



Servus! We are ReDI.

#TechTalentsOfTomorrow

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



Thank you!



Landeshauptstadt
München
**Referat für Arbeit
und Wirtschaft**

**STRAIGHT
SOLUTIONS**

We are ReDI!

ReDI School of Digital Integration is a non-profit tech school providing newcomers and locals free and equitable access to digital education.

Education

Digitization

Integration

2015



890.000+

Refugees arriving in Germany

43.000

Open jobs in ITK



Integration brings shared value



Our aim is to provide our students with valuable digital skills and a strong network of tech leaders, students and alumni to help create new opportunities for all.



“We are using technology to break down barriers and connect the leaders of tomorrow.”

— Anne Kjaer Bathel, CEO ReDI School

2022

1,2 Mio

Refugees arriving in Germany

137.000

Open jobs in ITK





ReDI Berlin

2016

ReDI Munich

2018

**ReDI in
Cyberspace**

2022

ReDI NRW

Düsseldorf, Duisburg

2020

ReDI Hamburg

2022



ReDI
Copenhagen
Denmark, 2019



ReDI
Malmö
Sweden, 2022



ReDI
Aarhus
Denmark, 2022



ReDI
Addis Ababa
Ethiopia, 2022

The ReDI Community

107
nationalities

4500+

9 000+

100+

Tech Leaders & Volunteers

extraordinary engaged Tech-Evangelists, IT-Experts, Coders, Software-Engineers, Data-Scientist, Designers, HR-Experts and Leadership have trained since 2016...

Tech Talents & Students

highly motivated refugees, migrants and newcomers from 6-60 years at ReDI School in Germany, Denmark and Sweden supported by...

Companies

... are supporting our work. We are connecting our students to the industry. It is a clear Win-Win. Our partners are large and mid-sized and small (tech) companies as well as start-ups and governmental and public organisations.

Major Partners & Donors



Large Partners & Donors



Hiring partners

Internships & jobs

Accenture
Amboss
Apple
asioso
Bosch
Beck et al.
Bertelsmann
Capgemini
Cisco
CGI
Delivery Hero
Deutsche Welle
Deutsche Bahn
eBay
Emnify
EngageLabs

Klöckner.i
Microsoft
Mila Health
Moxa
Nintendo
NRC
Odin
ProSieben
RaySono
SAP
Supplyon
Straight Solutions
Volkswagen
Westcon
Zalando
and more...

Berlin & NRW

ACENT
Adesso
APPTIO
CAF America
Campana u
Schott
Classmethod
Deutsche Welle
diconium
Digital Academy
Expleo Tech
FAKTOR D
Group M
Haniel Stiftung
IDG Bus. Media
Ignore Gravity
Handelsblatt

Munich

Lemonade
Penta
Rotary
Senacor Tech
Software AG
Schwarzkopf
Telefonica
Vodafone
Foundation
and more...

Allianz Group
Alexander Thamm
Apple
asioso
Arvato Systems
adidas
Bean United
BMW Group
damovo
Chemistree
Coca-Cola
Computacenter
CGI
FC Bayern
Fujitsu
Google
IBM

Denmark (CPH, Aarhus)

PAYBACK Group
Medialab Bayern
Messe München
Personio
ProSieben Sat1
Samsung
Shiftschool
Siemens
Skaylink
Sky
Stylight
Straight Solutions
Suse
Telefonica
UX Gruppe
Wayra
Werk 1, and more

3Shape
Adapt Agency
Cisco DDK
Coca-Cola DK
DAMVAD Analytics
Dansk Industri
Dansk Erhverv
Dansk IT
Danske Bank
DataCamp
DFDS
Digital Lead
GoAgile

IBM
IKEA
Kim Jybæk KMD
Netcompany
Otto Bruuns Fond
Pandora
SAP Danmark
Tata CS
TDC
Tech BBQ
Teknologipagten
Wingmen Solutions
Østifternes Fond


Funding support

(+10.000 euro)

Capgemini
Facebook
Henkel Foundation
IKEA
Mimecast
Paypal
Qualcomm
Østifternes Fond
+ Betterplace
+ Private donors

