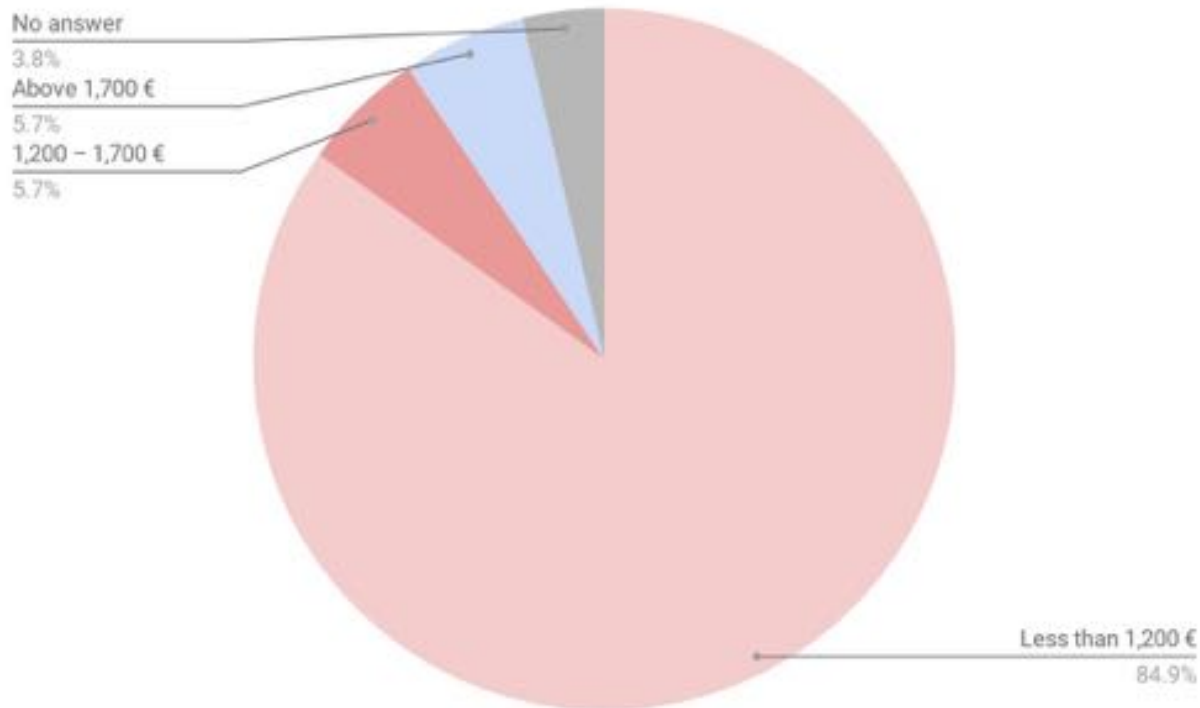
1 of them were employed in tech or tech-enabled roles.



