IMPACT REPORT
23 Impacting Lives by Teaching Digital Skills
This Impact Report was created in collaboration with

PostFinance
Competence Center for Young Professionals

Table of Contents

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Highlights</td>
<td>2</td>
</tr>
<tr>
<td>New Initiative</td>
<td>11</td>
</tr>
<tr>
<td>Impact Numbers</td>
<td>8</td>
</tr>
<tr>
<td>About Us</td>
<td>19</td>
</tr>
<tr>
<td>Thank You</td>
<td>20</td>
</tr>
</tbody>
</table>
Highlights

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.
Highlights

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.

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.
Impact Numbers

2023

532
Applications
Total program applicants

Women
Female graduates
37.7%

Men
Male graduates
62.3%

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

**Bootcamp**
- 3-month Bootcamp and 6–12 month internships
- Implemented 2 times, benefiting 50 participants

**Women Connect**
- Empowering women for IT careers
- Successfully implemented with 16 participants

**Futurecoders**
- Focused on digital skills for teenagers
- Offered 35 courses with 328 participants and 5 trial days with 75 participants

**Remotecoders**
- Achieved a 91% internship rate
- Provided internships to vulnerable talents in Egypt, with a 60% integration rate

**Diversity & Inclusion Initiative**
- Conducted 9 impactful workshops, engaging 109 participants

**IT Assessment Initiative**
- Engaged 10 participants in IT assessments

**Powercoders International**
- In Spain: 21 bootcamp participants, achieving a 70% internship rate
- In Italy: 22 bootcamp participants, showing a 63% internship rate

---

### 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)
Sister Program

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)

Course Participants
328
21.6% female, 78.4% male

Teens in IT Trial Days
75
20% female, 80% male

Web Development Courses
18

Video Game Design Courses
17
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
ICT Skill Shortage in Switzerland

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.

David Windler
Senior Frontend Engineer at Valtech, IT Trainer at 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. }

Abdul Fatah Shieryar
Automation Engineer at PwC, Alumnus Powercoders

{ 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. }
**Milestones**

2016
Inception of the idea

2017
First bootcamp in Bern

2018
Start of social franchising model with a pilot in Turkey

2019
First program in Turin, Italy

2020
Launch of the initiative Futurecoders

2021
First program in Madrid, Spain and launch of Remotecoders

2022
Launch of IT Career Boost and AWS re/Start Programs

2023
Launch of Women Connect and Swiss Diversity Night Award

**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. }

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.
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.

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

Curdin Duschletta
Social Impact and Philanthropy Switzerland at UBS
Let’s stand together.

powercoders.org