“STOP TALKING ABOUT REFUGEES. START TALKING WITH REFUGEES.”
“Migration is here to stay,” the speaker from UNHCR declared at the “Science 4 Refugees” conference at the European Commission. When I look around the room I am surrounded by what should have been the future of Syria, Afghanistan, Iran, Iraq. Young bright minds eager to engage, share, and learn. What a gift to Europe, but what a loss to the world that their career paths have been derailed, sometimes for years. Hopefully not for a lifetime. I am reminded of my “global family” back home in Berlin, and feel at home amongst these young pioneers.

Leaving your home country, friends, and sometimes family behind to seek a better future in a new culture, requires incredible human strength. It takes courage, vision, hard work, resilience, competence, communication, and networking. Personality traits that all our students have. These human characteristics also happen to be the most commonly used adjectives to describe Nobel Prize Laureates. What a gift to the world if we can ignite this human potential for the common good. This is what ReDI School is all about—a mission above and beyond teaching our students to code.

The biggest encouragement and joy of working with ReDI School has been the outstanding people that are part of our community: from students and alumni to teachers, mentors, speakers, partners — and last but certainly not least, my extraordinary team taking care of the ReDI platform behind the scene. Within a year, we have grown to be a community of more than 300 people, from all around the world, connected through the common goal of using technology to connect human potential with opportunity, with respect and in dignity.

Together, we can break down borders and build a future that is unlimited. Thank you all for being part of the journey—and if you have not joined yet—a warm welcome on board!
WHENEVER WE THINK OF REDI, we immediately envision the stories of every person that made it possible: the dedicated volunteers, the generous and involved teachers, the flexible and always-ready-to-help sponsors, and each and every one of the students.

REDI is far more than a programming school. It is a lens through which the larger society can see an alternative, hopeful, and positive vision of newcomers in our society—and equally a lens through which newcomers can find hope and opportunity in a new and unfamiliar environment. It is a learning journey for all of its members: it is a first approach to different cultures; an opportunity to show who you are beyond labels and, for almost all of us, an incredibly humbling experience. We are convinced that, whether they are continuing their studies, joining an IT company as interns, or continuing to fight for their dreams, our alumni are now one step closer to taking full control over their lives. After all, this is what inclusion and co-creation is about.

IN SIMPLE TERMS: A COMMUNITY
WHAT YOU KNOW AND WHO YOU KNOW are the key ingredients to success.

ReDi School is no ordinary tech school. While many of our core activities take place inside the classroom, the true potential of our program is reached outside any particular four walls. Based on an awareness that key ingredients to success include both “what you know” and “who you know,” ReDi’s curriculum involves project-based courses taught by tech practitioners, in addition to a larger program of mentorship and industry support. This two-fold system of education and professional assistance serves to generate unique opportunity in business and technology for newcomers in Europe—providing the knowledge, skills, and network students need to achieve their dreams. ReDi is proud to be both a school and a home, work and family.

HISTORY AND TEACHING PHILOSOPHY
We were conceived in 2015 by a team convinced that technology can bring us together to build new solutions to old problems. We kicked off our first pilot program in December 2015 with two courses and 12 students. By spring, we had grown to six classes with 42 students and by summer to 10 classes with 60 students. When our most recent winter semester wrapped up in January 2017, we were thrilled to celebrate the achievements of 137 students in 17 unique courses, including a robotics class for youth. Our curriculum is largely project-based—aimed at helping students gain and demonstrate hard skills that they can use in the real world.

Courses range from basic computer instruction to advanced programming and app development, supplemented with classes on entrepreneurship and job-seeking to ensure students can continue their progress after graduation. Classes are taught by practitioners rather than academics and are enriched by “Tech Talks” from industry leaders and visits to tech companies. With more than a full year of teaching now under our belt, we are primed to continue growing in both number and impact in 2017 and beyond.

DIVERSITY DRIVES BUSINESS INNOVATION
At ReDi we believe integration starts with “Hello”. Conversation and co-creation is at the core of everything we do, and we bring our community of students, teachers, and partners together as often as possible to be inspired and learn together. That way new connections are made and often long-term friendships are created. Integration is indeed a two-way process, building bridges and testing new ideas, which benefits all. We believe in creating win-win situations. If it is good for business, if it is good for the student, and it is good for the world—then we are on to something great!
ABOUT REDI – 1110

WE BELIEVE INTEGRATION STARTS WITH HELLO.

Rami Rihawi talks to his Klöckner & Co colleague Patricia Meißner

BUSINESS PARTNERS CAN HELP IN FOUR DIFFERENT WAYS

01. PLATFORM PARTNERS
Directly support the overall administration and coordina-
tion of the ReDI school. This includes location, hardware and
software, student recruitment, teacher recruitment and
training, curriculum development, TechTalks, community
events, DemoDays, career coaching of students, alumni
network, PR, and social media, public affairs, advocacy and
much more. Platform sponsors are the engine that keeps
ReDI School going. Direct sponsorship of the ReDI platform
supports sustained impact over time and gives companies
major exposure to other partners, to global thought leaders
as well as extensive coverage in press and social media.

02. PROGRAM PARTNERS
Provide content, staff support, and sometimes location
to deliver specific IT-classes. The classes can be aimed at
specific technical requirements needed in the company.
Three-month courses are provided, taught by employees (2-3
people) of the company and its partners. Program spon-
sors are the fuel that transforms ReDI students into future
colleagues. For companies, it is the most immediate way
to align student outcomes with the organisational need of
recruiting and developing talent.

03. PROJECT PARTNERS
Provide students with the opportunity to work on real-life
challenges and build tech solutions (prototypes, websites or
apps) with the partner company and their employees. Proj-
ects can last from a few weeks up to three months and are
a great opportunity to provide broad-based exposure and
impact to ReDI students.

04. PLACEMENT PARTNERS
Provide ReDI students with paid internships and on-the-job
experiences with a pathway to employment provided during
or after the program. A placement partnership should be
considered in the context of longer term recruitment goals
and success criteria for the engagement.

05. PROJECT PARTNERS
Partnersing with ReDI School is investment with social as well
as financial impact in return. We like to work closely with our
partners over time to make plans that are fitted around the
our partner’s strategy and needs.

IN THE PAST, HERE ARE SOME OF THE BENEFITS OUR PARTNERS HAVE ENJOYED

01. ACCESS TO TALENT
Several of our students have been employed by our partners
during or after the course, securing diversity in the company
by recruiting talented students who have been screened
through real-life interactions.

02. HUMAN RESOURCES DEVELOPMENT
“Teaching is the best way to learn” and our corporate volun-
tteers have proven that over time, developing their leadership
skills through teaching and mentoring. Many of our volun-
teers have even received internal promotions. Some of them
several times!

03. BUSINESS INNOVATION
At ReDI we work with cutting edge innovation processes and
lean entrepreneurship methodologies. In addition, our stu-
dents are a source of inspiration for our partner companies,
providing insights and ideas from an outside perspective
resulting in concrete business outcomes.

04. CORPORATE SOCIAL RESPONSIBILITY
AND BRAND POSITIONING
By working with ReDI School companies show authentic
leadership and good corporate citizenship through direct
impact on the refugee situation in Germany. Our partners
can demonstrate positive economic and social impact
through capacity building for refugees.

05. PR & PUBLIC AFFAIRS
The ReDI approach to integration has attracted attention
from media and policymakers in Germany and around the
world. We frequently get asked for media interviews and get
visitors from academics, high-ranking thought leaders, and
political influencers. In every interaction we like to demon-
strate concrete impact and human connection through
authentic storytelling involving our students and partners.

06. FUN
Lots of it!
WHY DOES IT MATTER?

BY FERDI VAN HEERDEN
CO-FOUNDER

In 1992 I had the opportunity to experience the consequences of civil war firsthand. Mozambique had been struggling under civil war for 20 years when the cease fire agreement finally brought relief to the decimated community. The pathways in the streets were land mine craters. The burnt out skeletons on buses the evidence of brutal ambush attacks on school kids. In the midst of carnage and destruction, people were building a new life full with the limited resources available to them.

Kids on the streets sold cans of soft drinks or cashews to the newly arriving tourists. This was before the inceptions of carnage and destruction, people were building a new life full with the limited resources available to them.

In February, Rami sat across from Mark Zuckerberg. What we saw though was not a refugee and a billionnaire, we saw two passionate techies in the throws of giving and take about their mutual passion, Virtual Reality.

Fast forward 25 years and we have a civil war in Syria and for the hope and ambitions for liberation are still determined by the length of your arm and the physical strength of your body. Physical labour is still the first way to earn money for the hundreds of thousands of refugees who arrive in Europe. It is striking for me that the internet and its digital economy which had created so much opportunity in other spheres of life had yet to connect refugees to their human potential. The software engineer reverting to selling the backed goods and pastries he remembers from his youth. The nurse spending her days cooking and cleaning as her skills go unrecognised and unrewarded.

It does not need to be like this. The digital economy allows us to transcend the confines of our physical situation. To connect and collaborate beyond our bedroom or refugee centre. The route to economic independence and integration becomes a matter of access and education. And today we can do better than in Mozambique 25 years ago.

When newcomers arrived in Germany during the summer of 2015, each and everyone of us had to ask the question: “What will my contribution be? How can I help?”

The tech community, by its very nature, has always been open to seek collaboration beyond national identities, language or status. Your code is the password to gain access to not only earn money but to shape solutions and help others. By launching ReDI School of Digital Integration, we were able to establish a platform for reinvention and connection. People coming together who are passionate about building things, people who can connect and collaborate no matter what passport they carry or what horrors their journey included.

In February, Rami sat across from Mark Zuckerberg. What we saw though was not a refugee and a billionnaire, we saw two passionate techies in the throws of giving and take about their mutual passion, Virtual Reality.

In August, two architects, a linguist, a psychologist, two business students, and three ambitious young spirits showed Mercedes Benz what the future solutions for their retail spaces could look like. All it needed was access and acknowledgement that the nine young people were more than the label “refugee.” Their talent, tenacity, and openness to stepping out of their comfort zones led to truly inspiring concepts and extraordinarily robust designs.

The Exhibition that was created is an extraordinary design. It has been the corporate sector in Germany that have been the first to support and embrace the ReDI idea. Klöckner & Co, a German steel distribution company, showed Mercedes Benz what the future solutions for their retail spaces could look like. All it needed was access and acknowledgement that the nine young people were more than the label “refugee.” Their talent, tenacity, and openness to stepping out of their comfort zones led to truly inspiring concepts and extraordinarily robust designs.