# Student Demographics

# Net income per month

n = 53



**45** Less than 1,200 €

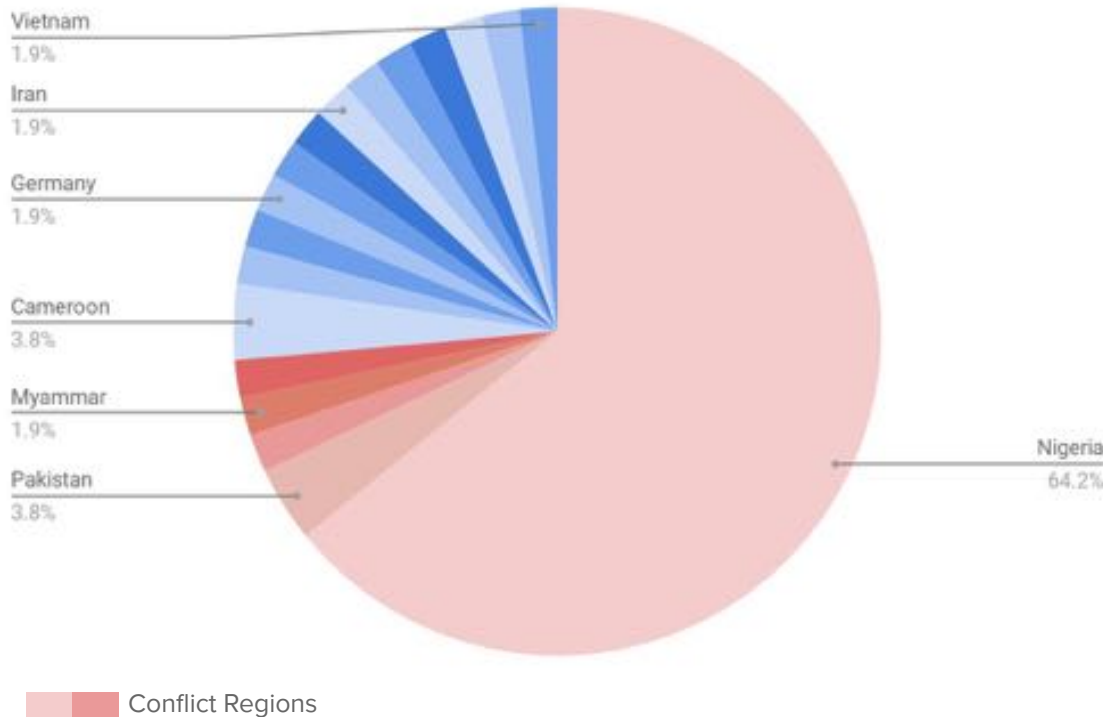
2 1,200 – 1,700 €

3 Above 1,700 €

2 No answer

# Nationality of interviewed students

n = 53

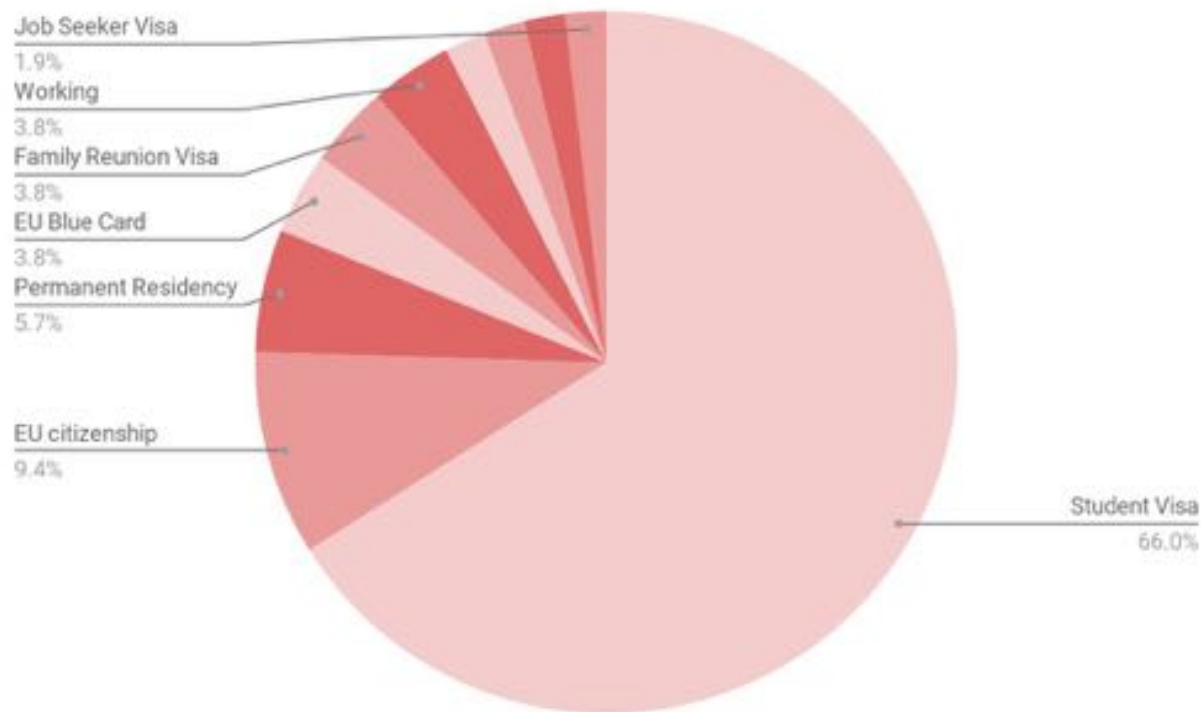


Highlighted based on the reference on Bundeszentrale für politische Bildung, Konfliktporträts  
