

FAQs ReDI JOB FAIR

Spring Semester 2021

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

Dear ReDI Friends and Partners,
**please find below the most frequently asked questions about the
HR Summit and Job Fair event. We hope you find them helpful.**

Still open questions?

Please contact:

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About ReDI School



- **What is ReDI School?**

ReDI School of Digital Integration is a non-profit tech school for locals and newcomers without access to digital education. We are located in Berlin, Munich, Düsseldorf, and Copenhagen.

- **How did ReDI start?**

ReDI School was founded in February 2016 by a team convinced that technology can bring people together to build new solutions to old problems. We believe integration starts with a "Hello" - People meeting around a shared interest. Indeed, the idea of ReDI School was sparked by a conversation on a warm August day in 2015 in a refugee home in Berlin. Here, we realized that amongst the newcomers there are incredible IT talents eager to learn, who want to contribute to Germany's society, and who could help fill the 124.000 open IT jobs in Germany.

We now offer free courses to newcomers (refugees and migrants) and locals with a high interest in pursuing a career in the technology field.

- **How does ReDI School help students?**

We offer students several 3-5 months IT programs, workshops, corporate training projects as well as short-term summer courses. Our aim is to provide our students with valuable digital skills and a strong network of tech leaders, students, and alumni to help them start a career in tech.



About the ReDI JOB FAIR



- **What is the goal of the JOB FAIR?**

The main goal of the job fair is to connect our students and alumni looking for a job with companies that are hiring.

- **What is the benefit of the JOB FAIR for my company?**

We will organize and set up a virtual booth for you and connect you to our tech students and alumni. Our students and alumni study with us to learn different coding languages and tech skills (see section candidates), and are open to start their careers in the tech field. Our community is very diverse in terms of gender (50 % women studying at the Digital Career Program) and nationalities (more than 50 different nationalities). Additionally, we are starting a new talent pool platform to connect all participating companies with our alumni and tech talents looking for a job after the event.

- **Do I need to attend the event the whole day?**

You can join only the conference in the morning, or as a company the job fair in the afternoon or both. Please make sure to [register](#) for the event you want to join.

- **How do companies interested in a booth get in contact before the event, during the event, after the event?**

Please register for the event. If you want to join as a company at the job fair in the afternoon please contact Birgit Köbl: birgit@redi-school.org

About the HR SUMMIT Conference in the morning



- **What topic will be discussed during the virtual conference in the morning?**

Join the conference in the morning to get insightful knowledge on “**Hiring for potential**” and “**Diversity.**” The conference is open to everybody interested in diversity, HR, innovation, and digital transformation.

- **Where can I find the agenda?**

We will publish the agenda asap on the website: www.redi-school.org/hrsummit
And it's here as well:

10:00 Welcome and Introduction

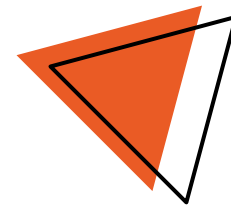
10:15 Panel Discussion: *ReDI for Work? How can we make sure that the future workforce is a diverse one:*

Confirmed panelists: Rosemarie Steininger, Founder & CEO Chemistree, Tiffany Conroy, Head of Engineering, Growth & Commerce Group at SoundCloud, Dr Andrea Timmesfeld, Head of Diversity and Inclusion Generali moderated by Anne Kjaer Bathel, founder ReDI School

11:30 Launch of our new Talent Pool

11:50 Goodbye

12:00-13:00 Lunch & Networking



Registration

- **How can companies register for the virtual JOB FAIR in the afternoon?**

You can register by clicking on the button “Register” on the following link:

<https://www.redi-school.org/hrsummit>, and fill out the questionnaire. Once registered we will follow up with you for further details and next steps.

- **How can I join the virtual conference in the morning?**

Please register via <https://www.redi-school.org/hrsummit>, and register for the conference part. You will then receive a confirmation and link to attend the event.