The exhibition that was created not only impressed Sabine Scheunert, the Chief Digital Officer of Daimler, but also provided an opportunity for Dr. Thomas de Maiziere, the German Minister of the Interior, with examples of just how valuable the newcomers contribution to the German Economy will be.

In a sense it has been the corporate sector in Germany who have been the first to support and embrace the ReDI idea. Klöckner & Co, a German steel distribution company, signed up and provided substantial financial support before the first students were even sitting in class. Cisco has been working hard from the get-go to shape and massage their existing Cisco Academy programs to work with our constraints. Microsoft and Zalando gave 70 laptops that allowed for standardised IT environments for our students. Countless firms jumped in to make rooms available or provide snacks and even Bitkom jumped in to provide free catering and rooms for the series of Tech Talks.

This makes sense. Companies inherently understand that they will grow if communities grow towards stability and peace. So it has been commerce, not politics that have acted quickly in the moment of need to free up the resources and capital to make this happen.

Access, opportunity and the connection to Berlin’s vibrant tech community have been the keys to driving ReDI’s results. The fact that the volunteers have placed in their fellow techies, hackers and coders have provided a new framework for developing skills and connecting newcomers to jobs. No matter if you are an employee of SAP, Microsoft, Axel Springer, Mercedes or Bosch, you are first and foremost a person with the capacity to respond to another person’s talent and support them in their moment of need.

IT-empowered individuals can transcend the limitations, expectations, and social stigmas placed upon them. Technology connects us so as an individual your dreams and hopes can reach beyond the length of your arms or the strength of your muscles. The dignity and passion inherent in each of us can blossom with curiosity and friendship.
FIRST SEMESTER

14/02/2015

42 STUDENTS
30 VOLUNTEER TEACHERS
667 TOTAL HOURS
74 SUNDAY CLASSES
161 MENTORSHIP SESSIONS
29 NETWORKING AND INTEGRATION EVENTS

RaDI's First Class started with 42 students and over 30 volunteer teachers and mentors on Valentine's day. 38 coding beginners were introduced to the basics of Ruby on Rails. The 14 students who had a background in IT quickly moved to more advanced exercises and started incorporating JavaScript in their work. After 667 total contact hours, 74 Sunday classes and 161 mentorship sessions and 29 networking and integration events, 35 students shared the stage at our DemoDay on 9 June.

The emphasis was on real world solutions. Student learning was driven by projects they had co-designed with Berlin based techies and designers. Over the course of four months they learnt the skills to build their online shops, admin apps and basic websites. In-class teaching was complemented with networking events and a hackathon, involving over 200 participants from all over Europe.

ENTREPRENEURSHIP
Entrepreneurship students were led through the process of drafting a business plan, assessing the market, and building a financial model. They also learned to draft a pitch deck with key elements of their business plans, identify relevant investors and attract their attention, and understand the legal and tax-related preconditions for founding in Berlin.

SUMMER 2016
AFTER THIS COURSE YOU WILL BE ABLE TO:
+ Describe the basic concepts of business intelligence and how it is used in organizations
+ Formulate attributes of data and how they translate into technical requirements
+ Interact with a relational database using SQL
+ Create meaningful KPIs
+ Visualize data
+ Build a dashboard that displays KPIs based on data stored in a relational database
+ Gain insights from data to drive action

SAP BUSINESS INTELLIGENCE
The Business Intelligence course taught students basic concepts in business intelligence and how they are utilized within organizations. Students also learned how to interact with a relational database using SQL, how to create meaningful KPIs, and how to visualize data. Ultimately, students learned how to gain useful insights from data and drive action in organizations.

3PC USER CENTRED DESIGN
By the end of the course, students in our User Centred Design class had mastered how to apply design thinking tools to solve problems with digital products — including problems outside of the digital realm. They also learned how to clearly formulate problem spaces with “how might we” questions and other tools, as well as how to use interviewing techniques, personas and use cases to determine exactly what creates values for users.

CISCO IOT
Our popular Cisco-sponsored Internet of Things course covered basic concepts in IoT architecture and explored common devices in IoT. Students received a basic overview of Raspberry Pi and Arduino and key concepts of Cloud+Fog+IoT. Lectures were supplemented with in-person lab tours from partners and hands-on testing of Raspberry PIs and Arduinos + LoRA for IoT.

DAIMLER FUTURE OF RETAIL
Students in our Daimler-sponsored Future of Retail course worked to design the future of digital retail for Mercedes Benz. With coaching from PCH Innovation, a leading innovation company, Students worked with the latest VR/AR technology in cross-functional teams to envision the future of luxury automobile shopping. Students completed market and consumer research, including user interviews and store visits to find inspiration for innovative retail spaces and customer experiences. Midway through the course, students received feedback and critiques from Germany’s Minister of Interior, who also kicked off online voting for the top retail idea. A few weeks later, the top-voted ideas were revealed, and $20,000 in prizes handed out to students.

THINK LIKE A CODER
Students in our Think Like a Coder course learned to write basic programs in Python, approach and solve problems like a coder, teach yourself new programming languages, and publish and share your code online. The curriculum also included guidance on how students can continue to teach themselves new programming languages.

SUMMER SCHOOL KIDS
Asem Hasna and Ahmadullah Sediqi, themselves ReDI School students, organised and taught this two-week course for newcomer youth in Berlin. In the morning, students received intensive German lessons and in afternoon, learned about robotics.
Thinking and Social Media strategy in agile project Management, Design

AFTER THIS COURSE YOU WILL BE ABLE TO:
+ Create a “ready-to-use” pitch deck of your business
+ Evaluate a business idea
+ Develop the idea into a business model
+ Define the market and evaluate the competition
+ Explain how to build a team and strong culture
+ Develop a financial plan
+ Pitch your deck in front of an audience

FINDING A JOB
Our Finding a Job course provided students with the knowledge and skills necessary to apply for — and get — jobs and internships in the tech industry. Students learned everything from how to identify positions that match their interests to networking (online and offline) to the basics of writing a CV and cover letter.

SELL YOUR IDEA
SELL YOUR IDEA: students learned how to effectively and compellingly share ideas. Participants honed their design skills, including using Photoshop and Adobe Illustrator to design portfolios make ideas more attractive to viewers. Students learned basic design principles and how to create infographic storyboards and presentations.

RUNNING CREATIVE PROJECTS IN PRACTICE
Students in this course learned how to understand apply the basics of agile project management, design thinking, and social media strategy in a real-life project.

Raspberry and Arduino Workshop
+ Introduction to Internet of Things with Arduino IoT solution
+ Set up and configure a Raspberry Pi/Arduino platform
+ Test Raspberry PIs and Arduinos+LoRa for IoT
+ Understand Raspberry and Arduino platforms

Android Mobile App
Students in our Android Mobile App course learned the ins and outs of developing mobile apps for Androids, including understanding the basic components of an Android application and learning best practices for Android/Java development.

BUILT A COMPUTER FROM SCRATCH
In this course, students learned how to, well, build a computer from scratch! Participants learned to identify hardware parts, understand their role, and assemble a computer. Students also learned how to install and configure an operating system on various hardware and write basic scripts in various coding languages.

CISCO IOT IN ACTION
In this popular course, ReDI students learned how to understand Cloud, Fog, and IoT architecture as well as Raspberry and Arduino platforms.

INTRO TO DYNAMIC WEB PAGES
Students in our Dynamic Web Pages course learned how to develop web pages with modern Javascript. They built dynamic webpages with modern cloud technologies, and learned to share code with others and undo mistakes.
ABOUT THE CLASSES

+ Learn a simple language for creating web pages
+ Ready-to-wear web design: customize modern mobile-friendly web designs
+ Web pages as programs: create dynamic web pages with modern JavaScript
+ Publish a simple dynamic website with modern cloud technologies
+ How to share code with other people and undo your mistakes
+ How to use a .com or .de name for your web pages
+ How to monitor who visits your web pages

AFTER THIS COURSE
YOU WILL BE ABLE TO:

+ Prepare for an internship as Java/BE developer
+ Understand Java code and Java data structures
+ Develop basic Functional & OOP skills
+ Understand IDE and debug tools
+ Understand Unit testing 101
+ Work comfortably with REST API

AFTER THIS COURSE
YOU WILL BE ABLE TO:

+ Create your personal website
+ Understand file management
+ Understand AI, User, UI elements and UX principles
+ Understand SEO and accessibility
+ Going live: testing and deploying your website

INTRODUCTION TO DATA ANALYSIS

Students learned how to create a dashboard from structured data, assess the right tools for data analysis, and create visualizations using different tools. They also mastered result interpretation and best practices in presentation.

BACKEND DEVELOPER

By the end of this class, students were prepared for internships as Java Backend developers. They learned to understand Java code and data structures as well as IDE and debug tools, among many other topics.

AFTER THIS COURSE
YOU WILL BE ABLE TO:

+ Create a JavaScript program for the browser
+ Understand how the web works
+ Use HTML and CSS
+ Do basic programming
+ Use graphical libraries
+ Do simple hosting

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+ Do simple hosting

WEBSITE IN A WEEKEND

A weekend of basic principles and practice for web development

Our Website in a Weekend course walked students through the core practices of web development. Participants created their own personal websites, learned file management along with the basics of UI and UX principles. Additional topics included SEO and accessibility as well as testing and deploying websites.

AFTER THIS COURSE
YOU WILL BE ABLE TO:

+ Design a basic website
+ Use HTML and CSS
+ Put a website online
+ Become a web developer

AFTER THIS COURSE
YOU WILL BE ABLE TO:

+ Create your personal website
+ Understand file management
+ Understand AI, User, UI elements and UX principles
+ Understand SEO and accessibility
+ Going live: testing and deploying your website

CREATIVE WEB DEVELOPMENT

In Creative Web Development, students learned how to create a JavaScript program for the browser, how to use graphical libraries, and gained a basic understanding of how the web works.

BASIC WEB DEVELOPMENT

Students enrolled in our Basic Web Development course learned how to design a basic website using HTML and CSS, publish their site online, and other fundamental skills of web development.