What we teach



Certified / Corporate courses	Career Support: Workshops & Mentoring	Azure Fundamentals	Azure Data Fundamentals	Salesforce	Cisco Networking	Taught in English	
Digital Career Program		Introduction to Computer Science					Taught in English
Frontend HTML & CSS Javascript React		Backend Java Python	Data Data Analytics Machine Learning	UX/UI Figma	Cloud Azure IOT		
Digital Women Program		Digital Literacy	Intro to Coding	Digital Design	+Childcare +Coaching	Taught in English & German	
Kids & Teens, Youth Programs (age: 9 – 29)	Sunday Courses	School Courses	Refugee Camps	BayCode 	Taught in German		

Job Market Integration

Getting hired...

50%

is what you know

50%

is **who** you know

Without a network, finding a job can be really challenging – even with tech skills. That’s why ReDI School is not only offering technical skills but also a professional network.

DR. JOSEPH REGER
CTO FUJITSU, CE & EMEA



AI, QUANTUM COMPUTING,
BLOCKCHAIN - BUSINESS
AS USUAL?



Professional Network is key!



The Volunteers

Experts & the first network for our learners

Our mission at ReDI School is supported by the local tech community, who teach, mentor, and support our students along the way. We are looking for a variety of volunteers who can bring their professional experience to help our students grow.



From Coding to Talent Success (Program)