<https://www.bpb.de/internationales/weltweit/innerstaatliche-konflikte/54568/konfliktportraets>

- 34 Nigeria**
- 2 Pakistan**
- 1 Ethiopia**
- 1 Myanmar**
- 1 Syria**
- 2 Cameroon
- 1 Bangladesh
- 1 China
- 1 Germany
- 1 Ghana
- 1 India
- 1 Iran
- 1 Italy
- 1 Netherlands
- 1 Poland
- 1 South Korea
- 1 Ukraine
- 1 Vietnam

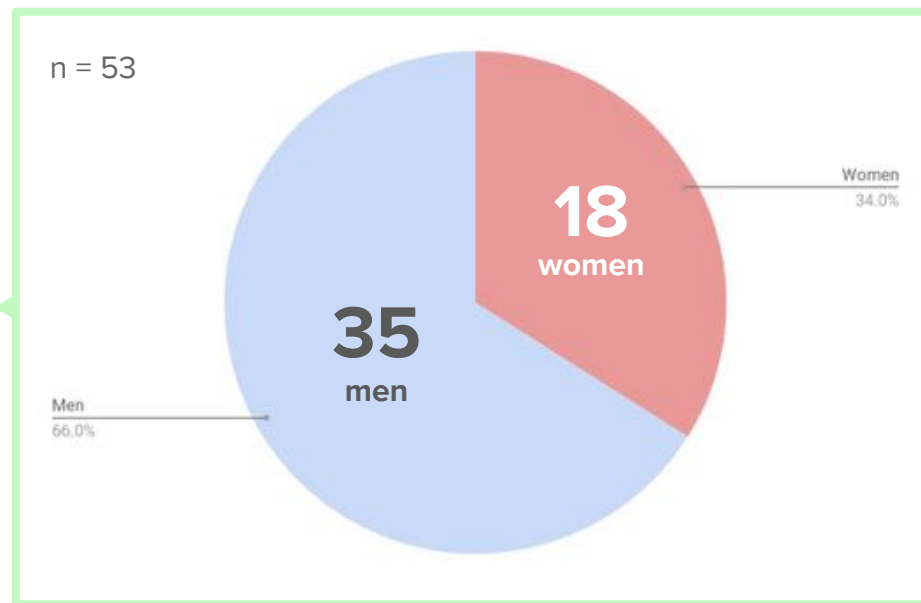
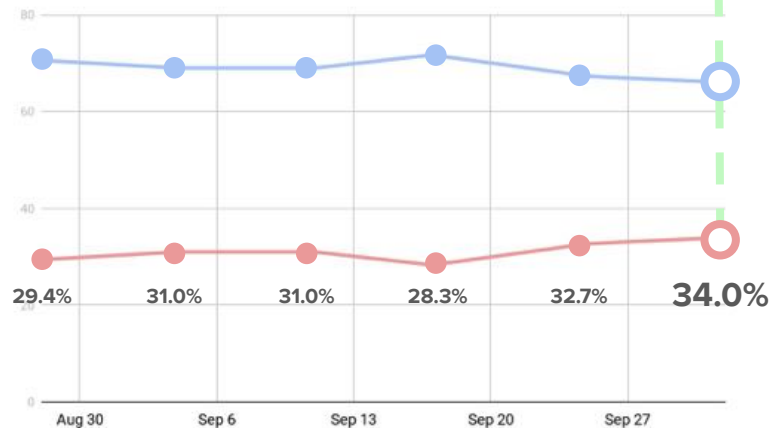
# Visa status of interviewed students