REDI YOUTH COURSES

We were thrilled to expand our ReDI Kids offerings in the winter to three courses. In collaboration with Start Coding, we organised two “Welcome Classes” in Wilmersdorf and Kreuzberg to teach fundamental programming skills to kids with refugee background aged 8-10 years old. We were lucky enough to receive cute kids robots donated from Wonder Workshop. We also hosted a youth course every Sunday for 16-18 year olds, headed by former ReDI student Asem Hasna, who taught the students about robotics and Arduino, as well as how to solder and drill safely.
137 STUDENTS
71 VOLUNTEER TEACHERS
452 TOTAL HOURS
74 SUNDAY CLASSES
17 COURSES

BY THE END OF THE SEMESTER 2016

REDI STUDENT OUTCOMES

- 34.7% IT-JOB SEEKERS
- 18.4% UNIVERSITY
- 12.2% IT-JOB
- 8.2% ENTREPRENEUR
- 4.1% OTHER JOB
- 22.4% INTERNSHIP
THE
REIDI

MAJOR EVENTS OF 2016
AND EARLY 2017

HIGH
LIGHTS

25.02.2016
MARK ZUCKERBERG
AND PRISCILLA CHAN

During their Berlin visit, Facebook chief Mark Zuckerberg and his wife Priscilla Chan visited ReDI’s co-creation space, met some of our students, and discussed their dreams for the future. “I met Akram who was learning to code in Damascus before the war began. Even while traveling to Europe he continued to study, and now he attends the school while volunteering to help other refugees. I met Rami from Aleppo who dreams of one day creating a startup. I met Louna who had never tried coding before but is now learning quickly and wants to become an architect. Dealing with the refugee crisis is a huge challenge, and it is inspiring to see people creating opportunities through technology,” Mark said after the visit. For the students, it was a once-in-a-lifetime opportunity to meet a tech icon and see just how far coding skills and a dream could take them.

20.11.2015
BETTERPLACE LAB TOGETHER

“Do we need more tech or more humanity?”
That was a key question at Betterplace Lab’s annual “Lab Together” conference on Nov 20, 2015. Along with Nishant Shah, Africa Director of Refunite, ReDI student Tarig Bashir, and Björn Lampe, board member and Chief of Project and Organizations at betterplace.org, we discussed how digital technologies can help—but also hinder—efforts to support refugees. During a two-hour design session, 40 newcomers and locals came together to develop solutions to fuel integration.
The first class kicked off on Valentine’s day with a design thinking workshop aimed at creating digital solutions to everyday refugee challenges. Students identified the challenges and hurdles they face in trying to integrate in German society. Volunteers and coders from Berlin ran co-creation sessions to develop rapid prototypes and guide and focus the energy of our students. The session delivered six ideas that were deepened, developed, and evolved over the next four months.

Getting 140 laptops up and running requires a lot of effort and preparation. The best way to get it done? Organise a dinner and invite everyone to help. Students and teachers gathered to conduct data wipes and install open source Ubuntu software.

Ammar at VW

In addition to the delicious pizza and cappuccino, Ammar Joukhaji discovered that Volkswagen has a strong developer team building apps and interfaces. Expecting to see cars and a traditional production line, Ammar was surprised when he met the software team at their headquarters. They talked about how new ideas are developed and launched and how all of these factors can influence car sales. This small insight into the digital side of one of Germany’s most iconic companies further inspired Ammar in his dream of joining a German car company.

Kick Off Workshop

The first class kicked off on Valentine’s day with a design thinking workshop aimed at creating digital solutions to everyday refugee challenges. Students identified the challenges and hurdles they face in trying to integrate in German society. Volunteers and coders from Berlin ran co-creation sessions to develop rapid prototypes and guide and focus the energy of our students. The session delivered six ideas that were deepened, developed, and evolved over the next four months.
**ESMT WORKSHOP**

What happens when you team up 15 ReDI students with 50 global business leaders from the European School of Management and Technology’s (ESMT) Executive Transition & Executive Salon Programs? Inspired creativity, fun, and breakthrough ideas with a sustainable impact! ReDI School and ESMT joined forces to deliver a design thinking workshop and co-create solutions for “Gamified Mobile Learning for Newcomers.” The teams excelled at all challenges thrown at them. With a focus on building solutions and new friendships, this experience was powerful for everyone involved.

**CAN DIGITALIZATION HELP REFUGEES?**

Can digitalization help refugees? On January 19 we were invited to participate in the prestigious DLD conference in Munich. TechCrunch editor-at-large Mike Butcher, together with Paula Schwarz of Start-upAid, and activist Anke Domscheit-Berg urged attendees to reconsider their thinking about refugees as victims and instead see them as survivors. They stressed that solutions should not simply be provided for refugees but rather co-created with them.

**BUNDESAGENTUR FÜR ARBEIT PRESENTATION**

Being prepared for the German job market is an essential part of the ReDI program, which is why we teamed up with the Bundesagentur für Arbeit to get straight to the facts. Thank you to Constance Pawelke for coming by on a Sunday to explode some myths and open avenues towards success for our students.

**TEDX FIELDTRIP**

Anne presenting at TEDx created the opportunity for us to invite students to the event. In the spirit of “talking with refugees, not about them” we asked the students to upload videos explaining why it was important to learn coding and what ReDI means to them. The students who uploaded their videos and photos received tickets and the event turned into a field trip with more than 10 students attending. It allowed for a great opportunity to meet and mingle with the leading minds of the technology, education and design industries!

**WELTN24 PROJECT**

WeltN24 briefed and supported our students in building a website which features small profiles and skills. Taking full ownership of the project, including data collection, video creation, and website coding, the team delivered the site from start to finish. Great work by Ammar Joukhaji, Nkentso Ledimo, Louna Albondakji, Rami Rihawi, Khaled Faour, Mouhammad Sakka, Imad Soukieh, Ghaith Zamrik, Bourak Mograbi, Munzaar Khatbat, Mohammad Khattab, Imad Soukieh.
Embedding ReDI in one of the most successful and dynamic start-up accelerators in Berlin was one of the most important factors in supporting and guiding students through the first months. Axel Springer Plug & Play not only provided spaces for workshops and mentorship sessions, they opened the door to influential members of the tech industry throughout Germany. The Axel Springer Plug & Play program guides start-ups through the essential steps of creating a business plan and understanding their market. This knowledge helped shape our approach to building the program.

"Talking with Refugees, not about them" is a key theme for us at ReDI School. When the opportunity arose for our Bureaucrazy team to share their insights with experts from Clarat, Betterplace, and other thought leading NGOs, we jumped at the perfect opportunity to contribute to the co-creation of human-centered solutions.

The class picnic not only provided a chance for students and mentors to get to know each other informally, it also provided the opportunity for everyone to share in the rich food culture of Syria! With the help of Jasmin, a refugee start-up helping illiterate woman to earn money, we were able to provide a delicious experience for everyone.

Learning is thirsty work, which is why our students appreciated the bottled water donation from Coca-Cola. This meant we had water available in the classrooms (after Ahmadullah and Ghaith carried the bottles up to the 5th Floor).

In early June, Factory, Silicon Allee, ReDI School, and Techfugees organised the Spacehack at Holzmarkt in Berlin. The event was presented as part of the Startup Europe Summit. More than 200 programmers, designers, social workers, city planners, architects and others with and without refugee status came together to develop technology-based solutions to the challenges faced by refugees on their journey. 24 teams worked through the night to build practical solutions with real insight and technical skill. The winning team of the 24 hour hackathon included students from ReDI School and a development team from Madrid. Together, they worked on Bureaucrazy, an app that simplifies filling bureaucratic forms in order to save time for applicants and authorities alike. Sponsored by the European commission and Facebook, participants were flown in from all over Europe in the run-up to work on creative and sustainable solutions that they can return to their home countries.

"There was this raw kind of energy in the air. This was one of those exceptional events where you could pick any person in the room and strike up a rich and meaningful conversation. So much more than just a hackathon. It was a cultural immersion into different heritages, into art and technology, into design and entrepreneurship. At Spacehack, teams formed spontaneously and continued to work on ideas they developed with their fellow hackers. Friendships emerged.

The event took away the barriers of meeting people. You were able to listen to participants not only from all over the city, but from all over Europe and the world. Technology once again showed itself as a force for integration, breaking down barriers, connecting people and ideas and helping coders and creators to build passionately together."
Later in June, a group of 15 newcomers and local changemakers were invited to meet with Samantha Power, Ambassador of the United States to the United Nations. As seen in the photo, Bourak Maghrebi and others discussed ideas and provided specific solutions based on their experiences and insights from the current refugee situation in Germany. We were honored that our inputs on how education can provide empowerment were used by the Ambassador in her presentation on World Refugee Day, June 20th.

During the Startup Summit Europe, June 9-10 in Berlin, ReDI School brought together the full power of its first class. The students presented their skills, ideas, and visions to hundreds of policymakers, founders, venture capitalists, and key startup stakeholders. Kicking off with an expert panel, ReDI student Akram Alfawakheeri guided the discussion about how technology can help improve the lives of refugees. The panelists Gisbert Rühl (CEO of Klöckner & Co), Rosa Birch (Policy Programmes Manager EMEA, Facebook), Ahmad Sufian Bayram (Regional Manager MEA, Techstars), Joséphine Goube (COO, Techfugees) and Anne Kjær Riechert (Co-founder of ReDI School) also discussed how innovation and co-creation impacts in the integration process of refugees. In front of a packed room full of supporters, future employers, friends and family, the first class of ReDI School then presented their startup ideas. DemoDay concluded with a panel session hosted by student liaison Lana Zaim about challenges for refugees as newbies and about possible solutions for refugees to pursue their dreams in Germany. Panelists included ReDI school students Bourak Magrabi, Ahmadullah Sedigij, Khaled Faour, and Ammar “A.J.” Joukhaji.

Students, teachers, sponsors and staff gathered to celebrate a joyful end to ReDI School’s first full teaching semester. Hosted in an art gallery in Berlin, more than 50 attendees played team games, enjoyed delicious Syrian food from Jasmin Catering, and honored both the teachers and students who had made a successful semester possible. Students also received certificates recognizing their hard work and academic achievements during the three-month spring semester.

Our team mysteriously grew by one when an intrepid student sneakily added themselves to our staff wall. Can you spot the cartoon intruder?

We gathered a group of 10 dedicated ReDI teachers for a detailed feedback and planning session to strategies for the upcoming semester. Teachers discussed what worked, what didn’t, and what new ideas should be tested in the summer semester. The feedback session, which was hosted at Berlin accelerator Axel Springer Plug and Play, helped generate constructive solutions for the upcoming year, including the expansion of course offerings, changes in the types of technical skills taught, and a rethinking of the semester format.

If it doesn’t challenge you it won’t change you.”

Overjoyed is the word to describe how I felt watching our students shine on the DemoDay stage. It was a metamorphosis of uncertain and puzzled young students, who weren’t sure of the path they want to go, into sophisticated and self-confident ReDI graduates. I am now certain more than ever that regardless of which path these motivated young people pick, they will always succeed.”