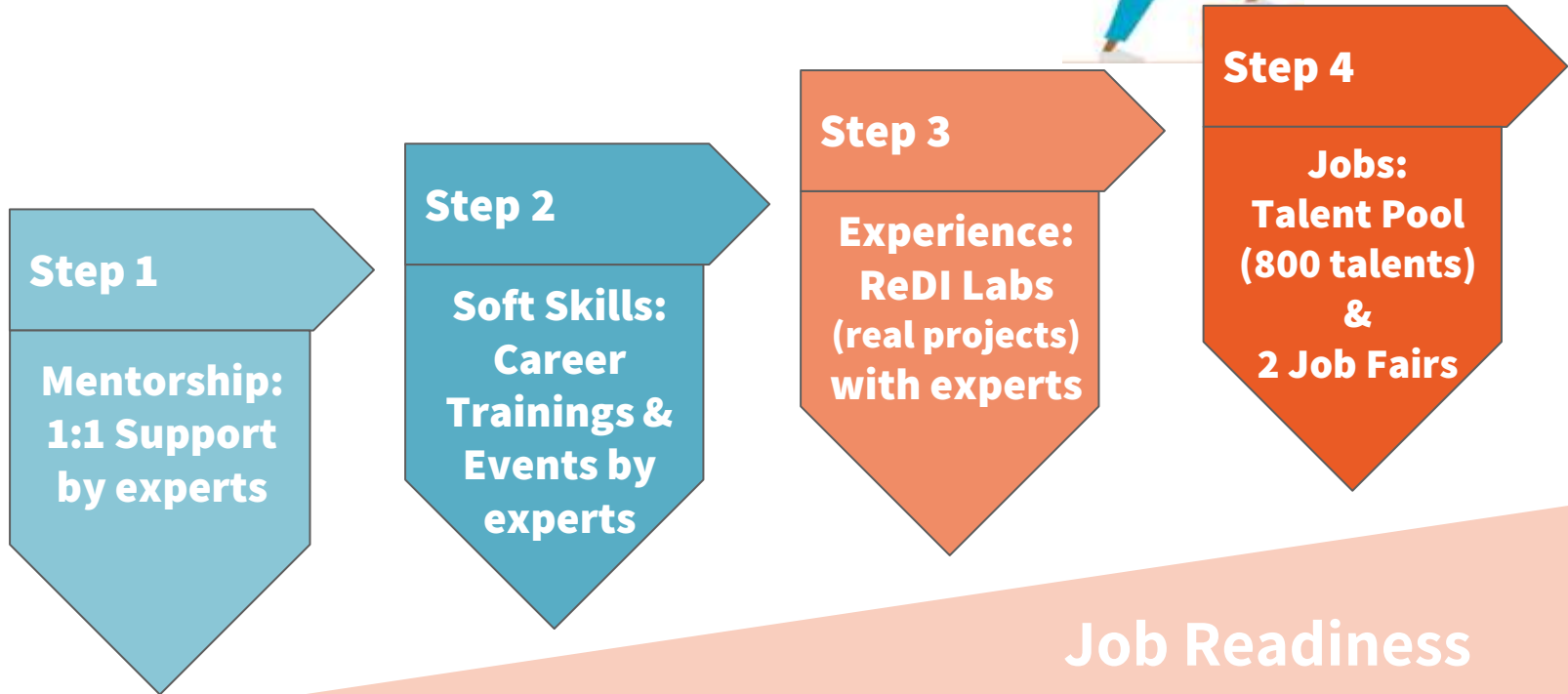
Getting ReDI for a career in Germany





ReDI's **Talent Success Program:**

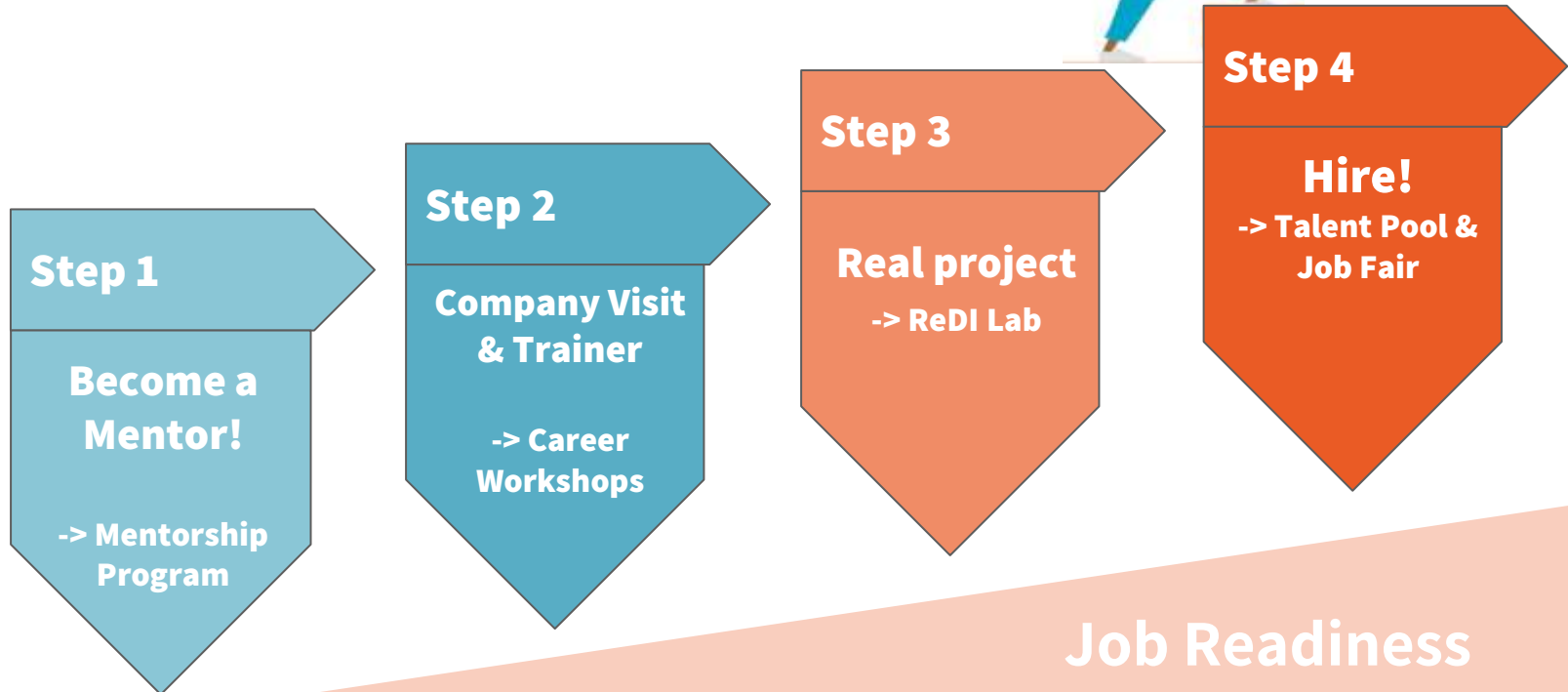
4 steps to Talent Success





ReDI's **Talent Success Program:**

How experts can support!



