

# IMPACT REPORT

23 Impacting Lives by  
Teaching Digital Skills



**{POWER.CODERS}**

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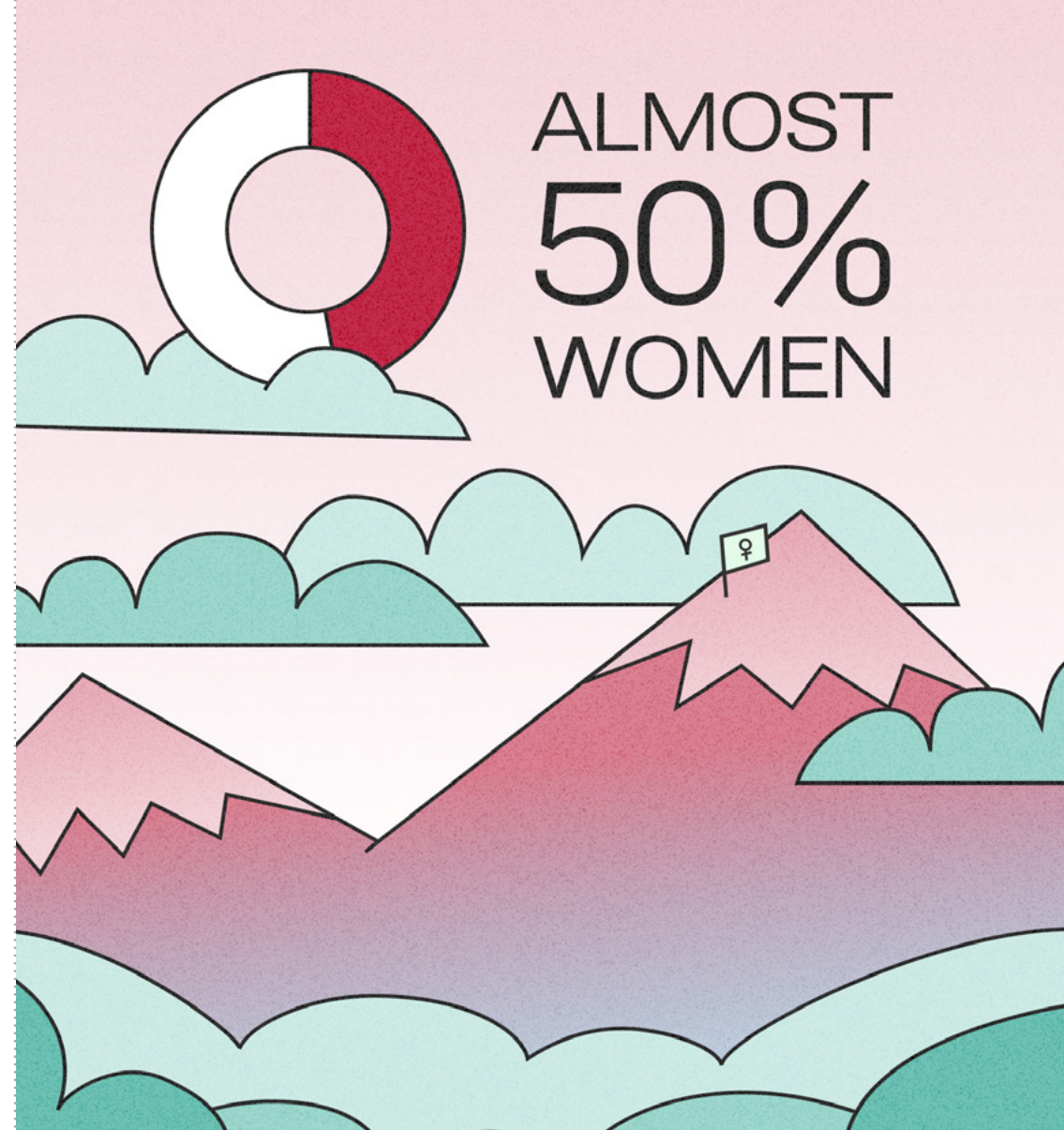
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This Impact Report was created  
in collaboration with

**PostFinance**  
Competence Center for  
Young Professionals

# CAREER DAYS

This year marked our 31st Career Day since the inception of our first Bootcamp in 2017! Our talented Bootcamp participants engaged with a multitude of potential employers during Career Days in both Lausanne and Zurich. A heartfelt thank you goes to Vaudoise Assurances, SIX, and On for hosting these events with warmth and generosity.