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24.08.2016
DIGITAL ADVERTISING WORKSHOP

Scholz & Friends, one of Europe’s largest advertising firms, led a workshop with 10 ReDI students on how to develop creative concepts for digital campaigns. Students spent the day conceptualizing new ways to recruit more ReDI school teachers using compelling digital campaigns.

DAIMLER EXPO

After three intensive months of on-the-ground research, conceptualization, and logistical planning as part of a Daimler-sponsored course on developing concepts for the future of a Mercedes Benz retail space, a group of highly motivated ReDI School students presented their ideas at an exhibition at Axel Springer Plug & Play. We were thrilled to host Germany’s Minister of Interior, Dr. Thomas de Maizière at the event. Students had the opportunity to present their concepts to Dr. Maizière and receive feedback during an extensive round table discussion with the Minister. Following the event, students’ ideas were posted online and people from around the world voted for the concept they liked best. Just a few weeks later, we hosted a follow-up event at hub:raum to reveal the contest outcome. Representatives from Daimler announced the winners and handed out €20,000 in prizes, which the recipients used for items relevant to future studies, like laptops, printers, and cameras!

03.06.2016
PLUS ONE WORKSHOP

A small group of ReDI students offered insights and feedback to the creators behind the +One app, an online platform that aims to connect newcomers in Berlin with locals who can provide mentorship and support. The two-and-a-half hour design strategy workshop was hosted by Kimberly Marteau Emerson, Board Member of Human Rights Watch, and put students in the expert role — allowing them evaluate what they liked and what they would change about the platform. Some key recommendations included bringing more refugees into the design process as well as the necessity of a clear business plan to expand the platform.

08.-09.09.2016
REDI TASTER SESSIONS

For our fall semester we decided to try something new. To help students decide which classes were right for them, we hosted our first ever “taster sessions” at the German Technology and Entrepreneurship Center. There, interested students could take hourlong classes on a variety of topics and determine which courses were most interesting to them. Dozens of students sat in on this two-day event, wonderfully organised by our hardworking teachers who had prepared special lesson plans and projects for the event.

In October, we moved our central operations to hub:raum, the incubator of our friends at Deutsche Telekom. We were lucky to have had space to hold classes, meetings, and events for three fantastic months, until the end of 2016.

08.-09.10.2016
WINTER COURSES CURRICULUM WORKSHOP

ReDI teachers gathered at hub:raum to strategize about the upcoming winter semester, including the types of skills they wanted students to gain, the criteria for what would be needed to be accepted into different courses, and the software and hardware requirements for each course. The outcome of this energetic meeting was ReDI’s Winter Course Catalogue, which served as the ultimate guide for students in determining what classes would be right for them.
To celebrate the satisfying end to a year of learning, growth, and new friendships, ReDI students, teachers, and sponsors took the night off from work and studies to gather at hub:raum for one last party. About 100 members of our community, including students, teachers, sponsors, and staff, joined together to say thank yous, goodbyes, and congratulations for all the wonderful work achieved in 2016. The four-hour event included games (including an especially “unique” game where participants were tasked with wrapping as many people as possible in gift wrap), dancing, and lots of savory Syrian food enjoyed by all!

Five dedicated ReDI students met with a group of European Union commissioners for a co-creation workshop at hub:raum. Attendees were divided into four groups — each with a mix of commissioners and students — and were challenged to identify the main challenges to integration in Europe, as well as five solutions to help ease those challenges. The groups engaged in difficult but fruitful discussions; most teams sought to find solutions to the ongoing accommodation crisis for refugees, but one team concluded that a better solution for integration would be to get refugees on dates with German girls!

ReDI cofounder Anne flew to Brussels to present about the school at a European Commission event on technology and refugees. She was joined by a various stakeholders ranging from public authorities at different levels, tech entrepreneurs and volunteers to NGOs, think-tanks, refugee representatives and the private sector. The event sought to stimulate exchange on the best use of technology in facilitating refugees’ labour market integration and to identify ways that the European Commission can support technological innovation in refugees’ integration. The all-day workshop, organised by the EU Policy Lab, facilitated knowledge-sharing, new connections, and conversations on strategies to achieve tangible change in Europe.

Three refugee-founded startups that were developed during ReDI School’s first semester claimed the top spots at the Multicult FM refugee entrepreneurship competition in October. The top three spots, taken by Bureaucrazy, Let’s Integrate, and Jasmin catering, respectively, bested seven other startups for the prize. The competition was sponsored by the Berlin-based radio station Multicult FM, which encouraged radio listeners to vote on their favorite startup ideas.

We were thrilled that Facebook COO Sheryl Sandberg came to welcome us in-person to our new home at the Digitales Lernzentrum, a Facebook-sponsored center for digital learning in Berlin. Our space at DLZ, generously provided by Facebook, allows us to have a homebase among other innovative digital learning projects. Sheryl met with three of our students, Omar Alshafai, Asem Hasna, and Joud Sayed Issa, and spoke with them about tech projects, mentoring other students, and what it’s like to attend classes at ReDI School. The two-hour event was attended by the American ambassador John B. Emerson, and featured speeches from both Sheryl and our CEO Anne Kjær Riechert.
DEMODAY 2017

More than 80 students, teachers, supporters, and others celebrated the successful end to 2016’s winter semester at ReDI’s new home in Facebook’s Digitales Lernzentrum. Students presented what they had learned in courses like “Website in a Weekend,” “Intro to Dynamic Webpages,” “IoT in Action,” and more. Following presentations, students received certificates of completion while the efforts of top students were recognized with special awards. Teachers also received small gifts as a token of appreciation for their tremendous efforts leading courses and mentoring students. The highlight of the evening was perhaps our unique send-off to ReDI’s dear co-founder Ferdi van Heerden, who will be stepping into a non-executive role in 2017. To celebrate his contributions, audience members donned surprise “Ferdi masks” to represent how Ferdi has touched everyone through his kindness, humor, and always-insightful observations. Later in the evening, guests enjoyed Syrian food, dancing, and magic tricks performed by a young ReDI student.

PRESENT TO ROTARY INTERNATIONAL

Anne Kjaer Riechert spoke to more than 1,800 attendees at Rotary International’s annual international assembly in San Diego, California, where she discussed co-founding ReDI and the school’s vision for the future. The Rotary conference, attended by top leaders in business, social entrepreneurship, civil society, and the arts, invited Anne to share her experiences as a former Rotary Peace Fellow and her path after the fellowship. Anne hopes to grow ReDI’s relationship with Rotary and more closely partner with the international service organization to bring tech education to those displaced around the world!

CISCO HACKATHON

Students in Cisco’s “Internet of Things RadIT” course participated in a half-day hackathon to demonstrate the skills they learned during the semester, including Learning Machine, Raspberry Pi, and how to deploy Microsoft Azure. The students were challenged to develop a tech-based solution to efficiently manage the large parking lot outside Cisco’s building in Berlin—a lot which is used both by Cisco employees and members of the public. Students, who had been divided into small groups, worked together to find strategies to efficiently manage the lot as well as to develop useful systems that would provide relevant organizational information, such as when employees would need to park, customers would drop off and pick up, etc. Students were required to present their ideas and received critiques from representatives from Cisco and Microsoft.

CISCO IOT GRADUATION

After four months of classes, hands-on labs, corporate visits, and plenty of fun, students in our Cisco-led Internet of Things course came together to solve one final problem and put all their knowledge and experience to the test. Students, who were divided into three groups, had to define the problem, identify who had the best skills to resolve the issues, and find ways to deal with the social complexity of working in a group with different skills and backgrounds. The process helped students determine what have they learned, what they need to learn moving forward, and if this is an area where they would like to continue working. “I think the students (and teachers) had a lot of fun and we not only learned through the process, but we also gained new friends and in the case of Cisco, amazing new talent that we hired as interns!” said instructor Claus Schaale.

CISCO CEO CHUCK ROBBINS

A lucky group of ReDI students were thrilled to meet Cisco CEO Chuck Robbins when he visited Cisco Germany in February.

MIGRANT WOMEN IT COURSE

CO-CREATION WORKSHOP

ReDI hosted a full house at the Digitales Lernzentrum for its co-creation workshop aimed at building an IT course for migrant women. More than 40 attendees showed up to hear from a panel of women who shared their experiences as refugee newcomers, IT students, and as innovators seeking to provide tangible solutions to migration challenges. The evening, which was held on International Women’s Day, kicked off with a keynote address from Professor Charles M. Savage, who spoke about the need for women to become more involved in tech. His keynote was followed by a panel discussion moderated by ReDI founding team member Lana Zaim, who led a discussion with Magui Al Ahmar, Lubna Rashid, and Lina Al Hadid about their experiences with migration and tech. The last half of the event included extensive co-creation, as attendees divided into groups to envision what a viable tech course for migrant women might look like, including who the courses would be aimed at, and what types of skills would be of most use to them.

JOBBOERSE

Our very own Paulina Munoz, Fadi Zamir and Mirjana Nadal Chiva represented ReDI School at the JobBörse job exchange at Berlin’s Estrel Hotel, where they shared what the school is all about and recruited new students for ReDI’s growing course offerings. It was great to meet so many potential students, but even better to see so many of our alumni offering excellent promotions of ReDI and explaining to others what the school means to them.

I think the students (and teachers) had a lot of fun and we not only learned through the process, but we also gained new friends and in the case of Cisco, amazing new talent that we hired as interns!— Chuck Robbins
To give students a better understanding of what companies are doing to stay competitive in the digital age—and to demonstrate what a career in tech actually looks like—a number of companies with offices in Berlin invited ReDI School for a visit. Students visited Zalando, Coca-Cola, Facebook, Noa, Microsoft, Clue, Delodi, Cisco, Beelinguapp, AngelHack, Initiative D21, Spinnaker, and Binary Lights!

ReDI’s vision for impact is firmly rooted in the belief that 50 percent of success is what you know and 50 percent is who you know. We put that belief into practice with our biweekly Tech Talks, where the ReDI School community—along with interested members of the public—enjoyed two-hour workshops led by leaders in tech, civil society, and other industries.

Hosted at Bitkom every second Tuesday during the first half of 2016, attendees enjoyed a keynote talk from an expert and 90 minutes of co-creation and presentations, followed by coffee, snacks, and a chance to network. ReDI’s Tech Talks allowed students not only the opportunity to hear from individuals at the top of their fields, but also make connections with Berlin locals who may have never heard of ReDI before but were interested in the event itself. Tech Talk topics in 2016 included data-based storytelling, digital marketing, surviving life abroad through code, the gaming industry, and many other diverse themes!
Amro Hendawi has nightmares about not completing his education.