Leadership and Corporate Mentoring



Trainee Program: 16 ReDI Talents at Cloudeach



Cisco Leadership Coaching & Internship Program



- German Leadership Team mentors
18 ReDI Talents for 6 months
- 20 paid internships all fields (sales, tech, marketing, HR) + Upskilling Program

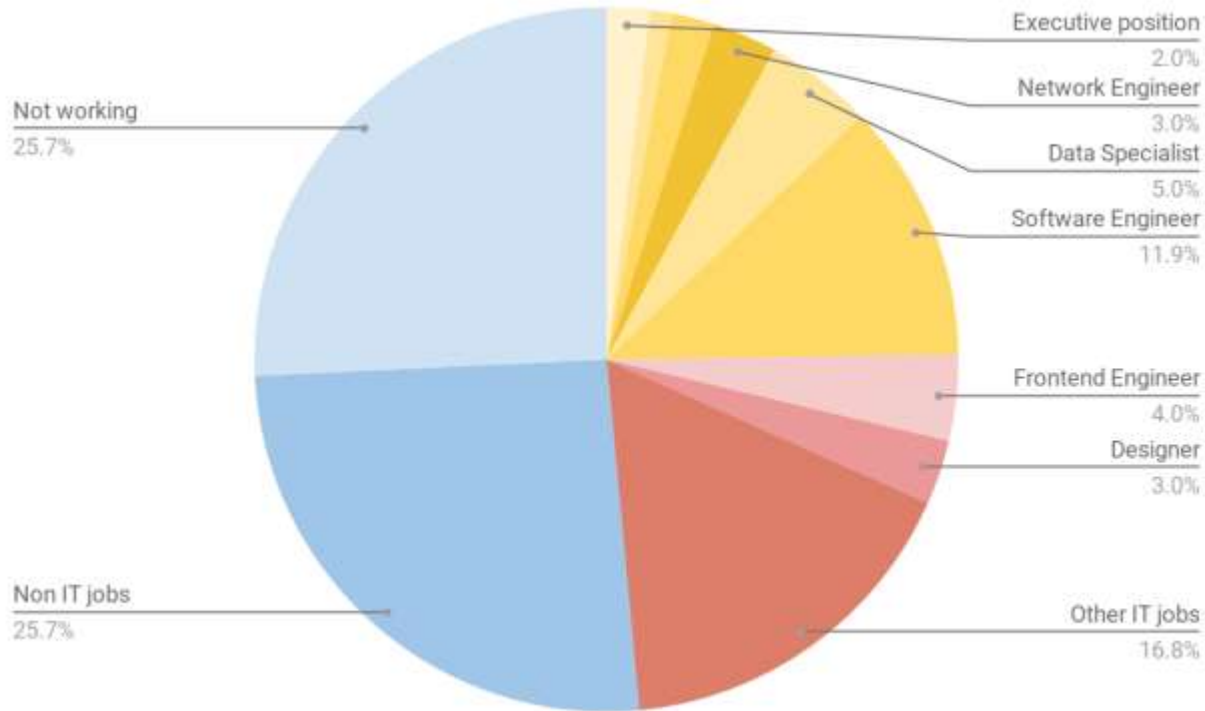


Does it work?

Job Integration *What our students are doing after ReDI? (June 2020)*



n = 101



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

*Survey sent to alumni who studied at ReDI between 2016 and 2020

Role Models — ReDI Students started their career as...