What adds to the significance of this year is a historic achievement – attaining equal gender representation. We proudly share the news of an almost 50/50 ratio of female participants in our Fall Bootcamp 2023, a milestone we hadn't reached since 2017.



# SWISS DIVERSITY NIGHT AWARD

We're honored to have received the Swiss Diversity Night Award 2023, which aligns with our strong commitment to diversity.

On September 9, 2023, we celebrated alongside Swiss personalities and projects recognized for their contributions in various categories. We were especially proud when Swisscom chose us for their Swisscom Entrepreneurship Award, acknowledging our dedication to building an inclusive society.



# COMMUNITY PARTY

**We celebrated 50 graduates: A Night to Remember!**

In July 2023 we got together for our awesome Community Party, where we celebrated our magnificent community along with the 50 graduates from our Bootcamp and AWS re/Start program. This diverse group consisting of 15 women and 35 men represents 15 countries across the globe. They began their internships in fall 2023 and are now working hard to achieve their goals for a bright future.



{ When I was four, my father started teaching me the Tigrigna alphabet (Eritrean Language). He told me that I must be a good student when I started school and to make him proud although neither my father nor my mother had an education. }



**Tsigereda Nebai**  
DevOps Engineer  
Security at Swisscom,  
Alumna Powercoders

{ It is extremely rewarding to see how the people gain confidence over time, and when they secure a job at the end of the internship, that is an awesome moment to share and celebrate together. }



**Paul Janes**  
Business-savvy Tech  
Consultant, Job Coach  
at Powercoders

Impact Numbers

2023

532

Applications

Total program applicants

Women

Female graduates



Men

Male graduates



2017–2023

93%

Internship Placements

Participants secured internships within 6 months following their graduation

60%

Integration Rate

The percentage of our bootcamp graduates who successfully secure a job or apprenticeship within 3 years

314

Graduates

Individuals who have successfully completed our programs

170

Companies

Companies that have offered internships to our alumni

## Overview of Programs & Initiatives

<b>Bootcamp</b>	<ul style="list-style-type: none"><li>– 3-month Bootcamp and 6–12 month internships</li><li>– Implemented 2 times, benefiting 50 participants</li></ul>
<b>Women Connect</b>	<ul style="list-style-type: none"><li>– Empowering women for IT careers</li><li>– Successfully implemented with 16 participants</li></ul>
<b>Futurecoders</b>	<ul style="list-style-type: none"><li>– Focused on digital skills for teenagers</li><li>– Offered 35 courses with 328 participants and 5 trial days with 75 participants</li></ul>
<b>Remotecoders</b>	<ul style="list-style-type: none"><li>– Achieved a 91% internship rate</li><li>– Provided internships to vulnerable talents in Egypt, with a 60% integration rate</li></ul>
<b>Diversity &amp; Inclusion Initiative</b>	<ul style="list-style-type: none"><li>– Conducted 9 impactful workshops, engaging 109 participants</li></ul>
<b>IT Assessment Initiative</b>	<ul style="list-style-type: none"><li>– Engaged 10 participants in IT assessments</li></ul>
<b>Powercoders International</b>	<ul style="list-style-type: none"><li>– In Spain: 21 bootcamp participants, achieving a 70% internship rate</li><li>– In Italy: 22 bootcamp participants, showing a 63% internship rate</li></ul>

## New Initiative

# WOMEN CONNECT

In 2023, we launched Women Connect to provide opportunities for women in the underrepresented field of IT, focusing on those from migrant or refugee backgrounds. Our pilot program featured workshops led by accomplished professionals, covering essential IT skills and exploring diverse career paths.