“I see dreams during the night that I’m losing another year and not going to university,” he says. “And I see it regularly, because I lost two years in Syria, one year in Turkey, and another year here in Germany.”

For the years that he has “lost” without an education, Hendawi—now 23 and taking classes at ReDI School in Berlin—has gained the experience of those three times his age.

Just 13 when he started tinkering around with computers, Hendawi learned to fix his own machine and soon, “everyone in the neighborhood started relying on me,” he says. Within a few years he was enjoying small success as a business owner, relying on me,” he says. Within a few years he was enjoying small success as a business owner, but it was all too much. He was exhausted from working odd jobs—repairing cell phones and computers, Hendawi learned to fix his own machine and soon, “everyone in the neighborhood started relying on me,” he says. Within a few years he was enjoying small success as a business owner.

Despite the many challenges he’s faced—or perhaps because of them—Hendawi is a prime example of the type of talent tech companies already has experience bringing in diverse peoples. Hendawi—now 23 and taking classes at ReDI School in Berlin—has gained the experience of those three times his age.

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A MIGRANT INFUX IN GERMANY

Since Syria’s civil war broke out in 2011, more than a million migrants like Hendawi have fled to Germany seeking safety and hope for their future. While they may have found security in their new home, many are still struggling to find their place in what may be a new and unfamiliar society, especially when faced with stark language barriers, educations and skills that go unrecognized, and Germany’s bureaucratic system.

Many newcomers, like Hendawi, already have basic skills, an education, and language facility, but still struggle to demonstrate their qualifications in Germany. Indeed, according to a report from the Organisation for Economic Co-operation and Development (OECD) entitled “How are Refugees Faring in Germany,” refugees are much more likely to be overqualified than other migrants. The report found that overall, “almost 60% of employed tertiary-educated refugees in the EU are overqualified for the jobs they occupy, more than twice the level of the nativeborn and also well above the levels for other migrant groups.”

The biggest reasons for this gap, the report found, was that employers have difficulties in evaluating or recognizing refugees’ foreign qualifications, and that oftentimes the newcomers themselves lacked documentation proving their skill set.

Still, only a relatively small minority of refugee newcomers enjoy the strong educational background and advanced skills of someone like Hendawi. The vast majority of newcomers face even greater struggles to find jobs or gain the skills and experience they need to make it on their own.

According to a report published last year by the German Federal Labour Office, a majority of migrants have never completed any job training—and only a quarter of newcomers to Germany are considered highly qualified. According to Deutsche Welle, the report found that “74 percent of migrants had never completed any job training and that 58 percent of the new arrivals would only qualify for ancillary positions, such as cleaning or maintenance.”

Because of this need for further training, coupled with language and cultural barriers, a majority of refugee newcomers remain without work in the first five years after their arrival. During that time, only one in four refugees is employed, according to the OECD report—and it generally takes 20 years for refugees reach the same employment rate as those who are native-born.

A CHALLENGE BUT ALSO AN OPPORTUNITY

ReDI is painfully aware of both challenges—highly qualified students struggling to expand and demonstrate their skills and newer students who are in need of skills in the first place—and is seeking to address each with an integrated approach. Advanced students attend tech courses taught by experienced practitioners while also gaining access to a vast professional network: less experienced students receive critical mentorship and a basic tech education that can support their daily needs and personal goals. Although the program is still small, ReDI hopes to expand into a larger model that can drastically improve refugees’ integration—socially, economically, and otherwise—in Germany and throughout Europe over the next few years.

ReDI instructor Tiago Castro Henriques framed in simple terms why even the most basic tech skills are key to integration: “The alternative to digital integration is digital disintegration,” he said. “Which means not being a fully fledged citizen of the modern world.”

The larger challenge now for advocates like those at ReDI School “is changing people’s mind from [immigration] is a danger to it’s an opportunity,” says Cornelius Kopke, expert with Bitkom, Germany’s leading association for telecommunication and new media. Kopke sees the influx of new migrants as an incredible opportunity for the nation’s tech industry, which, he says, is already primed to accept individuals from diverse backgrounds.

“The whole tech industry is a kind of more welcoming, more experienced in migration,” he said. “For example if you work at Google or Microsoft, you’re able to change places of work all over the world—this whole industry is more ready for integration and more welcoming because it already has experience bringing in diverse peoples. It’s not so strange to welcome those from other countries.”

By Sara Grossman
Furthermore, programming languages are universal—you don’t need to be fluent in German, or even in English for that matter, to build an excellent website or understand the ins and outs of network security.

“Your skills can work everywhere,” Kopke said. “You can have the chance to go back to your own country and do same thing you did without any problems. It’s quite hard, on the other hand, to train as a lawyer and integrate somewhere else.”

And the numbers don’t lie; in fact, the statistics illustrate why—just as immigrants may need Germany—Germany needs immigrants. In the tech industry alone there are 51,000 IT vacancies, according to market data from Bitkom. That’s an increase of 20 percent in just one year, following an increase of 5 percent the year before.

And it’s not just the tech industry that needs immigrants. According to a case study from researchers at Harvard University, before the influx of migrants in 2015, Germany’s labor market was “heading towards a severe shortage.” Shortages in the labor market had expanded from 400,000 unfilled positions in 2010 to 600,000 just five years later. Germany, with one of the lowest birth rates in the world, clearly needed something to boost it out of its impending economic shortfall. Increased immigration was perhaps just what the country needed after all.

For his part, Kopke says he expects the demand for labor in the tech industry to grow further. “Germany is a very low digital country,” he explained. As the economy begins to further digitalize, the demand for IT workers will only expand, especially with Germany’s more recent startup boom; Berlin is now one of the world’s leading cities for startups, according to market data from Bitkom. That’s anincrease of 5 percent the year before.

In the tech industry alone there are 51,000 IT vacancies, according to market data from Bitkom.

Alsaleh, exactly the type of worker German tech companies should be after. Alsaleh says the largest challenge for educated and experienced workers with refugee status is a lack of a professional network and awareness of who they need to connect with to get hired. In this sense, ReDI’s biggest benefit for many students is that it provides them with a personal and professional network they would normally be unable to access.

Alsaleh took a course through ReDI that was sponsored by SAP where he met employees from Facebook, Cisco, Google, SAP, Microsoft, and other major tech companies. “The connections are the important thing,” Alsaleh concluded. He now has a job with an audiovisual company in Berlin.

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MEET THE STUDENTS

FADI AL SHAMAS

Age: 26
Languages: Arabic, English, and German
Computer language: none
In 5 years: Fluent in German and learning French in addition to my job as a manager of a marketing department and waiting for Berlinale to premiere my first film.
Achievement: Building a great contacts network here in Berlin in the first year and gaining the ability to introduce myself in European society.
Favorite memory: ReDI school made me feel that I am not a foreigner here in Berlin.

MAGUI ALAHMAR

Age: 29
Languages: Arabic, English, German, and French
Computer language: I work more in the business field.
Why I Code: I am expert in project planning and control.
In 5 years: Project management
Achievement: Four years working as a project control manager.
Favorite memory: I did one course with SAP—it was great experience and I learned so much from it.

ABDULSALAM HAMDAN

Age: 26
Languages: Arabic, English, German, and Spanish
Computer language: C, C++, Java, Matlab
Why I Code: To make dreams come true.
In 5 years: Eating cakes... And making the world a better place
Achievement: Eating four cakes in a row
Favorite memory: Meeting the German minister of interior Thomas de Maizière.

MOHAMMED HEGAZY

Age: 58
Languages: Arabic and English
Computer language: Java
Why I Code: To make the fairy tales come true.
In 5 years: Owning my small project
Achievement: Helping the helpless
Favorite memory: I think I spent a great time learning here and for the first time I’ve enjoyed learning.

ZIAD KATKANI

Age: 29
Languages: Kurdish, Arabic, English, and German
Computer language: Ruby on Rails
Why I Code: I see it’s very important in my life and I want to improve my IT knowledge.
In 5 years: Master study and working with big company.
Favorite memory: Thnx

OMAR ALSABBAGH

Age: 24
Languages: Arabic, German, and English
Computer language: Rails, Ruby, Java, and C#
Why I Code: My work!
In 5 years: I can’t predict for 5 years, but hopefully in a better place.
Achievement: I started working.
Favorite memory: Visiting Facebook’s Learning Center with ReDI.

AHMADREZA SHADDEL

Age: 31
Languages: Persian, English, and German
Computer language: Python
Why I Code: I learned it with ReDI. I don’t know actually—I’m a Network Administrator.
In 5 years: I wish I could travel around the world in the next five years, but as a job I think I’d like to work with Microsoft or Cisco.
Achievement: My marriage :-)
Favorite memory: All the time I spend with ReDI was great, and the ReDI people are fabulous...

RAMIN SEDIGHI

Age: 23
Languages: In addition to my native language Dari, I also speak English, Turkish and German
Computer language: I have little experience with Web development but I want to learn computer languages.
Why I Code: Because it’s my great ambition to build a private application.

MEET THE STUDENTS
MEET THE STUDENTS

HOSHENG IBRAHIM

AGE 27
LANGUAGES: Arabic, Turkish, English, and German

COMPUTER LANGUAGE: Full Stack programming, NodeJS, Bootstrap

WHY I CODE: It's a hobby.

ACHIEVEMENT: I'm CEO of the company that I work in. Making my parents proud of what I do.

FAVORITE MEMORY: At DemoDay when we presented our ideas.

AMIR AMINI

AGE 28
LANGUAGES: Persian, English, and German

COMPUTER LANGUAGE: C#

WHY I CODE: Because I'm interested in programming.

ACHIEVEMENT: Making my parents proud of what I do.

FAVORITE MEMORY: Text editor

ALAA MUSTAFA

AGE 33
LANGUAGES: Arabic, English, and German

COMPUTER LANGUAGE: Python, Php

WHY I CODE: For self-learning.

ACHIEVEMENT: IT Security specialist

FAVORITE MEMORY: I loved "Thinking Design" part in Crealytics Projects course. I've learned a lot from the brain storming sessions we had with Chad, Tino, Alma and all the marvelous amazing team.

FAVORITE MEMORY: Visiting the biggest companies in it. That helped me believe that it's possible I can achieve my dreams and goals.

Alina Gabriela Ghelten

I will soon finish one semester of Web development with ReDI school. I will soon finish the B2 Deutschkurse.

FAVORITE MEMORY: No I don't have but it was interesting.

ALAA SBAIH

AGE 32
LANGUAGES: Arabic, English, and German

COMPUTER LANGUAGE: HTML, CSS, JavaScript

WHY I CODE: Because it's fun.