Mohammad
ServiceNOW
Developer
Accenture



Rami
Full-stack
Developer
kloeckner.i



Rita
Solutions Systems
Engineer
Cisco



Abdulsalam
Start up! Trainee
Deutsche Telekom



Diana
Cloud Architect
T-Systems



Barbara
Junior Frontend
Developer
nilo.health



Luz Marie
Project Management
Analyst
Accenture



Natalia
Web Designer
Ellusion



Mohamed
Azubi
Fachinformatiker
ProSiebenSat.1



Abdullahi
Software Engineer
Moxa
Ada Fellowship
Allianz



Göcke
SAP Technology
Consultant
EY



Idlir
IT Support
Specialist/
Microsoft 365
Beck et al.



Parisa
Data Scientist
MHP - Porsche



Marzieh
Web Developer
SupplyOn



Sajjad
Software Ingenieur
Amazon



Amr
Blockchain
Developer
Capgemini



Tung
Developer
Associate
SAP



Shiji
Werkstudentin
Bertelsmann /
Arvato Systems



60% Women

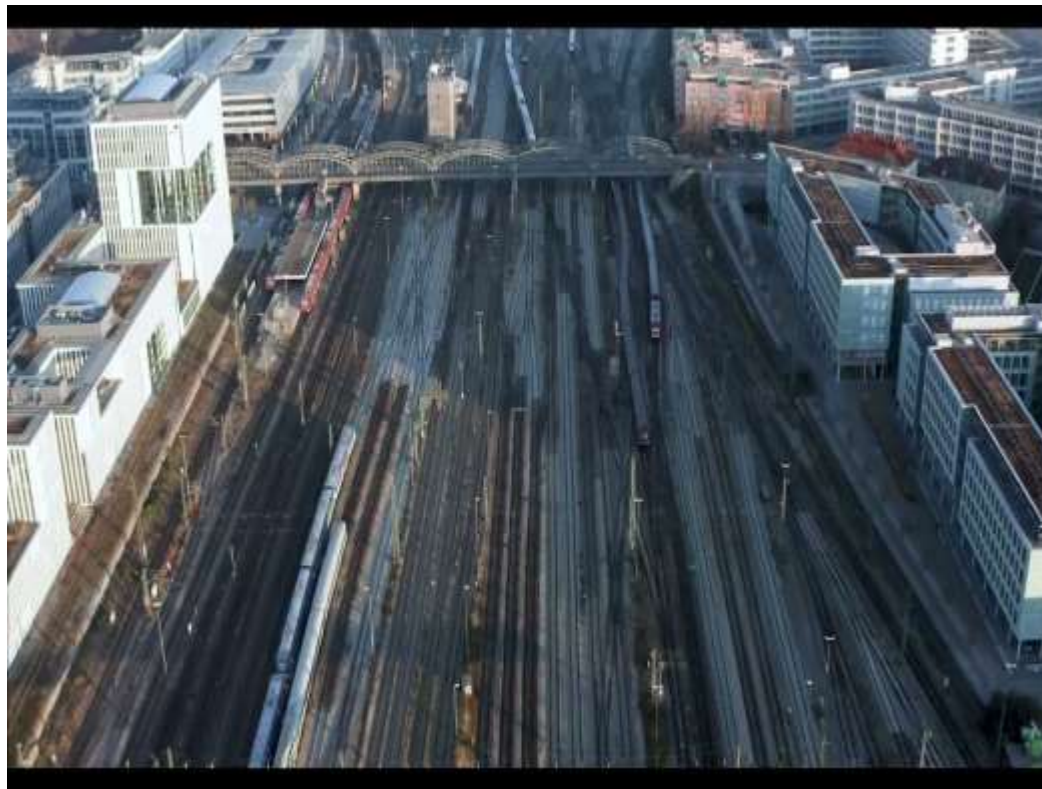
When ReDI started training tech skills, only 10 % women joined the classes. With implementing the Digital Women Program we manage to have 60 % female students in our school in total. And 50 % in the Digital Career Program.