{ One day, I hope to be the woman offering tools and support to others so they can excel in this field. }

Orapma (Participant Women Connect)



# FUTURE CODERS



Our spin-off Futurecoders is committed to equal opportunities in education. We enable young refugees and young people from low-income backgrounds to develop their digital skills and interest in IT professions in courses and vacation camps. This should increase their chances in later professional life. The costs for the courses and vacation camps are covered by partners.

{ I'm proud because I tried something completely new – I had no idea what IT is all about. Now I know something and can use it. }

Anna (15)

328

Course Participants

21.6% female, 78.4% male

75

Teens in IT Trial Days

20% female, 80% male

18

Web Development  
Courses

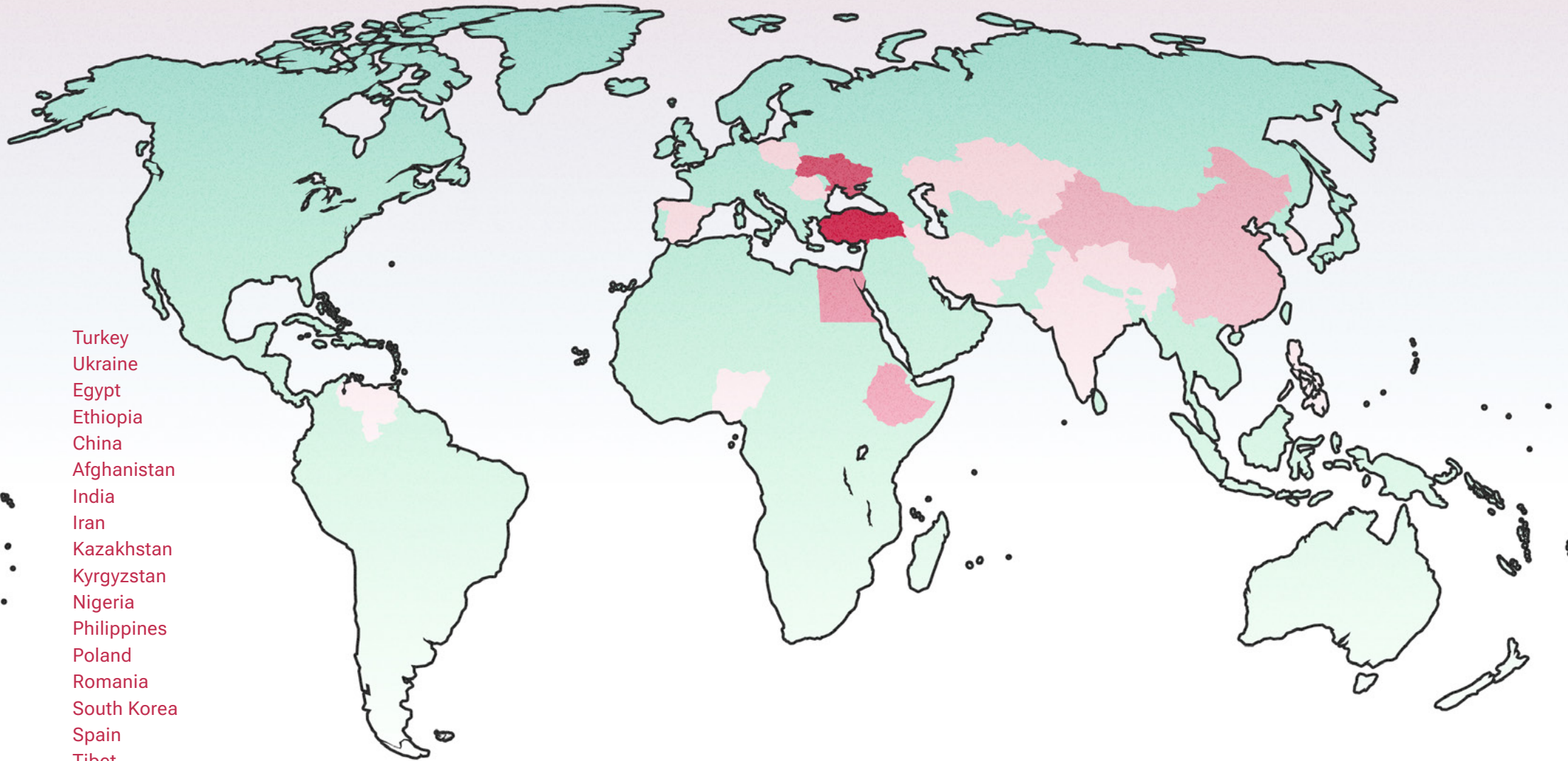
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Video Game  
Design Courses