ACHIEVEMENT: My internship at SAP.

FAVORITE MEMORY: Hackathon

AMMAR JOUKHAI

AGE 27
LANGUAGES: Arabic, Turkish, English, and German

COMPUTER LANGUAGE: HTML, CSS

WHY I CODE: I saw myself as a Senior Full Stack Software Developer. I work in:

ACHIEVEMENT: My internship at SAP.

FAVORITE MEMORY: Hackathon

LOAY ALMOUAZZEN

AGE 26
LANGUAGES: Arabic, English, and German

COMPUTER LANGUAGE: Python and basics of C

WHY I CODE: For network automation.

ACHIEVEMENT: Senior Computer Network Engineer

FAVORITE MEMORY: A marathon I did with Chad, Tino and everyone at Crealytics. Everything was awesome.

FAVORITE MEMORY: IT System Administration

FAVORITE MEMORY: I loved "Thinking Design" part in Crealytics Projects course. I've learned a lot from the brain storming sessions we had with Chad, Tino, Alma and all the marvelous amazing team.

FAVORITE MEMORY: Visiting the biggest companies in it. That helped me believe that it's possible I can achieve my dreams and goals.

Abud Steve

AGE 34
LANGUAGES: English, German, Russian, and Arabic

COMPUTER LANGUAGE: None yet

WHY I CODE: Trend of Life

ACHIEVEMENT: Entrepreneur

FAVORITE MEMORY: Thanks

Sana Abouhelal

ACHIEVEMENT: Learning the German language. It's a hobby.

ACHIEVEMENT: Making my parents proud of what I do.

FAVORITE MEMORY: Everything was awesome.

FAVORITE MEMORY: Visiting the biggest companies in it. That helped me believe that it's possible I can achieve my dreams and goals.

FAVORITE MEMORY: Android mobile application course was a very useful and interesting experience.

Sana Abouhelal

WHY I CODE: Because I adore coding. I'm super passionate.

ACHIEVEMENT: I'm a boot camp or to be part of a boot camp. I'm really looking forward to it. I will give my best to study Computer Science at a university and find a job.

ACHIEVEMENT: Reaching C1 in German language. Gaining work experience with translation, HTML and CSS certificate.

Alaa Mustafa

FAVORITE MEMORY: Visiting the biggest companies in it. That helped me believe that it's possible I can achieve my dreams and goals.

FAVORITE MEMORY: Android mobile application course was a very useful and interesting experience.

FAVORITE MEMORY: Everything was awesome.

FAVORITE MEMORY: Visiting the biggest companies in it. That helped me believe that it's possible I can achieve my dreams and goals.

FAVORITE MEMORY: Android mobile application course was a very useful and interesting experience.

Alaa Sbaihi

ACHIEVEMENT: Learning the German language.

ACHIEVEMENT: Making my parents proud of what I do.

FAVORITE MEMORY: Hackathon

Alaa Sbaihi

WHY I CODE: Because I adore coding. I'm super passionate.

ACHIEVEMENT: I'm a boot camp or to be part of a boot camp. I'm really looking forward to it. I will give my best to study Computer Science at a university and find a job.

ACHIEVEMENT: Reaching C1 in German language. Gaining work experience with translation, HTML and CSS certificate.

Abud Steve

WHY I CODE: Because I adore coding. I'm super passionate.

ACHIEVEMENT: I'm a boot camp or to be part of a boot camp. I'm really looking forward to it. I will give my best to study Computer Science at a university and find a job.

ACHIEVEMENT: Reaching C1 in German language. Gaining work experience with translation, HTML and CSS certificate.
ABDULRAOUF SAWAS

AGE 24
LANGUAGES Arabic, English, and German

WHY I CODE: Coding is an international language, once you learn it, you can use it all over the world.

IN 5 YEARS: I am preparing to do my Master’s in Electrotechnical faculty at TU Berlin, so after five years I expect to be a professor in Communication Systems Engineering. Then I could be a lecturer at Aleppo University.

ACHIEVEMENT: My Bachelor’s degree in Communication Systems Engineering.

FAVORITE MEMORY: ReDI School oriented my way and supported me a lot. We’re like a family.

In 5 years, Being a senior Developer that might have his own growing Business.

ACHIEVEMENT: I became an expert on QA and improved my programming and German language skill to a huge extent.

FAVORITE MEMORY: Oh man so many Memories ... but one of the best is the first time I did a public presentation with Anne at Cisco Live. It really was amazing.

GIVARA MAHFOUD

AGE 23
LANGUAGES Arabic, English, German, Russian, and Programming language

WHY I CODE: Because it is international and gives me the chance to work and live anywhere in the world.

IN 5 YEARS: Working for an internationally active company.

ACHIEVEMENT: Having my own business.

FAVORITE MEMORY: The 45 minutes tour game, going from the meeting point to ReDI School in 45 minutes.

We had only one “snagway ticket.” We had to leave behind our money and mobile phone and had to find someone who would give us something for free. It was Sunday and it was difficult to find a shop or people in the morning. We brought a football and fortunately we won the game.

HAMZEH HAMZEH

AGE 16
LANGUAGES English, arabic, german

WHY I CODE: I don’t know I just enjoy it.

IN 5 YEARS: Maybe starting my own Company/Business

ACHIEVEMENT: I learned how to make a website and my proudest achievement in ReDI school is that I presented my project in the DemoDay.

FAVORITE MEMORY: The Christmas party was one of my favourite times in ReDI school because I got to know the ReDI team more and a lot of new people, it just felt great.

AMRO HENDAWI

AGE 23
LANGUAGES Arabic, English, German, Turkish, and French

WHY I CODE: Because someone has to do this dirty job.

IN 5 YEARS: Software developer in a huge company.

ACHIEVEMENT: Creating my own job and financing myself.

FAVORITE MEMORY: Pitching day in the Facebook office.

IN 5 YEARS: Being an expert in IoT.

FAVORITE MEMORY: Spending the summer of 2018 co-creating with my teammates at the Axel Springer coworking space, designing and prototyping a future interactive showroom for Mercedes. It was such an exciting, exaustig and rewarding experience.

AMR AL KUDEH

AGE 26
LANGUAGES Arabic, English, German, Spanish, Italian, and French

WHY I CODE: I like to speak languages, and it’s an art to talk with the machines.

IN 5 YEARS: Finishing my Ph. D and being an expert in IoT.

ACHIEVEMENT: Being inside the IoT developing field during my master’s and attending big events for big companies with ReDI school.

FAVORITE MEMORY: The Demo Hackathon at Cisco Open Berlin was one of the coolest experiences I had with ReDI school.

LINA ALHADDAD

AGE 29
LANGUAGES Arabic, English, Japanese, and German

WHY I CODE: Because it is important in my daily life at uni and at work and because I like to code.

IN 5 YEARS: I see myself working in the field of computer science and my lovely family and friends around me supporting me all the time.

ACHIEVEMENT: I am proud of being a woman who is interested in computer science, student, employee, and a wife all at the same time in a foreign country with a foreign language.

FAVORITE MEMORY: The friends I made from ReDI school and meeting different type of people from different background and having discussions with them taught me a lot as well as making good memories with them too.

MOHAMAD RAJAB

AGE 27
LANGUAGES Arabic, English, German

WHY I CODE: Because it is important to me.

IN 5 YEARS: I’m a networks Engineer.

ACHIEVEMENT: It’s part of my Study

IN 5 YEARS: It works Manager with CCIE Certificates from Cisco.

FAVORITE MEMORY: My CCNA and CCNP certificates from Cisco. My work in Virtualization systems with VMware Company. My Networks administration skills from Microsoft and My Master Program at TU Berlin University.

FAVORITE MEMORY: IoT workshop with Cisco and Mr. Claus.

JOUD SAYED ISSA

AGE 29
LANGUAGES Arabic, English, German

WHY I CODE: I’m a networks Engineer.

IN 5 YEARS: It works Manager with CCIE Certificates from Cisco.

ACHIEVEMENT: My CCNA and CCNP certificates from Cisco. My work in Virtualization systems with VMware Company. My Networks administration skills from Microsoft and My Master Program at TU Berlin University.

FAVORITE MEMORY: IoT workshop with Cisco and Mr. Claus.
MEET THE STUDENTS

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STUDENTS

Alina Ghetler
Mohamad Hannuneh
Anudeep Paul Jaladi
Mohamed Khamies
Aya Kheireddin
Heba Abd Raboo
Ali Aldeen Abdeen
Sana Abo Helal
Ahmad AlOlwani
Abdulfatah AlSharaa
Ahmed Al-Haj
Ali Al-Witry
Ubade Albatal
Ammar Alhousaini
Mohammad Alhraki
Omar Alsabbagh
Fadi Alshamas
Moaz Ashour
Narzan Karimi
Mohammad Mahrin
Mohammed Hamoud
Mohammad Hegazy
Mohammed Helasah Alsebaie
Jassem Homedi Alhussein
Hosheng Ibrahim
Nasir Mohammad Nazir
Osama Ahmad
Hammoud Ali Bashe
Amir Amin
Abdulrahman Alzaid
Mohammad Basal Al Younes
Tarek Alkulli
Abdullah Alaksid
Kassim Elsayed
Hamraza Harbash
Sadghí Ramín
M Saied Helani
Osama Ahmad

Luna Bandakji
Abdulrahman Hamdan
Khaled Faour
Ammar Joukahj
Munzar Khattab
Abdulrahman Mohammed
Waseem Soleih
Farhat Shaddad
Ahmad Alatahri
Hassan Alhikmat
Hoosam Sammou
Issam Shamandour
Moos Chehrouei
Obay Mardini
Omar Alothafj
Saeed Masheu
Mostafa Sakika
Imad Soukhe
Nkereto Lebede
Munzar Khattab
Bahyar al Mostafa
Neer Alashed
Kais Alatash
Emran Ahmed
Khaled Faour
Ahmadulrahman Sedighi
Issam Shamandour
Mohammad Salim
Sami Elbebe
Wissam Ghazlan
Amr Assaad
Omar Alahaif
Yazan Salma
Mohammad Khattab
Ahmadulrahman Sedighi
Tariq Bashi
Issa Abu Mohanna
Rami Rihawi
Ahla Gheiter
Ibrahim Nuami
Rajeh Abouwal Assaad
Raza Dadgar
Markus Al Sheh
Luprom Mohammad
Mostaz Salha
Mosaa Btaar
Omar Alahasian
Yazan Salma
Mohammad Khattab
Ahmadulrahman Sedighi
Tarig Bashi
Issa Abu Mohanna
Rami Rihawi
Bassem Rahi