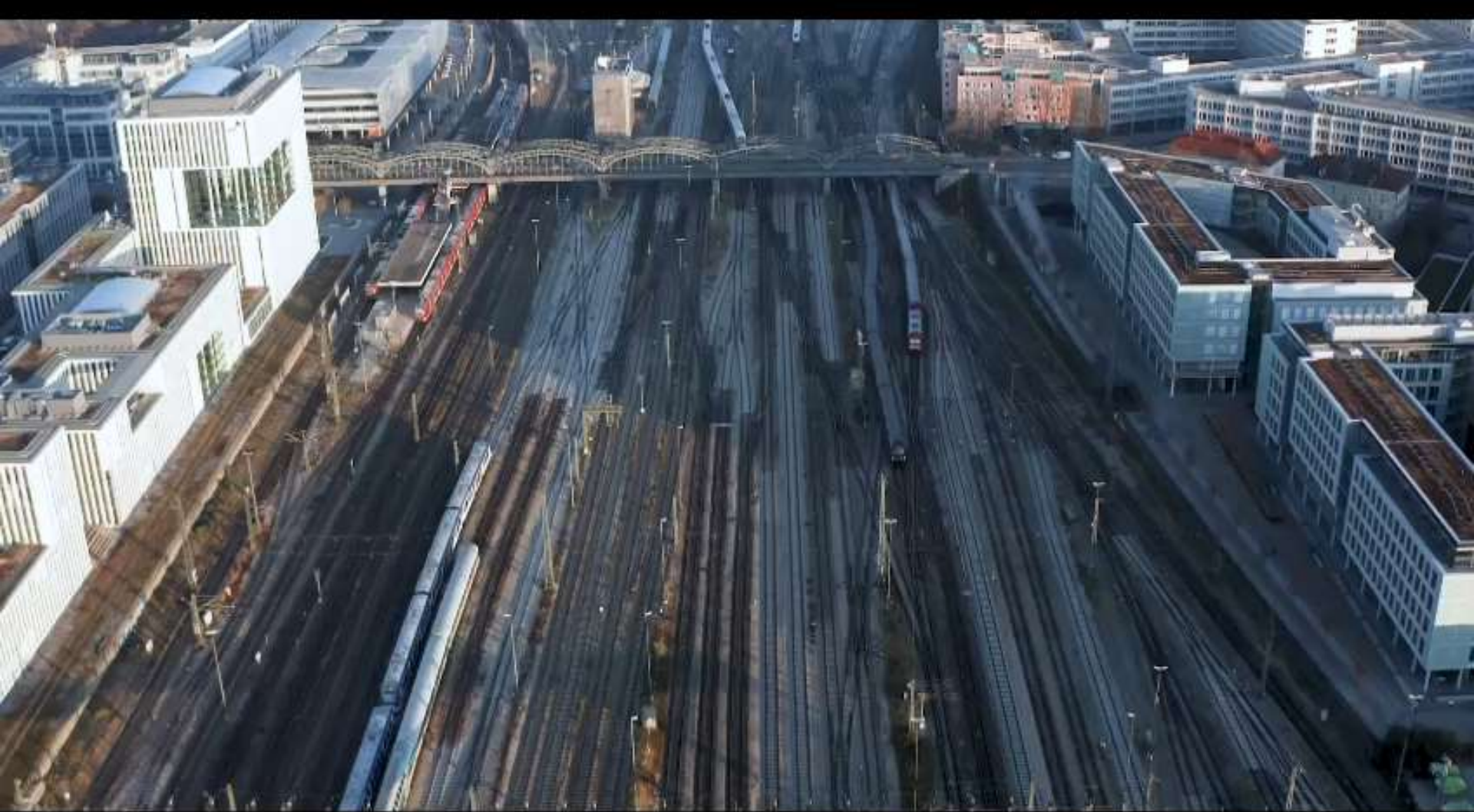
Award 2022:

City of Munich &
ReDI School Munich

Category:

Act together – skills and
competencies for the future







Birgit Köbl
ReDI School



Christian Meyer
Straight Solutions



Zainab Samadi
ReDI Alumna



Marzieh Iranshahi
ReDI Alumna



Janis Janowsky
ReDI School



Thank you! Are you ReDI?



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