- **Is participation in the HR Summit and JOB FAIR free?**

Participation in the HR Summit Conference is free, but we are always happy to receive a donation to continue our work

If you want to join as a company at the job fair with a virtual “booth”, we ask you for a sponsorship or a donation. This helps our non-profit school to organize this event and continue our work. For more information please contact birgit@redi-school.org



JOB FAIR - General

- **What is expected from me /my company?**

Once we have matched you with some candidates, you will be able to see their CVs before the job fair. As many of our students/alumni do not have a lot of experience in interviews, it would be great to make the virtual “interview” as informal and inclusive as possible.

- **How many recruiters should join the Job Fair / virtual booth?**

We recommend to join with at least two recruiters or experts of your company to join the booth, talk to the students and connect with them at the virtual networking area (wonder.me).

- **How much does a virtual booth cost?**

If you want to join as a company at the job fair with a virtual “booth”, we ask you for a sponsorship or a donation (500 Euro recommended). Sponsorships are 1.000 Euro for the event and we will include your logo into the communication and aslo include you into the ReDI Talent Pool to stay in contact with the students after the event.

Your sponsorship or donation helps our non-profit tech school to organize this event and continue our work. For more information please contact birgit@redi-school.org. **THANK YOU!**



JOB FAIR - Platform and Matchmaking

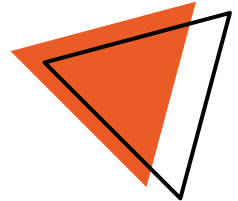
- **What platform is the virtual JOB FAIR taking place?**

We will most likely use zoom or MS Teams, we will let you know as soon as possible.

- **How do you plan to coordinate the companies before the HR Summit to your platform?** Companies will be invited a few days before the event with detailed instructions on how to register on the respective platforms.

- **How will companies be connected to students & alumni from ReDI School at the JOB FAIR?**

We will match you with candidates through our talent pool before the job fair and set up meetings. In between meetings you can mingle at <https://www.wonder.me/> We will send you more details once we get closer to the job fair.



Candidates - ReDI students and alumni I



- **Who are the students I will meet and what skills do they have?**

You will meet ReDI students and alumni. Our current students combine a total of over 32 nationalities, 55,5 % are male, 44% are female students, they study Python, Java, Javascript, React, Data Analytics, Cloud Computing, HTML & CSS, Salesforce. 41,5 % of our current cohort have a Bachelor's Degree, 31,5% have a Master's Degree, 14,21% started University.

- **What positions are the REDI students interested in?**

Our candidates are interested in entry-level positions, Junior Positions, Ausbildung, Internships, and Working students to start a (tech) career in Germany. We also have students interested in jobs with English language or basic German skills. Only a few are interested in senior positions. (Senior Positions could be interesting for our volunteering teachers).

- **Do the candidates speak German?**

A lot of our candidates speak German - but most of the candidates are not German native speakers. Many are interested in jobs with English language or B1- or B2-German skills.

Candidates - ReDI students and alumni II



- **Are the candidates interested only in IT-related jobs or also in other jobs as Sales, Retail, Marketing, Human Resource, Customer Service, etc.?**

Most of our candidates are interested in starting a career in the tech field. However, we also have a lot of students that are open to non-IT jobs (in the tech industry) or jobs that need only basic digital skills, e.g. consulting, sales, marketing, design, project management.

- **How many candidates are we going to meet?**

We expect around 100 students and alumni to graduate from our schools in Berlin, NRW, and Munich. Each company would be able to meet online with around 10 students that fit best to your profiles. And you get access to all other students and their CVs via our Talent Pool. You can then schedule more interviews directly.

- **What is the (working) status of the candidates?**

38,5% are in Germany on a student visa, 12,2% have a humanitarian residence permit (approved asylum), 11,6% have a family reunion visa, 10,1% have applied for asylum, 12,8% have EU citizenship, 6,6% have permanent residency status, 3,9% have a job seeker visa.