Bouraq Magrabi
Luna Bandakji
Khaled Alaswad
Fadi Za'mi
Ghameen Zain
Ammar Joukahj
Ali Al-bahi
Ahmad Merie
Ahmad Alarashi
Ahmad Alatahri
Imad Soukhe
Nkereto Lebede
Munzar Khattab
Bahyar al Mostafa
Neer Alashed
Kais Alatash
Karn Johnson
Crisi Shi
Fadi Za'mi
Ghameen Zain
Ammar Joukahj
Ali Al-bahi
Ahmad Merie
Ahmad Alarashi
Ahmad Alatahri
Imad Soukhe
Nkereto Lebede
Munzar Khattab
Bahyar al Mostafa
Neer Alashed
Kais Alatash
Eman Ahmed
Khaled Faour
Ahmadulrahman Sedighi
Issam Shamandour
Mohammad Salim
Sami Elbebe
Wissam Ghazlan
Amr Assaad
Omar Alahaif
Yazan Salma
Mohammad Khattab
Ahmadulrahman Sedighi
Tariq Bashi
Issa Abu Mohanna
Rami Rihawi
Ahla Gheiter
Ibrahim Nuami
Rajeh Abouwal Assaad
Raza Dadgar
Markus Al Sheh
Luprom Mohammad
Mostaz Salha
Mosaa Btaar
Omar Alahasian
Yazan Salma
Mohammad Khattab
Ahmadulrahman Sedighi
Tarig Bashi
Issa Abu Mohanna
Rami Rihawi
Bassem Rahi

Thea Le Nolin
Alaa alottah
Nagareddy
Sakina Zlat
Andray Orosev
Aurel Aramescu
Asen Hasna
Henry Peña Torres
Richard Synder
Janet Howel
Timon Singer
Pablo Zananas
Besimda Nasri
Melanie Thevelis
Lars Karttiku
Irene Holthaus
Oby Mardini
Petko Budakov
Rashida Bobbo
Cosia Seo
Ina Brandi
Carsten Johnson
Beandle Monaghan
Tina Abrichter
Rubin Árváto
Nikola Chokshow
Kari Ospald
Tiago Henriques
Matthew Daus
Michael Schwerkert
Nikola Sim
Sophia von Bonin
Ari Choudhury
Manuel Loundam
Claus Scholle
Martin Hirsch
Cristina Preocup

TEACHERS & VOLUNTEERS

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Ahma Gabriel
Kimberley Campbell
Nga Kusich
Daria Dünch
Luna Bandakji
James Lafa
Mitko Veselov
Andrea Dienär
Luna Kuhlmann
Stephanie Holzheu
Caroline Schnapp
Idi Stenber
dAmelia Foxeal
Izabela Brotwicz
Rawad Traboulsi
Sohar Gasparian
Mathias Frings
Silvio Zanvido
Jef Leysiens
Elizabeth Press
Mathias Schmerling
Nina Bergmann
Nina Bergmann
Desiree Bosemuller
Mozamel Aman
Daniel Wallinger
Alejandro Machado
Alina Baciu
Antonio Stilo
Arman Nasirtoussi
Chris Ward
Dennis Oelkers
Diaa Sami
Dominic Latham
Genevieve Parkes
Henning Peters
Jag Chadha
Jason Banks

Joseph Finnayan
Julia Biro
Nynne Just Christoffersen
Pattrick Rhoda
Peter Ihme
Rawad Traboulsi
Richard Grkabutt
Sebastian Morenz
Tarek Elsadek
Yasmin El Koshy
Chadwick Mariburn
Daniel Ventura
Sophia Jonke
Aditi Ramdorai
Janine Hausl
Frederike Heydolph
Marcisa Brown
Susana Canó

Cristina Precup
Crisi Shi
Fadi Za'mi
Ghameen Zain
Ammar Joukahj
Ali Al-bahi
Ahmad Merie
Ahmad Alarashi
Ahmad Alatahri
Imad Soukhe
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Sami Elbebe
Wissam Ghazlan
Amr Assaad
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Omar Alahasian
Yazan Salma
Mohammad Khattab
Ahmadulrahman Sedighi
Tarig Bashi
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Chadwick Mariburn
Daniel Ventura
Sophia Jonke
Aditi Ramdorai
Janine Hausl
Frederike Heydolph
Marcisa Brown
Susana Canó
ASΚ PAULINA
HOW TO FIND A JOB IN A TECH COMPANY

PAULINA MUÑOZ IS REΔI’S CAREER DEVELOPMENT ROCKSTAR. HERE IS HER ADVICE FOR HELPING STUDENTS ACHIEVE THEIR DREAMS.

WHAT ARE THE MOST IMPORTANT ASPECTS OF A CV?

Firstly, be realistic about your aspirations, know yourself and your strengths and weaknesses. You should prepare your CV according to this. Ask for help with this preparation, practice with other people and ask for their opinion about your CV. Apply to the jobs where you fit most of the requirements—it does not need to be all of them, but at least the more relevant ones. Do your research, get informed about the companies you’ll be applying for. Ultimately, you need to be patient—even for Germans it’s not so easy to find the perfect job here in Berlin!

WHAT’S THE BEST WAY TO GET EMPLOYED BY A TECH COMPANY IN GERMANY?

It is probably a good idea to start looking for an internship, even an unpaid one, for the first couple of months with the promise of being evaluated after this period. This will give you the chance to learn, prove your skills, be known, and start building your network. Additionally, you should use all the opportunities to get connected to German society, as networking is extremely important. Every time you go to learn something you meet with other people, and every time you participate in any event or conference you have the opportunity to get to know new people. You never know from where a new possibility will come, but you need to be open for new opportunities!

ReΔI students are already highly self-motivated, autonomous, independent, and have a hands-on mentality. They’re working on their IT skills, learning German, and finding their way around the city. In many cases, they’re even helping other people in the process! All they need now is to feel and show confidence in themselves. They need to show their motivation, independence, autonomy, proactivity and resilience. These are characteristics that many German organizations can already see in our ReΔI students.
REDI students MAHER ISMAAIL and HOSHENG IBRAHIM are the cofounders of Dalilinow.com, an online platform that connects newcomers in Germany with the resources and services they need to integrate and succeed in their new home. We spoke with them about their own experiences as newcomers and what they hope to achieve with Dalili.

CAN YOU TELL US A LITTLE ABOUT YOURSELVES? WHAT ARE YOUR BACKGROUNDS?

HOSHENG: I’m from Qamishli, Syria, I studied Topography in Damascus University. I moved to Germany five years ago because my brothers were here and I wanted to pursue a Ph.D. in Computer Science Engineering. I had also studied German at the Goethe Institute in Syria. Although my visa was rejected three times, I finally got lucky on the fourth try and was accepted. I studied IT at Humboldt University in Berlin as a guest student, where I studied German and interned for a video management company. I’m now working as a freelance web designer and developer — readers can learn more about my freelance services at shengoway.com.

MAHER: I’m also from Syria, where I studied computer engineering in university. In 2014, I left my country because I didn’t want to join the Syrian army. So I moved to Istanbul, where I worked for one year as an Android programmer. In 2015 I decided to leave Istanbul because, although life in Istanbul is beautiful, you can’t build a future there — you work just to live and continue breathing. Here I have the opportunity and support to build a new life and achieve my dreams.

WHAT IS DALILI?

MAHER: In three words, it’s a services search engine. In Arabic, the word Dalili means “my guide,” so we’re aiming to build a search platform for critical services here in Germany that empowers users to find everything they need to integrate, like German courses, jobs, flats and more. Dalili will help guide newcomers to find the right resources to meet their needs as well as quicken the integration process. We want to change the image of newcomers asking for help.

HOSHENG: I would say it’s “Yellow pages for newcomers”.

HOW DID YOUR OWN EXPERIENCE AS NEWCOMERS SHAPED YOUR VISION FOR DALILI?

HOSHENG: The two biggest challenges for me were the language barrier and also finding a job. Many people assumed that as a Syrian, I didn’t know anything about technology, so it was hard for me to find opportunities.

MAHER: As a newcomer, I suffered from many problems during the first months here. I wanted to integrate, but it wasn’t easy to know how. I lost 10 months of my life in Germany not knowing what I could do. Now, I know that there are so many great organizations and NGOs that provide support and education for free. But I — like other newcomers — didn’t know about them. I hope Dalili can bring both sides together and share information with other newcomers.

WHAT IS THE HISTORY OF DALILI? HOW DID IT GET STARTED?

MAHER: I wanted to help other newcomers discover their opportunities and options here in Germany, as it took me almost a year to discover ReDI School. I know I’m not the only one suffering from these types of problems. I actually came up with the idea in a hackathon with ReDI School and Techfugees, and later told Hosheng and one other ReDI student about it. We were all in a ReDI class together and I told them because I was looking for people who would have the same passion about the project as me — thought Hosheng would have this passion. We finally started moving forward with my idea in December of 2016.

WHAT IS HAPPENING NOW WITH THE APP? WHERE ARE YOU AT WITH IT?

MAHER: We’re currently doing a program with Ideas in Motion, a business incubator for newcomer entrepreneurs in Berlin, and are learning new things with them everyday, such as design thinking, human-centered design, entrepreneurship, and more. We will register soon as a for-profit company in Germany and hope to take an office or coworking space somewhere and set up our central operations. We’re also building a partnership with another organization that can help us get data for our search engine. Lastly, we’ve received quite a bit of interest from volunteers who are interested in working with us — we still need designers and other support. Those who are interested should check out our website, Dalilinow.com or find us on Facebook under DaliliGuide.

THE TWO BIGGEST CHALLENGES WERE THE LANGUAGE AND FINDING A JOB.”
REDI STUDENT LUNA BANDAKJE HAS A SPECIAL TALENT ...

GREEN FIELD

FACEBOOK

REDI STUDENT LUNA BANDAKJE HAS A SPECIAL TALENT ...

FACEBOOK

REDI STUDENT LUNA BANDAKJE HAS A SPECIAL TALENT ...

REDI STUDENT LUNA BANDAKJE HAS A SPECIAL TALENT ...

CARSTEN JOHNSON, A CORPORATE AFFAIRS MANAGER AT CISCO GERMANY, SAYS HE WAS IMMEDIATELY IMPRESSED BY REDI STUDENT AHMADULLAH SEDIQUI AT A REDI/CISCO HACKATHON LAST YEAR. THEIR FRIENDSHIP QUICKLY GREW AND CARSTEN IS NOW AHMADULLAH’S MENTOR AT CISCO, WHERE AHMADULLAH IS AN INTERN!