n = 53



- 35 Student Visa
- 5 EU citizenship
- 3 Permanent Residency Permit
- 2 EU Blue Card
- 2 Family Reunion Visa
- 2 Working (Employment) Visa
- 1 Applied for asylum
- 1 Family member of an EU citizen
- 1 Humanitarian residency permit or approved asylum document
- 1 Job Seeker Visa

# Gender



Status on 2nd October

# Profile

## Occupational Background

- 35** Student at university
- 6** Unemployed and looking for a job
- 6** Working part-time
- 5** Working full-time

## Area of studies

Applied Geosciences  
Automation and IT  
Business IT  
Business Law  
Computer Science  
Humanities and Arts  
IT Communication Technology  
Pharmaceutical Technology  
Renewable Energy Systems  
Science (Biology, Chemistry, Physics)  
Urban Transformation  
Resource Engineering  
Social Science  
Urban Landscape  
Urban transformation

# Creating Role Models

## ReDI alumni started their careers as...



Mohammad  
ServiceNOW  
Developer  
Accenture



Rami  
Full-stack  
Developer  
kloeckner.i



Rita  
Solutions Systems  
Engineer  
Cisco



Omar  
Founder of the  
App Bureaucrazy



Abdulsalam  
Start up! Trainee  
Deutsche Telekom



Amro  
IT Consultant  
Accenture



Natalia  
Web Designer  
Ellusion



Mohamed  
Azubi  
Fachinformatiker  
ProSiebenSat.1



Abdullahi  
Software Engineer  
Moxa  
Ada Fellowship  
Allianz



Idlir  
IT Support  
Specialist /  
Microsoft 365  
Beck et al.



Parisa  
Data Scientist  
MHP - Porsche



Ferdaus  
Netzwerk-Admin.  
Intel / Experis



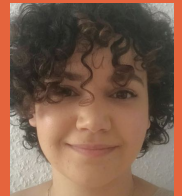
Sajjad  
Software Engineer  
Amazon



Amr  
Blockchain  
Developer  
Capgemini



Tung  
Developer  
Associate  
SAP



Yasaman  
Business Analytics  
working student  
Kloeckner.i





Zaid is a real role model. In the ReDI School IoT class, he discovered his passion for mixed reality. Supported by Microsoft, he rebuilds the ancient city of Palmyra, Syria, which was destroyed by the IS – virtually in 3D. At TEDx München he brought his story and project in a live demo on stage.

[Watch here.](#)

## Zaid – our first TEDx Speaker

ReDI-Alumni Digital Career Program Berlin

Today: TEDx Speaker & Projects with Microsoft

# Thank you from NRW team!



Ask me about  
program and strategy  
[takuya@redi-school.org](mailto:takuya@redi-school.org)



**Takuya Furukawa**  
Educational Director

Ask me about  
volunteer coordination  
[solene@redi-school.org](mailto:solene@redi-school.org)



**Solène Tobler**  
Head of Community  
Development

Ask me about  
program in Duisburg  
[leevke@redi-school.org](mailto:leevke@redi-school.org)



**Leevke Sophie Denker**  
Program Manager  
Kids and Youth Program  
Duisburg

Ask me about  
career support  
[isabelle@redi-school.org](mailto:isabelle@redi-school.org)



**Isabelle Köhncke**  
Career Program  
Manager Berlin