What we teach: Spring Semester 2021

Certified courses

Cloud computing with Azure

- Fundamentals
- Administrator

Microsoft

Salesforce fundamentals

Digital Career Program

Frontend web dev

- Html&Css
- JavaScript
- React

Software dev

- Java 1
- Java 2

Data science

- Python
- Data analytics

User-centered Design

- Digital Design
- UX/UI

Networking

- Intro
- IoT**

Digital Women Program

Digital literacy

- Intro
- Basic 1
- Basic 2

Coding

- Intro to coding

Digital Design

- Web design
- UX/UI

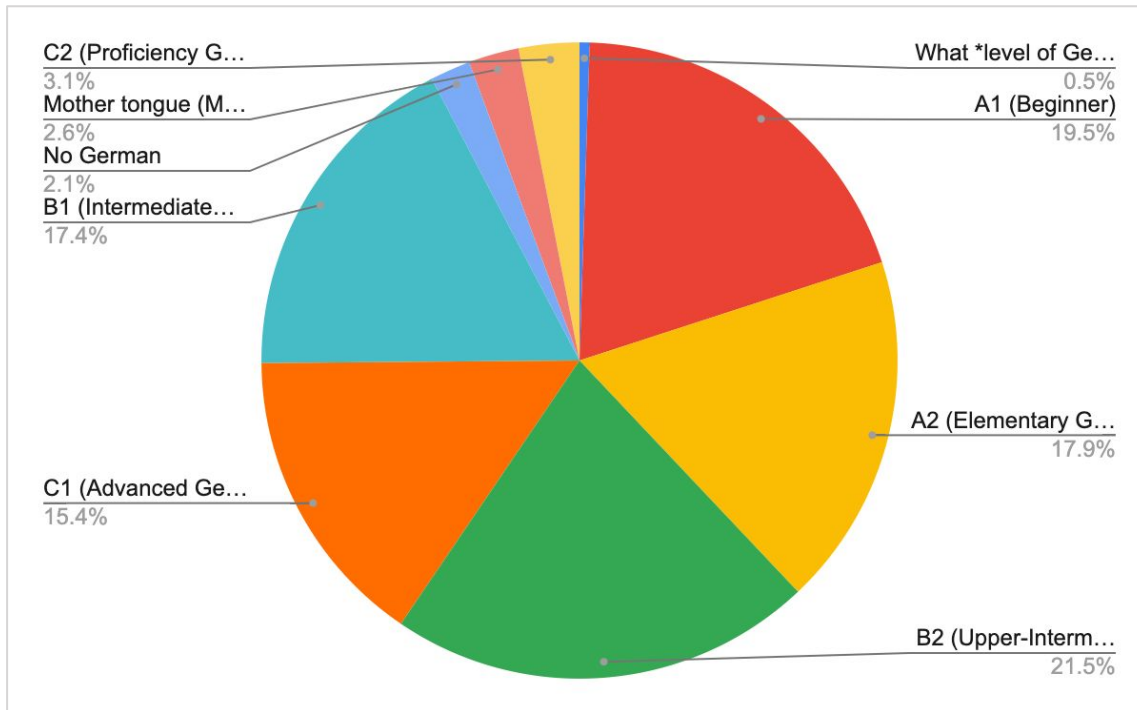
Candidates - Education level

DCP - Candidates - Education



Example: Berlin Students, Spring Semester 2021

Candidates - Language Level



A1 & A2 = 37,4 %

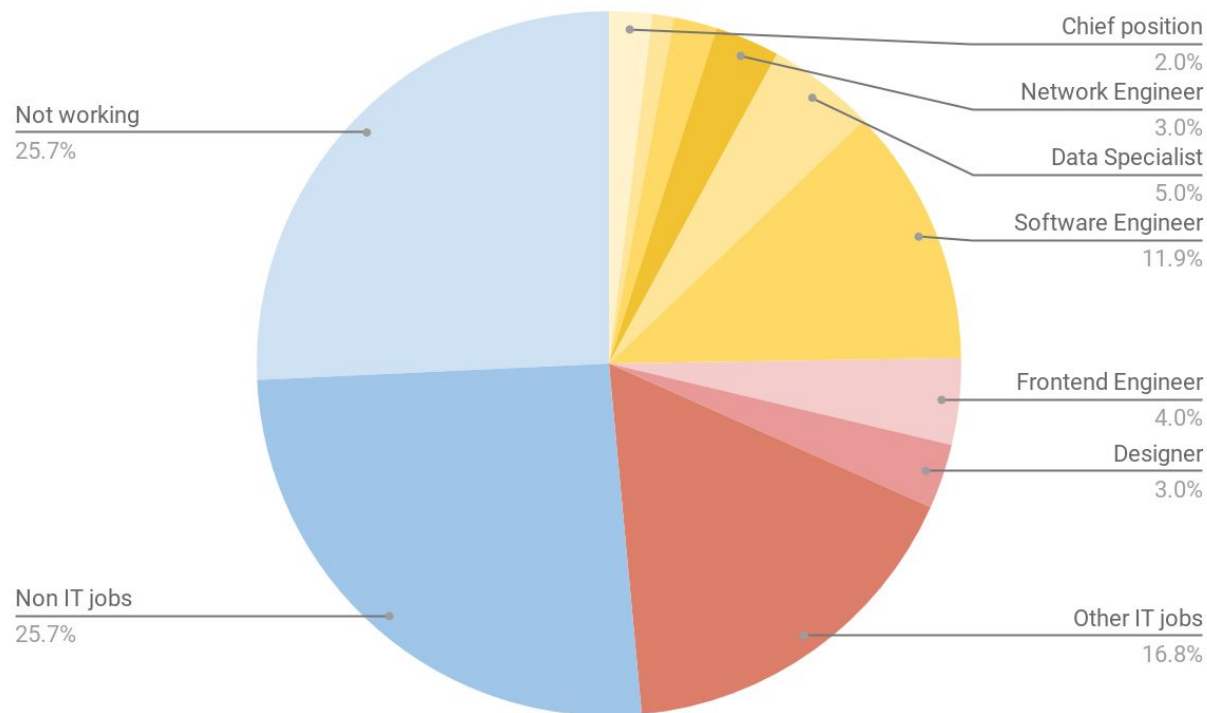
B1 & B2 = 39 %

C1 & C2 = 18,5 %

Candidates: What are they doing after ReDI? (June 2020)



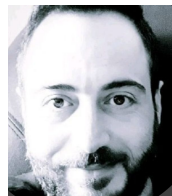
n = 101



- 2 Chief position (COO, CTO)
- 1 Backend Engineer
- 2 Cloud Engineer
- 3 Network Engineer
- 5 Data Specialist (Data Scientist, Analyst)
- 12 Software Engineer
- 4 Frontend Engineer
- 3 Designer (UX/UI, Brand)
- 17 Other IT jobs (QA, Backoffice, Digital Marketing, Technical Writing, Work students etc)
- 26 Non IT jobs (Customer Service, Salesforce, Teacher, Accountant, Delivery Driver etc)
- 26 Not working (Student, Unemployed)

Creating Role Models

ReDI Alumni started their career as...



Mohammad Borish
IT Consultant
Accenture



Rami
Full-stack
Developer
kloeckner.i



Rita
Solutions Systems
Engineer
Cisco



Christain
Data Analyst
Süddeutsche
Medienholding



Abdulsalam
Start up! Trainee
Deutsche Telekom



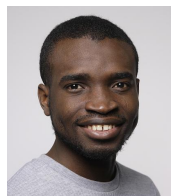
Amro
IT Consultant
Accenture



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



Thanks a lot!



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