“After presenting my project, I celebrated by taking a selfie!”

MAHER ISMAIIL, STUDENT

“Receiving the awards, and showing the fruits of our hard work!”

AMRO HENDAWI, STUDENT

“Getting selfies with visiting VIPS! Can you recognise who’s who?”

Design Thinking - Teamwork

AHM. MUSLIM, STUDENT

“Doing SWOT analysis for the project in the SAP office.”

MAGU ALEHAD, STUDENT

“Doing SWOT analysis for the project in the SAP office.”

MAGU ALEHAD, STUDENT

REDI MEMORIES
“All smiles at the end of the DemoDay of an incredible summer semester.”
LENA ALHAQAD, STUDENT

“First pitch of my life, during entrepreneurship class.”
ABDUL SALAM HAMDAN

“Group picture of our class.”
TINO ALBERCHT, INSTRUCTOR
CREATIVE PROJECTS IN PRACTICE

“DemoDay #Great_moment in Berlin.”
FAFI AL-SHAMAS

“All smiles at the end of the DemoDay of an incredible summer semester.”
LENA ALHAQAD, STUDENT

“Girls working together to code the robot in order to move around in the shape of the heart.”
LENA XUMHANN
INSTRUCTOR ROBOTICS COURSE

“Richard (my great colleague) and I having a selfie while kids are soldering some LEDs and Resistors.”
ASSEM HASNA
INSTRUCTOR PROGRAMMING AND ROBOTICS COURSE

“DemoDay 2017
HOSHENG IBRAHIM

“My Family...!"
ALAA SBAIHI

“Thank you, my dear friends!”
PETYO BUDAKOV, PH.D
INSTRUCTOR SELL YOUR IDEA

Hakathon day at Cisco’s openBerlin Innovation Center, IoT workshop
MUHAMAD ALHAJAB, STUDENT

Group picture at the end of the course.
ALAA SBAIHI
INSTRUCTOR CREATIVE PROJECTS IN PRACTICE

‘ReDI School 2016
M. EMRAN AHMAD

ZDF interview at Kloeckner
RAMI RIHAWI

ReDI School 2016
M. EMRAN AHMAD

‘Thank you, my dear friends!’
PETYO BUDAKOV, PH.D
INSTRUCTOR SELL YOUR IDEA
The idea behind ReDI School was co-created with refugees and the Berlin Tech Community from the very beginning. The slogan “STOP TALKING ABOUT REFUGEES - START TALKING WITH REFUGEES” has guided our path and inspired others to join. What a journey it has been!

In less than a year we have completed 3 semesters of courses with over 200 participants and are now kicking off the fourth semester with 100+ students spread across 10+ IT-courses. Our courses have been very popular with our participants, and this popularity can also be attributed to the fact that 53% of our new set of current applicants were referrals from our previous students. A number we hope too see growing.

THE SUCCESS STORIES HAVE ALSO RESONATED WITH GERMAN AND INTERNATIONAL MEDIA LIKE CNN, BBC AND DIE ZEIT AMONGST OTHERS. Also several important visitors like Mark Zuckerberg, Sheryl Sandberg, German Interior Minister De Maizière and USA Ambassador to the UN Samantha Power have visited us and our students at ReDI School.

Throughout 2017 we will continue to scale our courses in Berlin and work focused on establishing a sustainable business model which will enable us to scale our initiative responsibly and generate sufficient revenues to sustain ourselves. We are specifically looking forward to start doing more outreach courses for women as well as kids with refugee background.

Our vision is to scale our successful model to other cities across Europe. IN THE NEXT TWO YEARS, WE AIM TO BUILD NEW BRANCHES IN THREE OTHER GERMAN CITIES, HAMBURG, MUNICH AND STUTTGART, WHERE OUR EXISTING CORPORATE PARTNERS HAVE A STRONG PRESENCE AND THERE IS A THRIVING TECH ECOSYSTEM. Our partners can provide us with the necessary resources to get started and we plan to find driven social entrepreneurs in these cities to lead the new offices.

In the medium term, we can franchise or partner with existing schools in other countries like Austria, Holland, Finland, Sweden, Norway and Denmark, where we can replicate our programs and processes. By 2020, we aspire to impart IT-skills to over 3000 refugees.

FURTHERMORE, WE AIM TO BUILD A GLOBAL NETWORK OF TECH SCHOOLS FOR DISPLACED PEOPLE WITH OUR FRIENDS IN IRAQ, AFGHANISTAN AND SOUTH KOREA, AMONGST OTHERS. This initiative has already been kicked off in a conference co-organised by Techfugees and us in March 2017 in Paris. We look very much forward to continuing to collaborate and exchange best practice with other coding schools across the globe. The early stage “Refugee Tech School” consortium has already received verbal encouragement from both UNESCO and UNHCR.

Currently, the ReDI School is at a crossroads. We need to raise more funds to sustain and grow our small team of 4 employees and hire 2-3 new team members to keep growing. We feel optimistic that we will achieve this through a mix of new corporate partners, by teaming up with national and international foundations as well as through closer collaboration with local and national government. The journey has indeed just started, but we are happy to be walking it together.
GISBERT RÜHL / CEO KLÖCKNER & CO

"Fostering refugees and integrating them into our society is an integral part of our social commitment. Since early 2016, we have not only been principal sponsor but also a close cooperation partner of ReDI School. Through our startup kloeckner.i based in Berlin, we have evolved into the digitalization pioneer of the steel industry. This is why we are currently boosting the number of employees at kloeckner.i significantly, also relying on graduates of the ReDI School to fill some of the vacancies. Rami Rihawi is the first ReDI graduate to whom we are pleased to have offered permanent employment following an internship at kloeckner.i. In his capacity as Quality Assurance Officer, Rami is instrumental in optimizing the digital tools developed at kloeckner.i.

I would be delighted if the example of Rami Rihawi were soon to be followed by further success stories of our cooperation. So I can only encourage all ReDI students to seek contact with kloeckner.i and, for instance, apply to do an internship with us. In order to ramp up our collaboration still further, we are now also accommodating ReDI’s team at kloeckner.i’s new premises so that we are literally together “under one roof.” With this move, we are pursuing our efforts to help ensure that ReDI can continue to build on its extremely successful track record since it was founded and wish everyone concerned all the very best."

STEPHAN THIEL / BOARD MEMBER START CODING E.V.

"Our collaboration with ReDI was definitely one of our highlights in 2016. Joining forces with Anne and her team, we were able to offer fun new learning experiences for the youngest among ReDI’s students: kids in Berlin’s welcome classes. Seeing these kids explore topics such as making, prototyping, robotics and coding shows just how much positive potential there is in bringing people together through learning and creativity. We will definitely continue our work to kickstart more of these valuable initiatives together with ReDI in the next year!"

CHRISTOPHER CEDERSKOG / WONDER WORKSHOP EUROPE

"Integration is such an important part of our everyday life and we admire the work ReDI School does in this field! We are happy to support the cause with our robot Dash. We loved working with the Welcome Class in Berlin-Wilmersdorf last fall. It was an inspiration for us to see refugee children learn how to program our robots, playing together and having fun. We believe that coding is a universal language of the future that opens doors and connects boys and girls of all backgrounds and cultures. Thank you for this opportunity!"

DEEPTI Doshi & LENA PIETSCHE / FACEBOOK

“We are so proud of our partnership with ReDI — as a founding partner of Digitales Lernzentrum, ReDI has helped shape the school into a wonderful community where people from all ages are learning digital skills with and from one another. We are inspired by ReDI’s vision to ensure the digital economy is inclusive and ReDI’s push to ensure it meets the needs of the realities of not only its students, but of all the students learning in the space. We have learned so much from ReDI and look forward to doing many more great things together.”
“The value to our company from working with ReDI cannot be overstated. Among other benefits, we received early access to potential hires, incredibly positive PR and media coverage, and of course, the enriching and rewarding experience of helping integrate refugees into the German work world. Plus, we’ve had the chance to learn about other cultures and also have had the chance to learn “cool stuff.” I would encourage other big or small technology companies to engage here and take advantage of this unique opportunity!”

Thomas Joubert, Celebrate Life

“Perhaps more so than any other sector today, the education sector is in need of innovative, new concepts of learning. The frameworks for teaching 21st century skills needs to be re-thought. The world is changing fast and lifelong learning is required. With the arrival of thousands of eager and capable newcomers to Germany, there is no better time than now to innovate and expand opportunities for what are sure to be our future business leaders, politicians, and fellow citizens. We have been proud since the beginning to support ReDI School’s efforts to create these opportunities for newcomers, specifically its work to build a platform for newcomers to learn new skills, connect with future work places, and find a home where all feel they belong.”

Claus Schaele, Instructor for ReDI’s Cisco-sponsored IoT course

“The highlights definitely was the first event with the students at the accelerator. My 12-year old sons were with me at the office that day and one of them in the end said to me: “Super interesting to meet all the people. But the funny thing is that it’s so hard to tell the mentors and tutors from the refugees.” I think this is exactly what it’s about. In addition to this Mark Zuckerberg’s visit was definitely a highlight, because it was all about meeting, talking and connecting. All the best for the team and I hope we will always be connected.”

Jorg Rheinboldt, SAP Senior Solution Architect

“The world is changing fast and lifelong learning is required.”

Breidenbach Family

COMBINATION OF INNOVATION AND LEARNING

“The world is changing fast and lifelong learning is required. In the year and a half since it launched, the ReDI team has worked tirelessly to determine what works and what could work better, all the while weaving strong ties between German companies, newcomers, policy-makers, and other important stakeholders. We are thrilled to accompany ReDI as it continues changing lives and creating opportunity for those who might otherwise miss out, all the while serving as a model for other social entrepreneurs and startups. We are especially excited to see the results of its fast-moving expansion into education for women and children, which we have no doubt will empower these groups to shape their own future in Germany and around the world.”

Axel Springer Plugged & Play
MAKE A WISH

AND JOIN OUR WISH TREE

01 CUTCUT OUT THE LEAF
02 FILL IN YOUR WISH
03 COME OVER AND POST IT ON OUR WISH TREE

I WISH... FOR A UNITED WORLD

Anne
“A BIG THANK YOU TO OUR STUDENTS FOR GIVING US THE OPPORTUNITY TO LOOK OVER OUR OWN HORIZON.”

ALMA GABRIEL
TEACHER

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THERE ARE ABOUT 51,000 OPEN IT JOBS IN GERMANY, AN INCREASE OF 20% SINCE 2015.

SOURCE: BITKOM