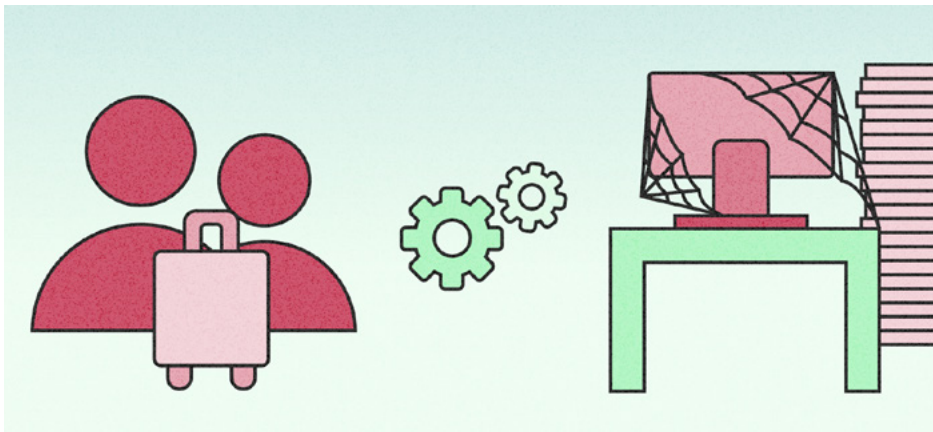
## Countries of Origins of Our Participants

Turkey  
Ukraine  
Egypt  
Ethiopia  
China  
Afghanistan  
India  
Iran  
Kazakhstan  
Kyrgyzstan  
Nigeria  
Philippines  
Poland  
Romania  
South Korea  
Spain  
Tibet  
Venezuela



# QUALIFIED REFUGEES

According to a study by ICT Berufsbildung Schweiz, Switzerland faces a growing shortage of 38,700 ICT professionals by 2030, leading to a potential 30 billion Swiss Francs in economic loss. Despite efforts, less than half of the increasing migrant population is employed, including well-qualified individuals. There's one solution for two problems: Empowering refugees & migrants for an IT career.



{ I worked in both the telecommunications and the computer science sectors for 13 years, spending the last 8 years at a significant company in Afghanistan. I never thought about leaving Afghanistan. We were leading a wonderful life. However, that changed when the Taliban came into power. }



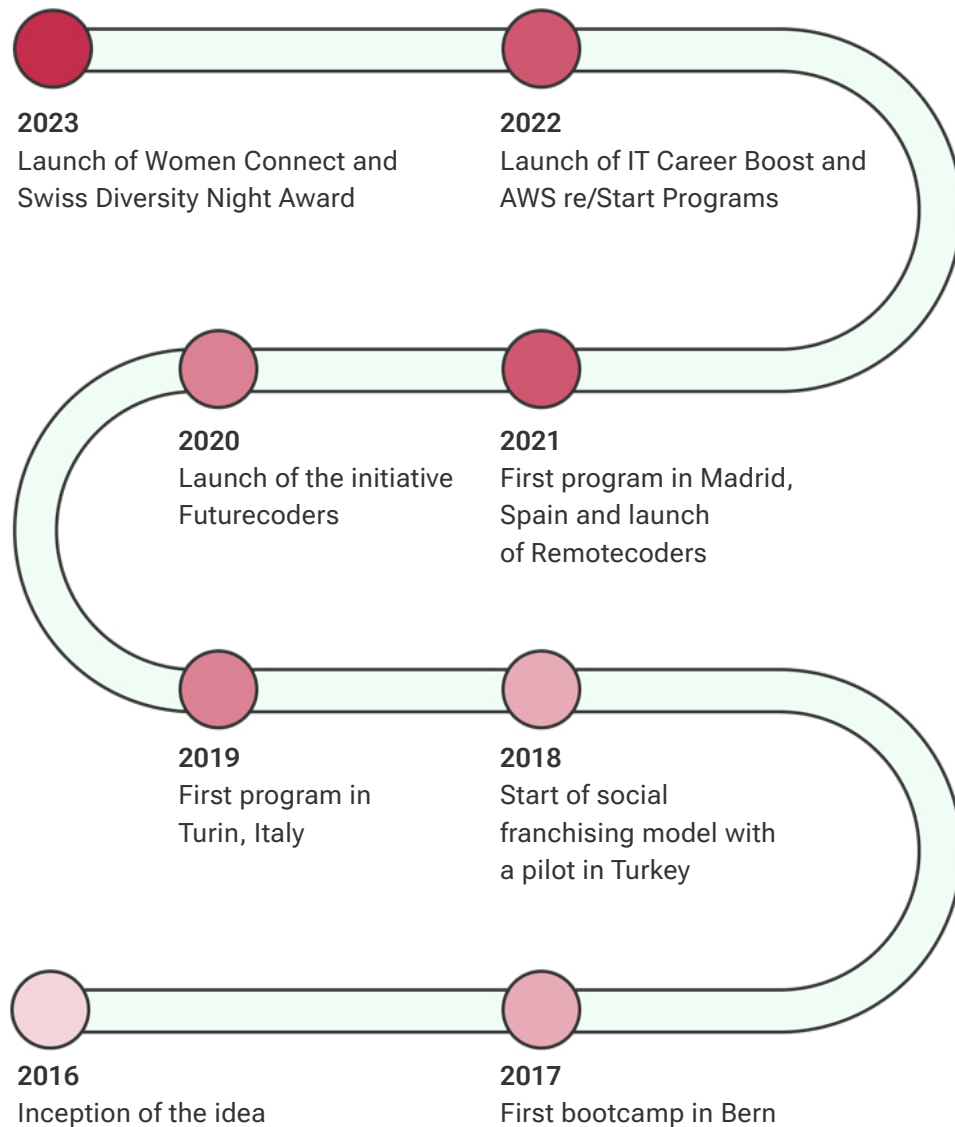
**Abdul Fatah Shieryar**  
Automation Engineer  
at PwC, Alumnus  
Powercoders

{ Describing complex IT problems in simple terms is a challenge – but it's a huge reward when you see the “aha” moment in the other person's reaction. }



**David Windler**  
Senior Frontend Engineer  
at Valtech, IT Trainer at  
Powercoders

## Milestones



## About Us

### Our Vision

A world in which diversity in the IT industry and beyond is a given and every talent gets an opportunity.

{ The numbers in this report go beyond statistics. They are the living expression of the commitment and efforts of countless people. Behind every success is a person with a unique story and admirable resilience. But equally significant is the network that supports and brings all these people together to achieve their goals. }



**Lynn Blattmann**  
President Powercoders

Our team and board have grown to 18 members from diverse backgrounds (Germany, India, South Africa, Poland, Israel, Egypt, Switzerland, Syria, Palestine) with languages like French, Italian, German, Swiss German, Hindi, Arabic, English, Afrikaans.

By working together, we can achieve more than we ever could alone, and we are committed to making a positive impact in the world.

Saying Thank You!

# THANK YOU!

{ In our philanthropic work, we strive for sustainable impact – and Powercoders delivers this on all levels: participants are empowered to build and live an independent life, companies get access to outstanding talent and can invest in a diverse workforce, and additionally this relieves the burden on state welfare systems. }



**Curdin Duschletta**  
Social Impact and  
Philanthropy Switzerland  
at UBS

## Our Partners and Volunteers in 2023

# 33

Partner Companies

# 78

Social & Business  
Skills Facilitators

# 129

Job Coaches

# 80

IT Trainers

### These companies provided internships to our alumni in 2023





Let's stand together.

[powercoders.org](https://powercoders.org)

